Minnesota Department of Employment and Economic Development

Review ONLINE

Minnesota Employment Review

mn.gov/deed/review

February 2015 Data...March 2015 Issue

Feature:

Teen Summer Employment 2015

Projected Regional Employment Growth

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A Management Career in Southwest Minnesota

The Buck Stops Here

Management positions provide economic opportunities that few occupations in Southwest Minnesota can match. At $36.05 the median hourly wage for management occupations is more than twice as high as the median wage for all occupations in the area and nearly $10 an hour more than architectural and engineering jobs, the next highest paying occupational category.

Why does the buck stop at the top? Managers play a crucial role in the businesses that employ them. They are typically responsible for the decision-making and resource coordination that enable organizations to accomplish their goals. The job of a manager is demanding, and not all workers have the robust skillset and personality to pull it off.

Melanie Wiegert, the Human Resources Manager for Schuneman Equipment Co., a family-owned agricultural equipment dealership with six stores in Minnesota and South Dakota, provided some insight into the job of a manager. She counted continuous learning, a willingness to handle tough conversations, empathy, setting effective priorities, and creative problem solving as the five most important skills for managers.

She also added that delegating is the most undervalued skill for new managers. "Managers, by definition, are no longer individual contributors. You are lessening your value to the organization when you don't share your knowledge and help everyone around you become better," according to Wiegert. This feeds into creative problem solving as well, since managers must learn how to involve others to set the best course of action based on available facts. While most management occupations require a bachelor's degree, Wiegert's list of important skills focuses on "soft skills" that are difficult to learn in a classroom. Instead, those skills are more often built through years of practice and experience.

Building the Ladder

The Manufacturing industry employs the largest number of managers in Southwest Minnesota, followed closely by Educational and Health Services. Manufacturing also has the highest median wage for management occupations in Southwest Minnesota at $41.54 per hour. That's more than five dollars an hour higher than the median wage across all industries, $36.05 (see Table 1).

While the Manufacturing industry employs the most managers in Southwest Minnesota, it is the Professional and Business Services industry that has the largest share of its jobs in management. Of all jobs in the Professional and Business Services industry, 8.4 percent are classified as management positions. Financial Activities also has a very high concentration of managers at 8.3 percent of total jobs.

This look at the distribution of management across different industries provides some insight into the opportunities that exist for aspiring managers still working their way up the career ladder. While the largest number of management career opportunities exists in Manufacturing from the sheer number of jobs, opportunities present themselves in less obvious ways in other industries.

With a higher share of jobs in a specific industry — such as Professional and Business Services or Financial Activities — in management, employees may have increased chances of moving up into such a position if they are able to find work in the industry and prove their abilities to their employer.

Comparing management wages to the wages of all occupations in an industry sheds light on some nuances with wage relationships. When comparing median wages across all industries, managers earn about 2.4 times the median for all occupations. Remarkably, management's earning power relative to the wages of all occupations is fairly consistent throughout the major industries.

The highest wage premium for management positions can be found in the Manufacturing industry, where the median management wage is about 248 percent of the median of all jobs. The lowest premium is found in the Public Administration industry where managers have a median wage 149 percent of the median for all jobs, although it's also important to note that public administration occupations have the highest median wage ($18.91/hr) in Southwest Minnesota, which may contribute to the lower wage premium for the top paid employees.

The Top Rung

DEED's Occupational Employment Statistics program details 30 different management occupations in Southwest Minnesota, showing just how vast and diverse the skills required in management can be. As seen in Table 2, general and operations managers account for over one-fourth of all management jobs in the region.

Not surprisingly, the highest paying management occupation is the Chief Executive with a median wage of $113,273 per year. The top 10 percent of chief executives earn a salary of more than $190,590. While this fantastic wage is far beyond what most employees take home, the CEO has a position of extreme importance to organizations, typically requiring the skillset of many different occupations combined. Southwest Minnesota is home to a higher share of chief executive jobs than the state, comprising 6.3 percent of all management jobs in the region compared to 5.5 percent statewide.

Shifting from Shift Work

Because of the region's unique industry mix, some management occupations are in higher demand than others in Southwest Minnesota. Fourteen management specialties are currently in relatively high demand according to DEED's Occupations In Demand (OID) program.

Employees and jobseekers looking to climb the career ladder will find the most opportunity with the occupations listed in Table 3. Financial management is an especially viable option because the occupation is in high demand and more than 100 job openings are estimated for the next 10 years.

All but two of the listed management occupations in Southwest Minnesota require a four-year degree, showing that the best path to a management job starts with a college degree. However, it should be noted that most employees also will need relevant quality experience before being considered for a management position.

Climbing the Ladder

Data from DEED's most recent Job Vacancy Survey show what employers expect from jobseekers in management occupations. Three-fourths of the management vacancies require postsecondary education, including several specialties such as advertising, marketing, promotions, and public relations managers, sales managers, and medical and health services managers where 100 percent required a college degree. Perhaps more important, 81 percent of total management openings require at least one year of experience, including six specialties where all the vacancies demanded one or more years of related work experience.

In contrast, less than 10 percent of management vacancies are part-time, and none are temporary or seasonal. In comparison, nearly 40 percent of total job vacancies in the region are part-time, 42 percent require one year of experience, and just 30 percent require postsecondary education.

Table 1: Leading Industries for Management Employment

Industry	Estimated Regional Employment 2014	Median Hourly Wage 2014	Share of Total Industry Employment in Management	Management Wages Relative to All Occupations
All Industries	**7,520**	**$36.05**	**4.4%**	**240%**
Manufacturing	1,660	$41.54	4.2%	248%
Educational and Health Services	1,640	$37.59	3.6%	237%
Trade, Transportation, and Utilities	1,290	$31.59	3.7%	245%
Professional and Business Services	830	$41.15	8.4%	237%
Financial Activities	800	$38.96	8.3%	237%
Public Administration	690	$28.11	4.9%	149%
Construction	250	$34.69	4.4%	193%
Leisure and Hospitality	210	$20.95	2.9%	235%
Other Services	120	$29.44	3.0%	243%
Natural Resources and Mining	30	$37.55	3.8%	222%

Source: DEED, Occupational Employment Statistics (OES) program

Because of the higher requirements, the median wage offer for management occupations was more than double the offer for all occupations, with starting wages ranging from $15.31 per hour for food service managers to $34.89 for industrial production managers (see Table 4).

In many career fields, including management, emphasis has been placed on high school graduates' and jobseekers' furthering their education with an Associate's or Bachelor's degree or higher. During the recent recession and even in the recovery many individuals have come into WorkForce Centers and taken advantage of the state's Dislocated Worker Program to attend a two or four year postsecondary institution.

Experience, Education, and Productivity Don't Make a Manager

While additional education and work experience are important, being the most productive worker is no guarantee a person will also be the most productive manager. The Peter Principle management theory states that employees are all too often promoted to their level of incompetence, based on performance in completely different jobs. Simply put, employees are rewarded for good work with promotions until they reach a position they are not capable of filling effectively. They then stop being promoted and are stuck in a job for which they are ill-suited for the remainder of their careers. This theory relates directly to management occupations because most managers are promoted to their positions only after years of experience outside of management. Typically, new managers have entirely different responsibilities than they did in their previous positions, so determining who is a good fit for those positions isn't always as easy as one might think. It is up to employers to uncover those potential future managers on their staffs, and up to the future managers to demonstrate their worth.

Table 2: Distribution of Managers in Southwest Minnesota by Type

Manager Type	Estimated Regional Employment, 2014	Percent of Total Management Jobs	Median Annual Wage, 2014
All Managers in Southwest Minnesota	**7,520**	**100%**	**$74,992**
General and Operations Managers	2,060	27.4%	$68,867
Financial Managers	610	8.1%	$85,948
Chief Executives	470	6.3%	$113,273
Industrial Production Managers	470	6.3%	$76,106
Sales Managers	460	6.1%	$77,743
Managers, All Other	400	5.3%	$75,338
Medical and Health Services Managers	290	3.9%	$76,713
Administrative Services Managers	260	3.5%	$79,236
Computer and Information Systems Managers	250	3.3%	$87,340
Education Administrators, Elementary and Secondary School	250	3.3%	$86,266
Marketing Managers	240	3.2%	$102,579
Social and Community Service Managers	190	2.5%	$57,733
Human Resources Managers	160	2.1%	$77,373
Legislators	150	2.0%	$17,954
Engineering Managers	130	1.7%	$100,552
Food Service Managers	130	1.7%	$42,112
Construction Managers	110	1.5%	$71,132
Transportation, Storage, and Distribution Managers	110	1.5%	$68,807
Property, Real Estate, and Community Association Managers	110	1.5%	$34,876
Purchasing Managers	90	1.2%	$75,065
Postmasters and Mail Superintendents	90	1.2%	$57,851
Natural Sciences Managers	50	0.7%	$99,682
Education Administrators, All Other	50	0.7%	$86,084
Education Administrators, Preschool and Child Care Centers	50	0.7%	$38,402
Lodging Managers	40	0.5%	$34,060
Public Relations Managers	30	0.4%	$100,460
Advertising and Promotions Managers	30	0.4%	$48,132
Training and Development Managers	20	0.3%	$95,970
Compensation and Benefits Managers	20	0.3%	$82,098
Emergency Management Directors	20	0.3%	$57,314

Source: DEED, Occupational Employment Statistics (OES) program

Table 3. Management Occupations in Demand in Southwest Minnesota

Job Title	Current Demand Ranking			2012-2022 Projected Openings	Education Requirements
	EDR 6W	EDR 8	EDR9		
General and Operations Managers	★★★★★	★	★★	540	Bachelor's degree
Financial Managers	★★★★★	★★★★★	★★★★★	120	Bachelor's degree
Medical and Health Services Managers	★★★	★★★★	★★★★	120	Bachelor's degree
Sales Managers	★★★★★	★★★★	★★★★	120	Bachelor's degree
Industrial Production Managers	★★	★★★★★	★★	70	Bachelor's degree
Social and Community Service Managers	★★	★★★	★★	60	Bachelor's degree
Food Service Managers	★★	★★	★	60	High School or GED
Architectural and Engineering Managers	★★★★★	★★	★★★	50	Bachelor's degree
Administrative Services Managers	★★★★	★★	★★★★	50	Bachelor's degree
Marketing Managers	★★★★	★★★	★★★★	40	Bachelor's degree
Human Resources Managers	★★★★	★★★★	★★★★★	20	Bachelor's degree
Transportation, Storage and Distribution Managers	★★★★	★★★	★★★	20	High School or GED
Computer and Info. Systems Managers	★★★	★★	★★★★	20	Bachelor's degree
Purchasing Managers	★★★	★★	★	10	Bachelor's degree

Source: DEED, Occupations In Demand (OID) program

Table 4: Job Vacancies in Management Occupations — Southwest Minnesota

Occupation	Number of Job Vacancies	Percent Part-Time	Requiring Post-Secondary Education	Requiring 1+ Years Experience	Requiring Certificate or License	Median Wage Offer
Total, All Occupations	**6,429**	**38%**	**30%**	**42%**	**45%**	**$12.58**
Management Occupations, All	85	8%	74%	81%	36%	$26.61
Advertising, Marketing, Promotions and Public Relations Managers	8	14%	100%	100%	0%	$31.53
Sales Managers	5	0%	100%	100%	0%	$28.79
Operations Specialties Managers	40	0%	58%	60%	3%	$30.80
Computer and Information Systems Managers	3	n/a	n/a	n/a	n/a	n/a
Industrial Production Managers	16	0%	93%	99%	0%	$34.89
Other Management Occupations	37	14%	84%	100%	79%	$22.66
Food Service Managers	14	0%	68%	100%	68%	$15.31
Medical and Health Services Managers	6	0%	100%	100%	100%	$31.19

Source: DEED's Job Vacancy Survey (JVS) Data Tool

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Regional Spotlight
Southwest Minnesota

Short Cuts

Untapped Potential

Alhough often lacking experience or more formal education or training, teenagers can be a great source of workers during the summer months, especially as the labor market tightens in Minnesota and across the country. According to 2014 estimates from the Current Population Survey, there were about 138,000 teenagers in Minnesota's labor force, including about 16,000 unemployed teens who were actively seeking work and could quickly fill available jobs.

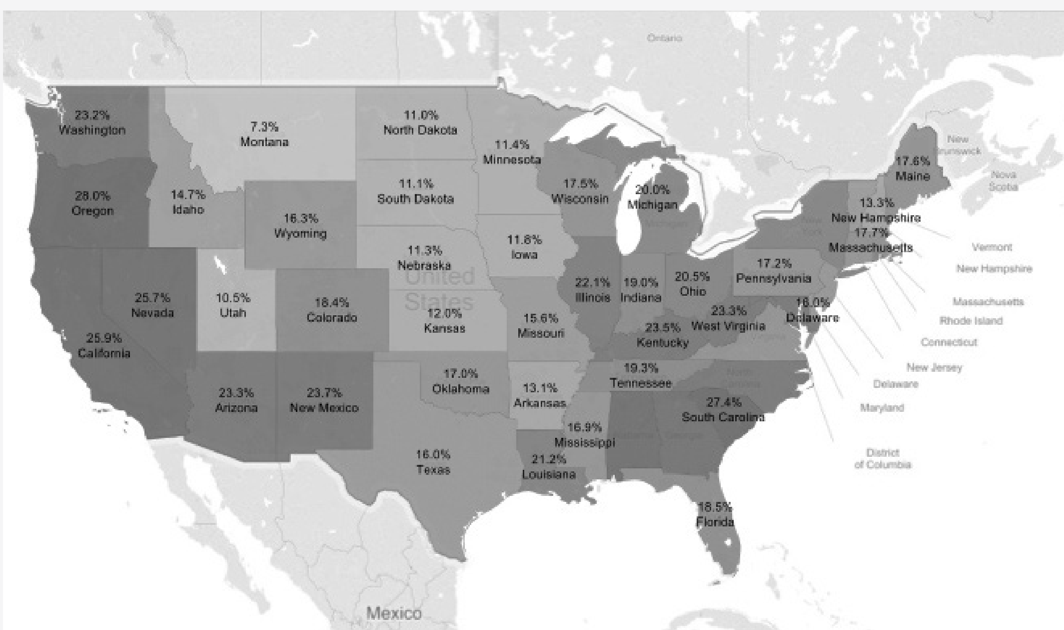
Despite accounting for just 6.7 percent of the population, teens accounted for twice (13.4%) that amount of the unemployed population. The unemployment rate for Minnesota teens (aged 16 to 19) was higher than for any other age group in the state, and was over three times higher than for any age group over 25 years, creating a large pool of potential workers for employers to tap into (see Table 1).

Table 1. Unemployment Rates by Age Group, 2014

	16-19 years	20-24 years	25-34 years	35-44 years	45-54 years	55-64 years	65 years & over
Minnesota	11.4%	6.7%	3.5%	3.1%	3.2%	3.4%	2.7%
United States	19.6%	11.2%	6.5%	4.7%	4.4%	4.3%	4.6%

Source: Current Population Survey, Preliminary 2014 Data on Employment Status by State and Demographic Group (www.bls.gov/lau/ptable14full2014.pdf)

After hanging around 8 percent in the early 2000s, the unemployment rate for teenagers in Minnesota surged above 20 percent in the depths of the recession from 2009 to 2011 before slowly creeping back down during the recovery. Minnesota's 11.4 percent unemployment rate for teenagers in 2014 was the sixth lowest in the nation, behind Montana, Utah, North and South Dakota, and Nebraska.



While unemployment rates for teenagers were rising in much of the last decade, labor force participation rates were falling. Nationwide, only about one in every three teenagers is now in the labor force. In Minnesota nearly half (48.5%) of teenagers are employed or actively seeking work. As such, Minnesota has the seventh highest teenage labor force participation rate in the United States, led by other Midwestern states. In a tight labor market, employers may benefit by tapping into teens.

by Cameron Macht

Labor Force Estimates

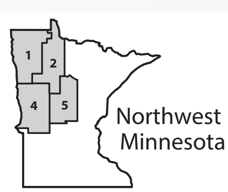
County/ Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Feb 2015	Jan 2015	Feb 2014	Feb 2015	Jan 2015	Feb 2014	Feb 2015	Jan 2015	Feb 2014	Feb 2015	Jan 2015	Feb 2014
United States ('000s)												
(Seasonally adjusted)	157,002	157,180	155,724	148,297	148,201	145,266	8,705	8,979	10,459	5.5%	5.7%	6.7%
(Unadjusted)	156,213	156,050	155,027	147,118	146,552	144,134	9,095	9,498	10,893	5.8	6.1	7.0
Minnesota												
(Seasonally adjusted)	3,004,907	2,988,257	2,972,507	2,893,834	2,878,339	2,840,346	111,073	109,918	132,160	3.7	3.7	4.4
(Unadjusted)	2,996,671	2,979,991	2,955,395	2,863,978	2,844,010	2,797,747	132,693	135,981	157,648	4.4	4.6	5.3
Metropolitan Statistical Areas (MSA)*												
Mpls.-St. Paul MSA	1,928,349	1,909,507	1,902,156	1,851,816	1,831,250	1,809,075	76,533	78,257	93,081	4.0	4.1	4.9
Duluth-Superior MSA	142,046	141,025	144,113	134,192	133,293	134,469	7,854	7,732	9,644	5.5	5.5	6.7
Rochester MSA	117,776	118,060	116,204	112,960	113,186	110,597	4,816	4,874	5,607	4.1	4.1	4.8
St. Cloud MSA	111,086	110,632	109,731	105,591	105,069	103,533	5,495	5,563	6,198	4.9	5.0	5.6
Mankato-N Mankato MSA	60,089	59,581	58,870	58,055	57,490	56,380	2,034	2,091	2,490	3.4	3.5	4.2
Fargo-Moorhead MSA	130,924	130,664	126,031	126,547	126,012	121,619	4,377	4,652	4,412	3.3	3.6	3.5
Grand Forks MSA	55,347	55,342	54,564	53,201	53,178	52,269	2,146	2,164	2,295	3.9	3.9	4.2
Region One	**50,101**	**50,451**	**48,351**	**47,121**	**47,315**	**45,030**	**2,980**	**3,136**	**3,321**	**5.9**	**6.2**	**6.9**
Kittson	2,453	2,525	2,381	2,330	2,392	2,217	123	133	164	5.0	5.3	6.9
Marshall	5,899	5,997	5,557	5,360	5,437	4,997	539	560	560	9.1	9.3	10.1
Norman	3,543	3,616	3,315	3,327	3,402	3,092	216	214	223	6.1	5.9	6.7
Pennington	9,091	9,120	8,737	8,487	8,419	8,077	604	701	660	6.6	7.7	7.6
Polk	17,780	17,868	17,243	16,911	16,980	16,196	869	888	1,047	4.9	5.0	6.1
Red Lake	2,311	2,341	2,255	2,131	2,137	2,049	180	204	206	7.8	8.7	9.1
Roseau	9,024	8,984	8,863	8,575	8,548	8,402	449	436	461	5.0	4.9	5.2
Region Two	**42,678**	**42,666**	**41,697**	**39,687**	**39,589**	**38,266**	**2,991**	**3,077**	**3,431**	**7.0**	**7.2**	**8.2**
Beltrami	23,848	23,715	23,167	22,479	22,312	21,561	1,369	1,403	1,606	5.7	5.9	6.9
Clearwater	4,712	4,765	4,562	4,112	4,154	3,859	600	611	703	12.7	12.8	15.4
Hubbard	9,247	9,289	9,129	8,488	8,493	8,292	759	796	837	8.2	8.6	9.2
Lake of the Woods	2,508	2,536	2,454	2,400	2,429	2,335	108	107	119	4.3	4.2	4.8
Mahnomen	2,363	2,361	2,385	2,208	2,201	2,219	155	160	166	6.6	6.8	7.0
Region Three	**161,658**	**160,607**	**163,437**	**152,157**	**151,067**	**151,819**	**9,501**	**9,540**	**11,618**	**5.9**	**5.9**	**7.1**
Aitkin	6,697	6,702	6,678	6,164	6,143	6,077	533	559	601	8.0	8.3	9.0
Carlton	17,489	17,365	17,665	16,437	16,324	16,434	1,052	1,041	1,231	6.0	6.0	7.0
Cook	2,901	2,943	2,850	2,705	2,748	2,619	196	195	231	6.8	6.6	8.1
Itasca	21,821	21,754	21,633	20,301	20,181	19,737	1,520	1,573	1,896	7.0	7.2	8.8
Koochiching	6,175	6,215	6,464	5,636	5,639	5,839	539	576	625	8.7	9.3	9.7
Lake	5,473	5,412	5,533	5,194	5,132	5,191	279	280	342	5.1	5.2	6.2
St. Louis	101,102	100,216	102,614	95,720	94,900	95,922	5,382	5,316	6,692	5.3	5.3	6.5
City of Duluth	45,289	44,917	45,893	43,253	42,882	43,344	2,036	2,035	2,549	4.5	4.5	5.6
Balance of St. Louis County	55,813	55,299	56,721	52,467	52,018	52,578	3,346	3,281	4,143	6.0	5.9	7.3
Region Four	**126,794**	**127,282**	**122,703**	**120,558**	**120,839**	**115,823**	**6,236**	**6,443**	**6,880**	**4.9**	**5.1**	**5.6**
Becker	17,725	17,914	17,498	16,663	16,822	16,295	1,062	1,092	1,203	6.0	6.1	6.9
Clay	36,686	36,499	35,177	35,260	35,009	33,530	1,426	1,490	1,647	3.9	4.1	4.7
Douglas	19,805	19,819	19,328	18,897	18,901	18,349	908	918	979	4.6	4.6	5.1
Grant	3,422	3,479	3,302	3,189	3,236	3,048	233	243	254	6.8	7.0	7.7
Otter Tail	31,174	31,324	30,208	29,339	29,443	28,238	1,835	1,881	1,970	5.9	6.0	6.5
Pope	6,366	6,445	6,035	6,074	6,144	5,725	292	301	310	4.6	4.7	5.1
Stevens	6,024	6,070	5,852	5,809	5,835	5,603	215	235	249	3.6	3.9	4.3
Traverse	1,786	1,859	1,657	1,678	1,747	1,551	108	112	106	6.0	6.0	6.4
Wilkin	3,806	3,873	3,646	3,649	3,702	3,484	157	171	162	4.1	4.4	4.4
Region Five	**81,601**	**81,779**	**80,841**	**75,391**	**75,520**	**74,003**	**6,210**	**6,259**	**6,838**	**7.6**	**7.7**	**8.5**
Cass	13,691	13,688	13,366	12,453	12,438	12,014	1,238	1,250	1,352	9.0	9.1	10.1
Crow Wing	30,288	30,242	30,797	28,052	27,988	28,275	2,236	2,254	2,522	7.4	7.5	8.2
Morrison	17,605	17,734	17,364	16,179	16,279	15,817	1,426	1,455	1,547	8.1	8.2	8.9
Todd	13,695	13,804	13,156	12,920	13,028	12,290	775	776	866	5.7	5.6	6.6
Wadena	6,322	6,311	6,158	5,787	5,787	5,607	535	524	551	8.5	8.3	8.9
Region Six East	**66,770**	**67,263**	**64,942**	**63,229**	**63,633**	**60,853**	**3,541**	**3,630**	**4,089**	**5.3**	**5.4**	**6.3**
Kandiyohi	24,433	24,606	23,968	23,196	23,337	22,527	1,237	1,269	1,441	5.1	5.2	6.0
McLeod	19,740	19,753	19,425	18,735	18,713	18,205	1,005	1,040	1,220	5.1	5.3	6.3
Meeker	13,453	13,492	12,794	12,666	12,715	11,962	787	777	832	5.8	5.8	6.5
Renville	9,144	9,412	8,755	8,632	8,868	8,159	512	544	596	5.6	5.8	6.8

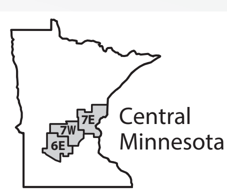
*Minneapolis-St. Paul Metropolitan Statistical Area (MSA) now includes Sherburne County in Minnesota and Pierce County in Wisconsin. St. Cloud MSA is now comprised of Benton and Stearns counties.

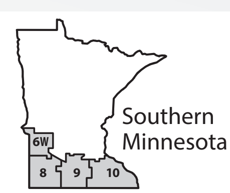
Numbers are unadjusted unless otherwise labeled.
Source: Department of Employment and Economic Development, Local Area Unemployment Statistics, and North Dakota Job Service, 2015.

Labor Force Estimates

County/ Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Feb 2015	Jan 2015	Feb 2014	Feb 2015	Jan 2015	Feb 2014	Feb 2015	Jan 2015	Feb 2014	Feb 2015	Jan 2015	Feb 2014
Region Six West	**24,052**	**24,666**	**23,482**	**22,729**	**23,069**	**21,976**	**1,323**	**1,597**	**1,506**	**5.5%**	**6.5%**	**6.4%**
Big Stone	2,616	2,708	2,491	2,457	2,535	2,322	159	173	169	6.1	6.4	6.8
Chippewa	7,123	7,178	6,998	6,769	6,723	6,570	354	455	428	5.0	6.3	6.1
Lac Qui Parle	3,702	3,855	3,624	3,495	3,609	3,374	207	246	250	5.6	6.4	6.9
Swift	5,009	5,213	4,874	4,700	4,799	4,538	309	414	336	6.2	7.9	6.9
Yellow Medicine	5,602	5,712	5,495	5,308	5,403	5,172	294	309	323	5.2	5.4	5.9
Region Seven East	**86,632**	**86,068**	**85,601**	**80,844**	**80,250**	**78,888**	**5,788**	**5,818**	**6,713**	**6.7**	**6.8**	**7.8**
Chisago	29,119	28,890	28,714	27,577	27,314	26,882	1,542	1,576	1,832	5.3	5.5	6.4
Isanti	20,641	20,424	20,374	19,442	19,241	18,962	1,199	1,183	1,412	5.8	5.8	6.9
Kanabec	9,001	8,962	8,925	8,133	8,102	7,968	868	860	957	9.6	9.6	10.7
Mille Lacs	13,053	12,966	12,953	12,027	11,927	11,704	1,026	1,039	1,249	7.9	8.0	9.6
Pine	14,818	14,826	14,635	13,665	13,666	13,372	1,153	1,160	1,263	7.8	7.8	8.6
Region Seven West	**232,926**	**231,392**	**229,817**	**221,464**	**219,752**	**216,555**	**11,462**	**11,640**	**13,262**	**4.9**	**5.0**	**5.8**
Benton	22,034	21,935	21,848	20,725	20,603	20,349	1,309	1,332	1,499	5.9	6.1	6.9
Sherburne	49,815	49,333	49,150	47,261	46,733	46,137	2,554	2,600	3,013	5.1	5.3	6.1
Stearns	89,052	88,697	87,883	84,866	84,466	83,184	4,186	4,231	4,699	4.7	4.8	5.3
Wright	72,025	71,427	70,936	68,612	67,950	66,885	3,413	3,477	4,051	4.7	4.9	5.7
Region Eight	**66,785**	**67,740**	**64,767**	**63,709**	**64,606**	**61,407**	**3,076**	**3,134**	**3,360**	**4.6**	**4.6**	**5.2**
Cottonwood	5,840	5,939	5,737	5,586	5,673	5,441	254	266	296	4.3	4.5	5.2
Jackson	6,521	6,635	6,300	6,249	6,358	6,037	272	277	263	4.2	4.2	4.2
Lincoln	3,449	3,542	3,317	3,259	3,347	3,118	190	195	199	5.5	5.5	6.0
Lyon	15,418	15,533	15,069	14,760	14,825	14,309	658	708	760	4.3	4.6	5.0
Murray	4,999	5,102	4,785	4,619	4,729	4,415	380	373	370	7.6	7.3	7.7
Nobles	11,573	11,702	11,177	11,111	11,250	10,661	462	452	516	4.0	3.9	4.6
Pipestone	5,095	5,193	4,844	4,845	4,951	4,566	250	242	278	4.9	4.7	5.7
Redwood	8,076	8,194	7,871	7,630	7,741	7,382	446	453	489	5.5	5.5	6.2
Rock	5,814	5,900	5,667	5,650	5,732	5,478	164	168	189	2.8	2.8	3.3
Region Nine	**132,643**	**132,935**	**130,633**	**126,524**	**126,658**	**123,283**	**6,119**	**6,277**	**7,350**	**4.6**	**4.7**	**5.6**
Blue Earth	39,760	39,381	38,993	38,356	37,945	37,287	1,404	1,436	1,706	3.5	3.6	4.4
Brown	14,381	14,533	14,528	13,591	13,718	13,605	790	815	923	5.5	5.6	6.4
Faribault	7,383	7,572	7,271	6,981	7,155	6,683	402	417	588	5.4	5.5	8.1
Le Sueur	16,013	15,965	15,723	14,980	14,915	14,509	1,033	1,050	1,214	6.5	6.6	7.7
Martin	10,249	10,452	10,118	9,740	9,924	9,505	509	528	613	5.0	5.1	6.1
Nicollet	20,329	20,200	19,877	19,699	19,545	19,093	630	655	784	3.1	3.2	3.9
Sibley	8,695	8,798	8,342	8,229	8,324	7,813	466	474	529	5.4	5.4	6.3
Waseca	9,478	9,552	9,607	8,962	9,030	9,010	516	522	597	5.4	5.5	6.2
Watonwan	6,355	6,482	6,174	5,986	6,102	5,778	369	380	396	5.8	5.9	6.4
Region Ten	**278,361**	**278,716**	**275,516**	**266,659**	**266,718**	**261,700**	**11,702**	**11,998**	**13,816**	**4.2**	**4.3**	**5.0**
Dodge	11,456	11,538	11,265	10,893	10,971	10,589	563	567	676	4.9	4.9	6.0
Fillmore	11,420	11,601	11,014	10,758	10,931	10,334	662	670	680	5.8	5.8	6.2
Freeborn	16,331	16,543	16,331	15,591	15,755	15,436	740	788	895	4.5	4.8	5.5
Goodhue	27,073	27,269	26,650	25,871	26,017	25,280	1,202	1,252	1,370	4.4	4.6	5.1
Houston	10,762	10,697	10,574	10,182	10,090	9,891	580	607	683	5.4	5.7	6.5
Mower	20,558	20,547	20,277	19,710	19,697	19,294	848	850	983	4.1	4.1	4.8
Olmsted	82,871	82,744	82,232	79,835	79,652	78,617	3,036	3,092	3,615	3.7	3.7	4.4
City of Rochester	60,901	60,775	60,449	58,678	58,543	57,783	2,223	2,232	2,666	3.7	3.7	4.4
Rice	35,421	35,219	35,134	33,905	33,644	33,283	1,516	1,575	1,851	4.3	4.5	5.3
Steele	20,533	20,573	20,687	19,643	19,689	19,659	890	884	1,028	4.3	4.3	5.0
Wabasha	12,029	12,177	11,693	11,474	11,632	11,057	555	545	636	4.6	4.5	5.4
Winona	29,907	29,808	29,659	28,797	28,640	28,260	1,110	1,168	1,399	3.7	3.9	4.7
Region Eleven	**1,645,676**	**1,628,428**	**1,623,610**	**1,583,912**	**1,564,997**	**1,548,142**	**61,764**	**63,431**	**75,468**	**3.8**	**3.9**	**4.6**
Anoka	190,915	188,873	188,477	182,879	180,672	178,747	8,036	8,201	9,730	4.2	4.3	5.2
Carver	54,332	53,915	53,346	52,280	51,794	50,936	2,052	2,121	2,410	3.8	3.9	4.5
Dakota	232,943	230,466	229,831	224,163	221,418	219,135	8,780	9,048	10,696	3.8	3.9	4.7
Hennepin	674,182	667,011	665,232	650,051	642,229	635,557	24,131	24,782	29,675	3.6	3.7	4.5
City of Bloomington	46,891	46,400	46,307	45,131	44,588	44,125	1,760	1,812	2,182	3.8	3.9	4.7
City of Minneapolis	228,810	226,496	225,909	220,620	217,965	215,701	8,190	8,531	10,208	3.6	3.8	4.5
Ramsey	278,289	275,355	274,723	267,457	264,256	261,435	10,832	11,099	13,288	3.9	4.0	4.8
City of St. Paul	152,837	151,302	150,945	146,729	144,973	143,425	6,108	6,329	7,520	4.0	4.2	5.0
Scott	78,169	77,378	77,073	75,242	74,347	73,527	2,927	3,031	3,546	3.7	3.9	4.6
Washington	136,846	135,430	134,928	131,840	130,281	128,805	5,006	5,149	6,123	3.7	3.8	4.5







Industrial Analysis

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

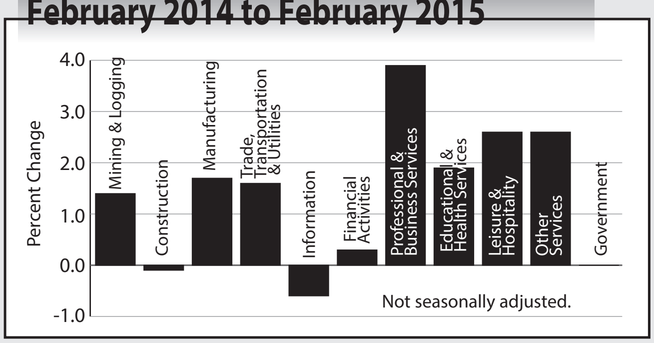
Overview

Seasonally adjusted employment rebounded dramatically in February as Minnesota employers added 11,800 jobs (0.4 percent) for the month, while estimates for January were also revised upward by 3,000. The gains came largely in Trade, Transportation, and Utilities which added 5,600 jobs (1.1 percent). The supersector was also responsible for much of the job loss of January, so this increase represents something of a return to earlier employment levels. Other supersectors to add employment in February included Leisure and Hospitality (up 4,200, 1.6 percent), Educational and Health Services (up 1,100, 0.2 percent), and Construction (up 1,600, 1.5 percent). The highly seasonal nature of many of these groups suggests that weather effects may play a part in some of the recent fluctuation. Over the year, employment in the state has grown by 45,414 jobs (1.7 percent). The growth has been fairly broad-based as the only supersectors to lose employment were Information (down 339, 0.6 percent) and Construction (down just 49 jobs, 0.1 percent). The most growth, both numerically and proportionally, came from Professional and Business Services which added 13,374 jobs (3.9 percent).

Mining and Logging

Seasonally adjusted employment in Mining and Logging was flat in February, remaining at 7,100 jobs. The supersector added 97 jobs (1.4 percent) on the year, however, maintaining a streak of annual growth that stretches back to April of 2014.

MN Employment Growth
February 2014 to February 2015



Source: Department of Employment and Economic Development, Current Employment Statistics, 2015.

Construction

Seasonally adjusted employment in the Construction supersector grew by 1,600 (1.5 percent) in February, reversing a trend of declines that stretched back to November. Over-the-year employment in Construction remains down, however, as the supersector carried 49 (0.1 percent) fewer jobs than in February of 2014. The annual losses were spread between Specialty Trade Contractors (down 305, 0.5 percent) and Heavy and Civil Engineering Construction (down 134, 1.5 percent) as those declines overcame a gain of 390 (1.8 percent) in Construction of Buildings.

Manufacturing

Manufacturing employment in Minnesota declined slightly in February as the supersector lost 600 jobs (0.2 percent). Durable Goods manufacturers added 1,000 jobs (0.5 percent) and Non-Durable Goods manufacturers lost 1,600 (1.4 percent). It was the second straight month of job losses in the supersector, although the component sectors' situations were flipped in January, with Durable Goods employment shrinking and Non-Durable Goods growing. Annually Manufacturing added 5,259 jobs (1.7 percent). Most of that growth came from Durable Goods Manufacturing which added 4,705 jobs (2.4 percent) with the largest contribution coming from Fabricated Metal Product Manufacturing, up 1,709 jobs (4.1 percent). While Non-Durable Goods Manufacturing added only 554 jobs (0.5 percent), its component sectors showed much more volatility with losses in Paper Manufacturing and Printing and Related Support Activities (down 988, 3 percent) overwhelmed by gains in Food Manufacturing which added 2,219 jobs (5 percent).

Trade, Transportation , and Utilities

Trade, Transportation, and Utilities employment rebounded dramatically from its sharp January drop, adding 5,600 jobs (1.1 percent) over the month and in the process erasing much of the 6,700 job decline the supersector saw in January. Most of the monthly increase came from the Retail Trade sector which added 5,900 jobs (2.1 percent) while the other component sectors showed much less dramatic monthly change. Wholesale Trade lost 500 jobs or 0.4 percent, while Transportation, Warehousing, and Utilities added 200 jobs or 0.2 percent. Annually the supersector added 8,202 jobs (1.6 percent). Wholesale Trade added 3,311 jobs (2.6 percent), largely on the back of an increase of 2,332 (3.7 percent) from Durable Goods Merchant Wholesalers, while Retail Trade added 5,287 (1.9 percent) with the largest contribution coming from Motor Vehicle and Parts Dealers, up 1,339 (4.2 percent). Transportation, Warehousing, and Utilities lost employment on the year, dropping 396 jobs (0.4 percent).

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

Industrial Analysis

Information

Employment in the Information supersector dropped slightly in February, losing 100 jobs (0.2 percent). This came on the heels of a loss of 1,400 jobs in January. Information employment remains down over the year as well with 339 fewer jobs in February of 2015 than in the previous year. Both of the published component industry groups, Publishing Industries (except Internet) and Telecommunications lost employment (789 jobs or 3.8 percent and 222 jobs or 1.7 percent, respectively). This means that there was annual growth in the unpublished component industries.

Financial Activities

Financial Activities employment was down by 300 jobs (0.2 percent) on a seasonally-adjusted basis in February. An increase of 300 (0.2 percent) in Finance and Insurance was erased by the loss of twice as many jobs (1.6 percent) in Real Estate and Rental and Leasing. Annually employment in the supersector is up 502 (0.3 percent) as the gains in Finance and Insurance (up 1,569 or 1.1 percent) were enough to overcome losses in the other major component sector over the year.

Professional and Business Services

Employment in Professional and Business Services was up slightly in January as the supersector added 200 jobs (0.1 percent). All of that gain came from Administrative and Support Services which added 900 jobs (0.6 percent), while the other two component sectors lost jobs on the month. Over-the-year growth in the supersector was quite strong, as it supported 13,374 (3.9 percent) more jobs than in February of 2014. Professional, Scientific, and Technical Services added 6,355 jobs (4.6 percent) and Administrative and Support and Waste Management and Remediation Services added 7,982 (6.4 percent), while Management of Companies and Enterprises lost 963 (1.2 percent).

Educational and Health Services

Employment in Educational and Health Services grew by 1,100 (0.2 percent) in February. Health Care and Social Assistance added 2,800 jobs (0.6 percent), enough to erase the loss of 1,700 (2.5 percent) in Educational Services. Annually the supersector added 9,411 jobs (1.9 percent) on across-the-board growth. Health Care and Social Assistance grew by 8,040 jobs (1.9 percent) while Educational Services added 1,371 (2 percent).

Leisure and Hospitality

Employment in Leisure and Hospitality grew sharply in February, adding 4,200 jobs (1.6 percent). Arts, Entertainment, and Recreation added 1,800 (4.3 percent) while Accommodation and Food Service added 2,400 (1.1 percent). For the year the supersector added 6,044 jobs (2.6 percent) with gains distributed across component sectors. Arts, Entertainment, and Recreation grew by 7.9 percent on the year, adding 2,742 jobs since February 2014.

Other Services

Employment in Other Services dipped by 300 jobs (0.3 percent) in February. Annually the supersector added 2,870 jobs (2.6 percent) with increases in Repair and Maintenance (up 2,870, 2.6 percent) and Religious, Grantmaking, Civic, Professional, and Similar Organizations (up 1,068, 1.7 percent), making up for the loss of 205 jobs (0.7 percent) in Personal and Laundry Services.

Government

Government employment was up by 400 jobs (0.1 percent) in February with small amounts of movement in all three component groups. Employment was flat annually with Government employers adding just 43 total jobs (0 percent) over February of 2014.

by Nick Dobbins

Seasonally Adjusted Nonfarm Employment

In 1,000's

Industry	February 2015	January 2015	December 2014
Total Nonagricultural	**2,838.3**	**2,826.5**	**2,831.4**
Goods-Producing	**427.4**	**426.4**	**428.8**
Mining and Logging	7.1	7.1	7.2
Construction	106.0	104.4	105.8
Manufacturing	314.3	314.9	315.8
Service-Providing	**2,410.9**	**2,400.1**	**2,402.6**
Trade, Transportation, and Utilities	519.8	514.2	520.9
Information	52.0	52.1	53.5
Financial Activities	178.4	178.7	179.0
Professional and Business Services	363.0	362.8	357.7
Educational and Health Services	504.4	503.3	501.6
Leisure and Hospitality	260.5	256.3	256.7
Other Services	113.4	113.7	114.6
Government	419.4	419.0	418.6

Source: Department of Employment and Economic Development Current Employment Statistics, 2015.

Regional Analysis

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

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

Employment in the Minneapolis-St. Paul MSA increased in February with the area adding 10,630 jobs (0.6 percent). The growth was largely thanks to significant spikes in a small handful of industries with the remaining showing losses or less dramatic movement in either direction. The supersectors to add the most jobs were Educational and Health Services (up 5,223, 1.7 percent), which added most of its employment in Educational Services, and Government (up 6,473, 2.6 percent), where the lion's share of the growth came from State Government Educational Services. February job growth is common in both of those areas, likely at least in part from schools' returning from Winter/Holiday break. The biggest monthly losses came in Mining, Logging, and Construction (down 1,492, 2.4 percent) and Trade, Transportation, and Utilities (down 1,741, 0.5 percent). On an annual basis the metro added 37,662 jobs (2 percent). The only supersectors to shrink were Financial Activities (down 230, 0.2 percent) and Information (down 293, 0.7 percent). The rest of the supersectors showed a fairly consistent level of over-the-year employment gains, with the largest numerical increase coming in Professional and Business Services (up 11,240, or 3.9 percent) and Educational and Health Services (up 6,581, 2.2 percent).

Duluth -Superior MSA

The Duluth-Superior MSA added 380 jobs (0.3 percent) in February. The largest contributor to the growth was Government which added 429 jobs (1.7 percent), and more specifically Local Government, which added 353 jobs (2 percent). The largest job losses came in Trade, Transportation, and Utilities, which dropped 212 jobs (0.8 percent) as all three component sectors lost employment. Wholesale Trade was down 37 or 1.1 percent, Retail Trade dropped 117 or 0.8 percent, and Transportation, Warehousing, and Utilities shed 58 jobs or 0.9 percent. The Duluth metro lost 913 jobs (0.7 percent) over the year. The loss is in part caused by steep declines in Government employment (down 1,075 or 4 percent on the year) and Educational and Health Services (down 612 or 1.9 percent). The largest numerical increase came in Trade, Transportation, and Utilities, which added 870 jobs (3.6 percent) over February 2014.

Rochester MSA

Employment in the Rochester MSA was down 311 (0.3 percent) in February. It was the only MSA to lose employment for the month. This marked the third straight month that Rochester lost jobs. The largest numerical drop came in Trade, Transportation, and Utilities (down 206, 1.2 percent), and the steepest proportional decline occurred in Mining, Logging, and Construction (down 59, 1.6 percent). However, between Februarys 2014 and 2015, Rochester still added 1,286 jobs (1.2 percent). The growth was spread across industries, as the only supersectors to shed jobs over that time were Manufacturing (down 82, 0.8 percent) and Professional and Business Services (down 117, 2.1 percent). The largest over-the-year increase came in Government which added 382 jobs (3.1 percent), most of which is attributable to an increase of 293 jobs or 3 percent in Local Government employment. State Government employers also added 94 jobs, a 6.2 percent increase on the year.

St. Cloud MSA

The Saint Cloud MSA added 467 jobs (0.4 percent) for the month of February. Government employers added 576 jobs (3.8 percent) and Educational and Health Services added 300 (1.4 percent) which accounted for much of the growth. The largest losses came in Trade, Transportation, and Utilities which dropped 357 jobs (1.7 percent). On the year St. Cloud added 1,084 jobs (1 percent). The growth was fairly well distributed with the losses concentrated in Professional and Business Services (down 751, 8.5 percent) and Government (down 198, 1.2 percent). Educational and Health Services added 824 jobs or 3.9 percent, giving the largest numerical and proportional growth of the prior 12 months.

Mankato-North Mankato MSA

Employment in the Mankato-North Mankato MSA grew by 573 jobs (1 percent) in February. Goods Producers lost 99 jobs (1 percent) while Service Providers added 672 (1.5 percent). For the year the Mankato area added 1,023 jobs (1.9 percent). Private Employers added 992 jobs (2.2 percent) while the Government added 31 (0.3 percent). Service Providers in the area added 627 jobs (1.4 percent) on the year, and Goods Producers added 396 (4.2 percent).

Fargo-Moorhead MSA

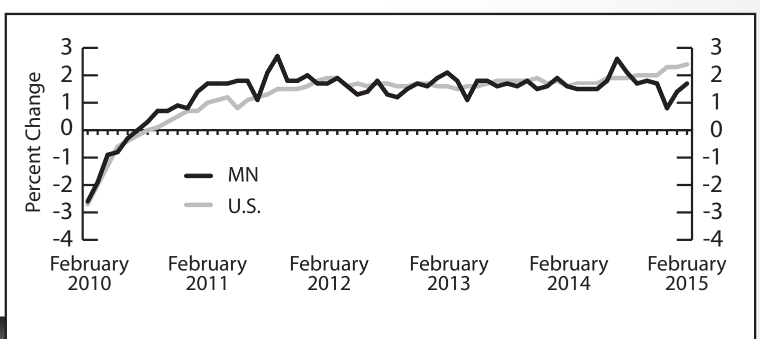
The Fargo-Moorhead MSA added 840 jobs in February. A loss of 317 (1.9 percent), entirely from the Retail Trade sector, was overcome by strong gains in Leisure and Hospitality (up 208, 1.5 percent), Government (up 513, 2.8 percent), and Professional and Business Services (up 220, 1.4 percent), among other supersectors. Over the year Fargo-Moorhead added 5,832 jobs (4.4 percent), with every supersector and published industry group showing gains.

Grand Forks-East Grand Forks MSA

The Grand Forks-East Grand Forks MSA added 314 jobs (0.6 percent) in February. By far the biggest gains came in Government employment which added 263 jobs (1.8 percent). Mining, Logging, and Construction also had a relatively good month, adding 60 jobs (2.3 percent). Annually the MSA added 1,205 jobs (2.2 percent) with huge proportional gains in Mining, Logging, and Construction (up 268, 11 percent) and Professional and Business Services (up 333, 11.8 percent).

by Nick Dobbins

Source: Department of Employment and Economic Development, Current Employment Statistics, 2015 Bureau of Labor Statistics, U.S. Department of Labor, Current Employment Statistics, 2015.



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) Feb 2015	Jobs* (Thousands) Jan 2015	Jobs* (Thousands) Feb 2014	Percent Change From** Jan 2015	Percent Change From** Feb 2014	Production Workers Average Weekly Earnings Feb 2015	Average Weekly Earnings Feb 2014	Average Weekly Hours Feb 2015	Average Weekly Hours Feb 2014	Average Hourly Earnings Feb 2015	Average Hourly Earnings Feb 2014
TOTAL NONFARM WAGE AND SALARY	**2,787.9**	**2,772.3**	**2,742.5**	**0.6%**	**1.7%**	—	—	—	—	—	—
GOODS-PRODUCING	**403.9**	**405.8**	**398.6**	**-0.5**	**1.3**	—	—	—	—	—	—
Mining and Logging	**6.8**	**6.7**	**6.7**	**1.7**	**1.4**	—	—	—	—	—	—
Construction	**86.6**	**88.1**	**86.7**	**-1.6**	**-0.1**	—	—	—	—	—	—
Specialty Trade Contractors	55.4	56.3	55.7	-1.7	-0.5	$1,105.86	$1,136.38	35.8	36.8	$30.89	$30.88
Manufacturing	**310.5**	**311.0**	**305.2**	**-0.2**	**1.7**	**818.04**	**824.83**	**40.8**	**41.7**	**20.05**	**19.78**
Durable Goods	198.7	198.5	194.0	0.1	2.4	823.88	834.58	41.8	42.3	19.71	19.73
Wood Product Manufacturing	10.1	10.4	10.0	-2.8	1.1	—	—	—	—	—	—
Fabricated Metal Production	43.7	42.8	41.9	2.1	4.1	—	—	—	—	—	—
Machinery Manufacturing	32.7	32.6	31.8	0.4	2.7	—	—	—	—	—	—
Computer and Electronic Product	45.5	45.4	44.8	0.1	1.5	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	25.5	25.5	24.8	0.1	2.9	—	—	—	—	—	—
Transportation Equipment	11.5	11.5	11.2	-0.2	2.6	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	15.6	15.5	15.4	0.1	1.1	—	—	—	—	—	—
Nondurable Goods	111.8	112.5	111.3	-0.6	0.5	808.30	812.27	39.2	40.9	20.62	19.86
Food Manufacturing	46.6	47.2	44.4	-1.3	5.0	—	—	—	—	—	—
Paper Manufacturing	32.4	32.6	33.4	-0.5	-3.0	—	—	—	—	—	—
Printing and Related	23.3	23.4	24.0	-0.5	-2.7	—	—	—	—	—	—
SERVICE-PROVIDING	**2,384.0**	**2,366.5**	**2,343.9**	**0.7**	**1.7**	—	—	—	—	—	—
Trade, Transportation, and Utilities	**510.4**	**513.8**	**502.2**	**-0.7**	**1.6**	—	—	—	—	—	—
Wholesale Trade	132.3	132.3	129.0	0.0	2.6	949.21	965.57	39.6	38.7	23.97	24.95
Retail Trade	284.1	286.2	278.8	-0.7	1.9	412.44	369.64	28.0	27.3	14.73	13.54
Motor Vehicle and Parts	33.1	33.0	31.8	0.2	4.2	—	—	—	—	—	—
Building Material and Garden Equipment	23.9	23.8	23.9	0.5	-0.2	—	—	—	—	—	—
Food and Beverage Stores	50.4	51.3	50.0	-1.7	0.9	—	—	—	—	—	—
Gasoline Stations	23.6	23.7	23.4	-0.3	1.1	—	—	—	—	—	—
General Merchandise Stores	59.4	61.2	58.8	-3.0	1.1	291.30	283.28	26.7	26.8	10.91	10.57
Transportation,Warehouse, Utilities	93.9	95.2	94.3	-1.3	-0.4	—	—	—	—	—	—
Transportation and Warehousing	81.1	82.3	81.8	-1.5	-0.8	637.32	626.70	33.9	36.8	18.80	17.03
Information	**52.2**	**52.3**	**52.5**	**-0.2**	**-0.6**	**841.93**	**858.27**	**36.4**	**37.3**	**23.13**	**23.01**
Publishing Industries	20.1	20.2	20.9	-0.2	-3.8	—	—	—	—	—	—
Telecommunications	13.2	13.2	13.4	0.0	-1.7	—	—	—	—	—	—
Financial Activities	**177.1**	**177.6**	**176.6**	**-0.3**	**0.3**	—	—	—	—	—	—
Finance and Insurance	140.0	139.9	138.4	0.1	1.1	867.22	975.12	35.6	36.7	24.36	26.57
Credit Intermediation	54.2	54.4	55.1	-0.3	-1.6	703.15	774.59	35.0	36.4	20.09	21.28
Securities, Commodity Contracts, and Other	18.6	18.6	18.4	0.1	0.7	—	—	—	—	—	—
Insurance Carriers and Related	65.4	65.3	63.7	0.1	2.7	—	—	—	—	—	—
Real Estate and Rental and Leasing	37.1	37.7	38.2	-1.6	-2.8	—	—	—	—	—	—
Professional and Business Services	**355.6**	**352.6**	**342.2**	**0.8**	**3.9**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	145.1	143.2	138.7	1.3	4.6	—	—	—	—	—	—
Legal Services	17.8	17.8	18.2	0.0	-2.1	—	—	—	—	—	—
Accounting, Tax Preparation	19.2	17.9	17.5	6.8	9.6	—	—	—	—	—	—
Computer Systems Design	35.5	34.9	33.2	1.7	7.1	—	—	—	—	—	—
Management of Companies and Enterprises	77.7	78.2	78.7	-0.6	-1.2	—	—	—	—	—	—
Administrative and Support Services	132.8	131.2	124.8	1.2	6.4	—	—	—	—	—	—
Educational and Health Services	**506.4**	**500.5**	**497.0**	**1.2**	**1.9**	—	—	—	—	—	—
Educational Services	70.0	65.4	68.6	7.0	2.0	—	—	—	—	—	—
Health Care and Social Assistance	436.4	435.1	428.4	0.3	1.9	—	—	—	—	—	—
Ambulatory Health Care	140.2	139.8	137.0	0.3	2.3	1,263.38	1,215.89	35.8	34.7	35.29	35.04
Offices of Physicians	66.8	66.7	66.2	0.0	0.9	—	—	—	—	—	—
Hospitals	104.9	104.8	105.4	0.1	-0.5	—	—	—	—	—	—
Nursing and Residential Care Facilities	106.7	106.4	105.1	0.3	1.5	427.86	416.54	28.6	29.5	14.96	14.12
Social Assistance	84.7	84.1	80.9	0.7	4.6	—	—	—	—	—	—
Leisure and Hospitality	**242.9**	**240.2**	**236.9**	**1.1**	**2.6**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	37.4	35.8	34.7	4.6	7.9	—	—	—	—	—	—
Accommodation and Food Services	205.5	204.4	202.2	0.5	1.6	—	—	—	—	—	—
Food Services and Drinking Places	180.9	180.6	178.0	0.2	1.6	257.88	244.55	21.0	21.1	12.28	11.59
Other Services	**113.4**	**113.2**	**110.6**	**0.2**	**2.6**	—	—	—	—	—	—
Religious, Grantmaking, Civic, Professional Organizations	63.4	63.5	62.4	-0.2	1.7	—	—	—	—	—	—
Government	**426.0**	**416.4**	**425.9**	**2.3**	**0.0**	—	—	—	—	—	—
Federal Government	31.1	31.3	30.9	-0.6	0.7	—	—	—	—	—	—
State Government	105.4	99.2	107.2	6.3	-1.7	—	—	—	—	—	—
State Government Education	66.9	60.7	69.5	10.2	-3.7	—	—	—	—	—	—
Local Government	289.5	285.9	287.8	1.2	0.6	—	—	—	—	—	—
Local Government Education	145.0	141.2	146.1	2.7	-0.7	—	—	—	—	—	—

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

* Totals may not add because of rounding.

** Percent change based on unrounded numbers.

Source: Department of Employment and Economic Development, Current Employment Statistics, 2015.

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	
	Feb 2015	Jan 2015	Feb 2014	Jan 2015	Feb 2014	Feb 2015	Feb 2014	Feb 2015	Feb 2014	Feb 2015	Feb 2014
TOTAL NONFARM WAGE AND SALARY	**1,885.9**	**1,875.3**	**1,848.2**	**0.6%**	**2.0%**	—	—	—	—	—	—
GOODS-PRODUCING	**252.2**	**253.0**	**244.9**	**-0.3**	**3.0**	—	—	—	—	—	—
Mining, Logging, and Construction	**59.9**	**61.3**	**58.7**	**-2.4**	**2.0**	—	—	—	—	—	—
Construction of Buildings	15.0	15.2	14.4	-1.7	3.6	—	—	—	—	—	—
Specialty Trade Contractors	42.3	42.9	38.8	-1.3	9.0	$1,132.78	$1,170.36	35.3	36.1	$32.09	$32.42
Manufacturing	**192.3**	**191.7**	**186.2**	**0.4**	**3.3**	**851.04**	**846.16**	**40.7**	**41.6**	**20.91**	**20.36**
Durable Goods	131.8	131.2	127.1	0.4	3.6	838.01	871.23	41.2	42.5	20.34	20.49
Fabricated Metal Production	29.7	29.5	28.7	0.8	3.6	—	—	—	—	—	—
Machinery Manufacturing	20.1	20.0	19.6	0.3	2.1	—	—	—	—	—	—
Computer and Electronic Product	36.5	36.4	35.5	0.2	2.6	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	23.8	23.8	23.1	0.1	2.8	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	14.3	14.3	13.9	-0.1	2.9	—	—	—	—	—	—
Nondurable Goods	60.6	60.5	59.1	0.2	2.5	880.77	790.17	39.8	39.4	22.13	20.05
Food Manufacturing	14.9	15.0	14.1	-0.7	5.7	—	—	—	—	—	—
Printing and Related	15.3	15.3	15.4	-0.4	-0.9	—	—	—	—	—	—
SERVICE-PROVIDING	**1,633.7**	**1,622.2**	**1,603.3**	**0.7**	**1.9**	—	—	—	—	—	—
Trade, Transportation, and Utilities	**339.7**	**341.4**	**334.5**	**-0.5**	**1.6**	—	—	—	—	—	—
Wholesale Trade	97.3	97.2	94.8	0.0	2.7	900.47	950.40	39.1	38.8	23.03	24.52
Merchant Wholesalers - Durable Goods	48.4	47.7	46.3	1.4	4.6	—	—	—	—	—	—
Merchant Wholesalers - Nondurable Goods	27.3	27.3	27.2	-0.3	0.3	—	—	—	—	—	—
Retail Trade	176.7	178.1	175.1	-0.8	0.9	451.51	383.84	29.3	28.1	15.41	13.65
Food and Beverage Stores	30.2	30.7	29.6	-1.6	2.1	—	—	—	—	—	—
General Merchandise Stores	37.4	38.6	36.7	-3.1	1.8	308.54	309.28	28.1	28.4	10.98	10.89
Transportation, Warehouse, Utilities	65.7	66.1	64.6	-0.5	1.7	—	—	—	—	—	—
Utilities	7.8	7.8	7.5	-0.1	3.4	—	—	—	—	—	—
Transportation and Warehousing	58.0	58.3	57.1	-0.6	1.5	754.45	851.90	38.2	45.3	19.75	18.81
Information	**39.3**	**39.3**	**39.6**	**-0.1**	**-0.7**						
Publishing Industries	16.1	16.1	16.7	0.2	-3.5	—	—	—	—	—	—
Telecommunications	9.6	9.6	9.8	0.0	-1.2	—	—	—	—	—	—
Financial Activities	**143.9**	**144.3**	**144.1**	**-0.3**	**-0.2**	—	—	—	—	—	—
Finance and Insurance	113.1	113.3	112.3	-0.2	0.7	858.00	1,100.03	33.7	36.6	25.46	30.08
Credit Intermediation	39.0	39.3	39.6	-1.0	-1.7	—	—	—	—	—	—
Securities, Commodity Contracts, and Other	16.4	16.4	16.7	0.1	-1.7	—	—	—	—	—	—
Insurance Carriers and Related	55.2	55.3	54.9	-0.2	0.5	—	—	—	—	—	—
Real Estate and Rental and Leasing	30.8	31.0	31.8	-0.6	-3.2	—	—	—	—	—	—
Professional and Business Services	**300.7**	**299.9**	**289.4**	**0.2**	**3.9**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	125.4	124.8	119.3	0.4	5.1	—	—	—	—	—	—
Legal Services	15.1	15.1	15.4	0.0	-1.7	—	—	—	—	—	—
Architectural, Engineering, and Related	16.4	16.5	15.9	-0.9	3.5	—	—	—	—	—	—
Computer Systems Design	32.0	31.8	30.6	0.8	4.6	—	—	—	—	—	—
Management of Companies and Enterprises	70.8	71.1	71.7	-0.5	-1.2	—	—	—	—	—	—
Administrative and Support Services	104.5	104.0	98.5	0.5	6.2	—	—	—	—	—	—
Employment Services	49.9	50.2	47.1	-0.5	5.9	—	—	—	—	—	—
Educational and Health Services	**311.2**	**306.0**	**304.6**	**1.7**	**2.2**	—	—	—	—	—	—
Educational Services	46.0	41.7	45.3	10.2	1.5	—	—	—	—	—	—
Health Care and Social Assistance	265.2	264.3	259.4	0.4	2.3	—	—	—	—	—	—
Ambulatory Health Care	85.1	84.6	82.9	0.7	2.6	—	—	—	—	—	—
Hospitals	61.7	61.6	62.0	0.1	-0.5	—	—	—	—	—	—
Nursing and Residential Care Facilities	59.0	58.7	57.5	0.6	2.6	—	—	—	—	—	—
Social Assistance	59.4	59.4	56.9	0.0	4.4	—	—	—	—	—	—
Leisure and Hospitality	**168.4**	**166.9**	**163.2**	**0.9**	**3.2**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	26.3	25.8	27.1	1.9	-3.2	—	—	—	—	—	—
Accommodation and Food Services	142.1	141.1	136.0	0.7	4.5	273.64	294.64	21.7	23.6	12.61	12.49
Food Services and Drinking Places	129.0	128.6	123.1	0.3	4.8	267.33	291.89	21.0	23.0	12.73	12.68
Other Services	**78.6**	**78.9**	**77.2**	**-0.3**	**1.9**	—	—	—	—	—	—
Repair and Maintenance	14.3	14.3	13.7	-0.2	4.6	—	—	—	—	—	—
Religious, Grantmaking, Civic, Professional Organizations	42.7	42.8	41.9	-0.4	1.9	—	—	—	—	—	—
Government	**252.0**	**245.5**	**250.7**	**2.6**	**0.5**	—	—	—	—	—	—
Federal Government	20.4	20.5	20.3	-0.3	0.6	—	—	—	—	—	—
State Government	70.8	66.7	71.6	6.0	-1.2						
State Government Education	44.7	40.6	46.2	9.9	-3.3						
Local Government	160.8	158.3	158.8	1.6	1.3						
Local Government Education	89.9	87.6	90.7	2.7	-0.9						

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, 2015.

Employer Survey

Industry	Duluth-Superior MSA Jobs Feb 2015	Jan 2015	Feb 2014	% Chg. From Jan 2015	Feb 2014	Rochester MSA Jobs Feb 2015	Jan 2015	Feb 2014	% Chg. From Jan 2015	Feb 2014
TOTAL NONFARM WAGE AND SALARY	**131,640**	**131,260**	**132,553**	**0.3%**	**-0.7%**	**113,097**	**113,408**	**111,811**	**-0.3%**	**1.2%**
GOODS-PRODUCING	**15,093**	**15,092**	**15,516**	**0.0**	**-2.7**	14,236	14,253	14,086	-0.1	1.1
Mining, Logging, and Construction	8,007	8,073	8,386	-0.8	-4.5	3,553	3,612	3,321	-1.6	7.0
Manufacturing	7,086	7,019	7,130	1.0	-0.6	10,683	10,641	10,765	0.4	-0.8
SERVICE-PROVIDING	**116,547**	**116,168**	**117,037**	**0.3**	**-0.4**	98,861	99,155	97,725	-0.3	1.2
Trade, Transportation, and Utilities	25,157	25,369	24,287	-0.8	3.6	17,498	17,704	17,118	-1.2	2.2
Wholesale Trade	3,317	3,354	3,280	-1.1	1.1	2,518	2,553	2,486	-1.4	1.3
Retail Trade	15,421	15,538	14,766	-0.8	4.4	11,955	12,115	11,816	-1.3	1.2
Transportation, Warehouse, Utilities	6,419	6,477	6,241	-0.9	2.9	3,025	3,036	2,816	-0.4	7.4
Information	1,437	1,452	1,425	-1.0	0.8	2,055	2,060	1,957	-0.2	5.0
Financial Activities	5,459	5,418	5,758	0.8	-5.2	2,769	2,783	2,751	-0.5	0.7
Professional and Business Services	8,444	8,342	8,231	1.2	2.6	5,541	5,559	5,658	-0.3	-2.1
Educational and Health Services	31,302	31,390	31,914	-0.3	-1.9	45,003	45,114	44,895	-0.2	0.2
Leisure and Hospitality	12,577	12,476	12,473	0.8	0.8	9,720	9,727	9,491	-0.1	2.4
Other Services	6,092	6,071	5,795	0.3	5.1	3,627	3,629	3,589	-0.1	1.1
Government	26,079	25,650	27,154	1.7	-4.0	12,648	12,579	12,266	0.5	3.1

Employer Survey

Industry	St. Cloud MSA Jobs Feb 2015	Jan 2015	Feb 2014	% Chg. From Jan 2015	Feb 2014	Mankato-North Mankato MSA Jobs Feb 2015	Jan 2015	Feb 2014	% Chg. From Jan 2015	Feb 2014
TOTAL NONFARM WAGE AND SALARY	**105,709**	**105,242**	**104,625**	**0.4%**	**1.0%**	**55,929**	**55,356**	**54,906**	**1.0**	**1.9%**
GOODS-PRODUCING	**20,335**	**20,455**	**19,714**	**-0.6**	**3.2**	**9,867**	**9,966**	**9,471**	**-1.0**	**4.2**
Mining, Logging, and Construction	5,222	5,319	4,663	-1.8	12.0	--	--	--	--	--
Manufacturing	15,113	15,136	15,051	-0.2	0.4	--	--	--	--	--
						--	--	--	--	--
SERVICE-PROVIDING	**85,374**	**84,787**	**84,911**	**0.7**	**0.5**	**46,062**	**45,390**	**45,435**	**1.5**	**1.4**
Trade, Transportation, and Utilities	21,114	21,471	20,987	-1.7	0.6	--	--	--	--	--
Wholesale Trade	4,526	4,520	4,309	0.1	5.0	--	--	--	--	--
Retail Trade	12,798	13,137	12,967	-2.6	-1.3	--	--	--	--	--
Transportation, Warehouse, Utilities	3,790	3,814	3,711	-0.6	2.1	--	--	--	--	--
Information	1,564	1,563	1,639	0.1	-4.6	--	--	--	--	--
Financial Activities	4,798	4,791	4,617	0.1	3.9	--	--	--	--	--
Professional and Business Services	8,065	8,047	8,816	0.2	-8.5	--	--	--	--	--
Educational and Health Services	21,737	21,437	20,913	1.4	3.9	--	--	--	--	--
Leisure and Hospitality	8,710	8,685	8,450	0.3	3.1	--	--	--	--	--
Other Services	3,680	3,663	3,585	0.5	2.6	--	--	--	--	--
Government	15,706	15,130	15,904	3.8	-1.2	9,533	9,071	9,502	5.1	0.3

Employer Survey

Industry	Fargo-Moorhead MSA Jobs Feb 2015	Jan 2015	Feb 2014	% Chg. From Jan 2015	Feb 2014	Grand Forks-East Grand Forks MSA Jobs Feb 2015	Jan 2015	Feb 2014	% Chg. From Jan 2015	Feb 2014
TOTAL NONFARM WAGE AND SALARY	**138,644**	**137,804**	**132,812**	**0.6%**	**4.4%**	**57,308**	**56,994**	**56,103**	**0.6%**	**2.2%**
GOODS-PRODUCING	**17,677**	**17,738**	**16,744**	**-0.3**	**5.6**	**6,647**	**6,631**	**6,164**	**0.2**	**7.8**
Mining, Logging, and Construction	7,577	7,629	6,646	-0.7	14.0	2,713	2,653	2,445	2.3	11.0
Manufacturing	10,100	10,109	10,098	-0.1	0.0	3,934	3,978	3,719	-1.1	5.8
SERVICE-PROVIDING	**120,967**	**120,066**	**116,068**	**0.8**	**4.2**	**50,661**	**50,363**	**49,939**	**0.6**	**1.5**
Trade, Transportation, and Utilities	30,581	30,846	29,247	-0.9	4.6	13,034	13,031	12,193	0.0	6.9
Wholesale Trade	9,232	9,206	8,857	0.3	4.2	1,964	1,979	1,905	-0.8	3.1
Retail Trade	16,239	16,556	15,410	-1.9	5.4	8,846	8,807	8,190	0.4	8.0
Transportation, Warehouse, Utilities	5,110	5,084	4,980	0.5	2.6	2,224	2,245	2,098	-0.9	6.0
Information	3,308	3,312	3,279	-0.1	0.9	621	618	619	0.5	0.3
Financial Activities	10,527	10,517	9,994	0.1	5.3	1,776	1,773	1,763	0.2	0.7
Professional and Business Services	16,433	16,213	15,642	1.4	5.1	3,145	3,142	2,812	0.1	11.8
Educational and Health Services	21,684	21,525	21,539	0.7	0.7	9,359	9,358	9,516	0.0	-1.7
Leisure and Hospitality	14,358	14,150	13,049	1.5	10.0	5,956	5,947	6,372	0.2	-6.5
Other Services	5,274	5,214	5,170	1.2	2.0	2,119	2,106	2,012	0.6	5.3
Government	18,802	18,289	18,148	2.8	3.6	14,651	14,388	14,652	1.8	0.0

Source: Department of Employment and Economic Development, Current Employment Statistics, and North Dakota Job Service, 2015.

Minnesota Economic Indicators

Highlights

The Minnesota Index, U.S. Index, and Minnesota Leading Index are generated by the Philadelphia Federal Reserve Bank. All three indices are in the process of being reviewed and will be published in the next issue of Review.

Adjusted **Wage and Salary Employment** recorded its largest monthly gain since April 2012 with 11,800 jobs added in February. Goods producing payrolls were up 1,000 jobs while service providing employment rose by 10,800 jobs. Strong hiring in Trade, Transportation, and Utilities and in Leisure and Hospitality drove job gains. Construction and Educational and Health Services payrolls also recorded robust growth. Minimal job loss occurred in four sectors with manufacturing cutting the most positions.

Minnesota's unadjusted over-the-year job growth jumped to 1.7 percent, the highest rate since August 2014. The state's job growth continues to lag significantly behind the national rate which was up 2.4 percent in February from a year ago. Minnesota's over-the-year job growth has lagged behind the national rate for the last seven months.

Job growth in Minnesota over the last year has been higher than nationally in only Professional and Business Services and Other Services. Manufacturing payroll expansion in Minnesota has been just a tad below national expansion, but other sectors are adding employment in Minnesota much more slowly than nationally. Minnesota job growth trails national job growth the most in the following sectors: Construction, Information, Financial Activities, and Leisure and Hospitality.

Minnesota's adjusted online **Help-Wanted Ads** continued to rise, increasing for the fourth time in the last five months in February. February's 138,400 ad level was up 5.0 percent from last month, topping the 3.5 percent national increase. Minnesota's ad level is 12.5 percent higher than a year ago which also tops the national 9.9 percent over-the-year gain.

Minnesota's share of national help-wanted online advertising remains solid at 2.5 percent compared to the state's 2.0 percent of employment. One possible explanation for why Minnesota's job growth has lagged the U.S. rate despite stronger online job advertising is that Minnesota employers may post a higher percent of job openings online than in other parts of the country.

Another possible explanation for Minnesota's slower job growth is that Minnesota employers are having a harder time finding workers because of the state's lower unemployment rate. The ratio of unemployed per job vacancy fell to 1.1 in the recently released fourth quarter 2014 Minnesota Vacancy Job Survey results. That is the second lowest on record, slightly higher than the 0.9 ratio experienced in the second quarter 2001. Employers had a much easier time finding workers during the fourth quarter of 2009 when the unemployed to job vacancy ratio skyrocketed to 8.2.

Minnesota's **Purchasing Managers' Index (PMI)** jumped 7.7 percent to a five-month high of 64.7. Minnesota's index continues to outpace both the Mid-American Index (50.8) and the U.S. Index (52.9). Minnesota's employment component of the index, 57.6 in February, was also stronger than the Mid-American (50.8) and the U.S. (51.4) employment components, indicating that Minnesota employers expect to hire at a faster rate than employers in many other states.

After plunging for two straight months, adjusted **Manufacturing Hours** ticked up in February to 41.1. The factory workweek is down significantly from a year ago which may indicate that Minnesota manufacturers have added workers to cut overtime hours, reduced hours as productivity has increased, or reduced hours in response to waning orders. There is really no way of knowing exactly why hours are down. Minnesota's annual average weekly manufacturing hours set a record in 2014 at 41.9 hours. That topped the previous 41.6 hour record recorded in 1994. The lowest annual factory workweek was in 2009 at 39.0 hours.

February's **Manufacturing Earnings** climbed for the second month in a row to a five-month high of $823.51. Factory paychecks, however, are still below a year ago after adjusting for inflation.

Adjusted **Residential Building Permits** dropped in February to 1,729 from January's elevated level of 2,382. The average over the last two months was 2,055 which is close to the monthly average of 2,121 over the 45-year data series.

Adjusted **Initial Claims for Unemployment Benefits (UB)** inched up to 19,654 in February but continued to remain comfortably low by historical standards indicating that Minnesota's job growth will remain positive.

by Dave Senf

Minnesota Index

2014	Feb	INA
	Mar	
	Apr	
	May	
	Jun	
	Jul	
	Aug	
	Sep	
	Oct	
	Nov	
	Dec	
2015	Jan	
	Feb	
% Chg From	Month Ago	
	Year Ago	

Source: The Federal Reserve Bank of Philadelphia, 2015

United States Index

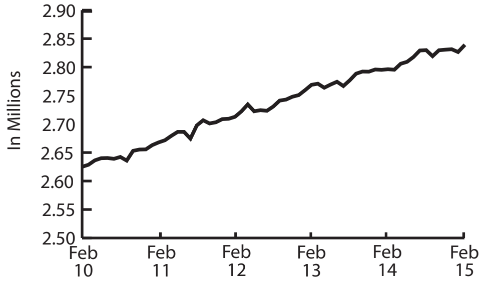
2014	Feb	INA
	Mar	
	Apr	
	May	
	Jun	
	Jul	
	Aug	
	Sep	
	Oct	
	Nov	
	Dec	
2015	Jan	
	Feb	
% Chg From	Month Ago	
	Year Ago	

Source: The Federal Reserve Bank of Philadelphia, 2015

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

2014	Sep	2.8192
	Oct	2.8296
	Nov	2.8306
	Dec	2.8314
2015	Jan	2.8265
	Feb	2.8383

% Chg From Month Ago 0.4%

unadjusted

2014	Feb	2,742.5
2015	Feb	2,787.9

% Chg From Year Ago 1.7%

Source: Department of Employment and Economic Development, Current Employment Statistics Program, 2015

Minnesota Leading Index

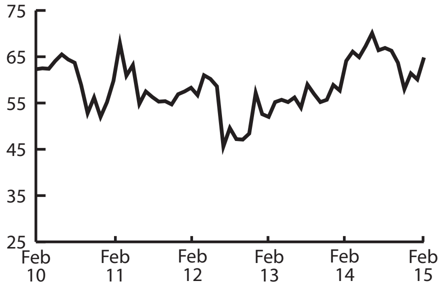
INA

2014	Feb	
	Mar	
	Apr	
	May	
	Jun	
	Jul	
	Aug	
	Sep	
	Oct	
	Nov	
	Dec	
2015	Jan	
	Feb	

% Chg From Month Ago
Year Ago

Source: The Federal Reserve Bank of Philadelphia, 2015

Purchasing Managers' Index

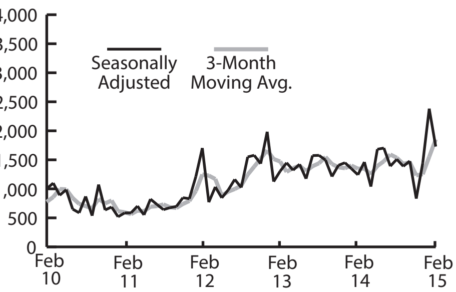


2014	Feb	64.1
	Mar	66.1
	Apr	64.9
	May	67.3
	Jun	70.1
	Jul	66.4
	Aug	66.9
	Sep	66.3
	Oct	63.7
	Nov	58.0
	Dec	61.4
2015	Jan	60.1
	Feb	64.7

% Chg From Month Ago 7.7%
Year Ago 0.9%

Source: Creighton University, Mid-America Survey of Business Conditions, 2015

Residential Building Permits



seasonally adjusted

2014	Sep	1,389
	Oct	1,478
	Nov	832
	Dec	1,444
2015	Jan	2,382
	Feb	1,729

% Chg From Month Ago -27.4%

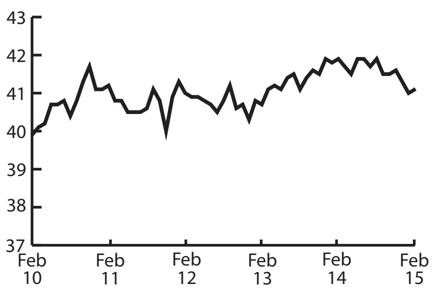
unadjusted

2014	Feb	561
2015	Feb	775

% Chg From Year Ago 38.1%

Source: Residential Building Permits, Census Bureau, U.S. Department of Commerce, 2015

Average Weekly Manufacturing Hours



seasonally adjusted

2014	Sep	41.5
	Oct	41.5
	Nov	41.6
	Dec	41.3
2015	Jan	41.0
	Feb	41.1

% Chg From Month Ago 0.2%

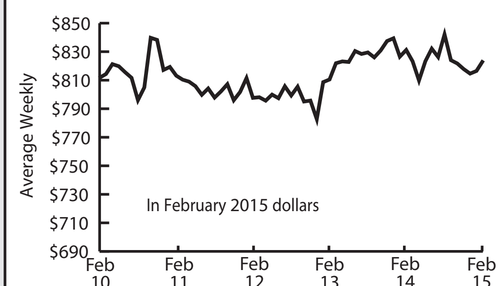
unadjusted

2014	Feb	41.7
2015	Feb	40.8

% Chg From Year Ago -2.2%

Source: Department of Employment and Economic Development, Current Employment Statistics Program, 2015

Manufacturing Earnings



seasonally adjusted

2014	Sep	824.05
	Oct	821.73
	Nov	817.81
	Dec	814.62
2015	Jan	816.49
	Feb	823.51

% Chg From Month Ago 0.9%

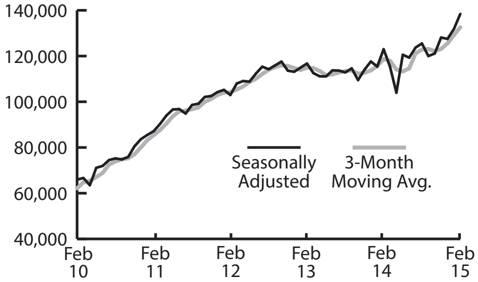
unadjusted

2014	Feb	825.15
2015	Feb	818.04

% Chg From Year Ago -0.9%

Source: Department of Employment and Economic Development, Current Employment Statistics Program, 2015

Online Help-Wanted Advertising

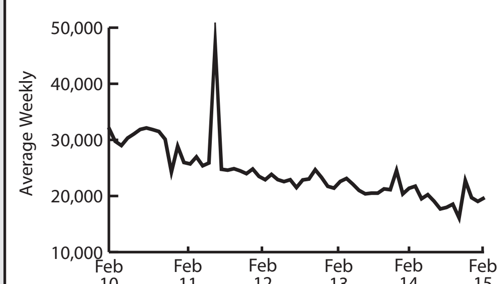


2014	Feb	123,000
	Mar	115,353
	Apr	103,945
	May	120,561
	Jun	119,300
	Jul	123,700
	Aug	125,500
	Sep	120,000
	Oct	121,100
	Nov	128,100
	Dec	127,500
2015	Jan	131,800
	Feb	138,400

% Chg From Month Ago 5.0%
Year Ago 12.5%

Source: The Conference Board Inc., 2015

Initial UB Claimants



seasonally adjusted

2014	Sep	18,533
	Oct	16,113
	Nov	22,765
	Dec	19,704
2015	Jan	19,036
	Feb	19,654

% Chg From Month Ago 3.2%

unadjusted

2014	Feb	19,244
2015	Feb	17,795

% Chg From Year Ago -7.5%

Source: Department of Employment and Economic Development, Unemployment Insurance Program, 2015

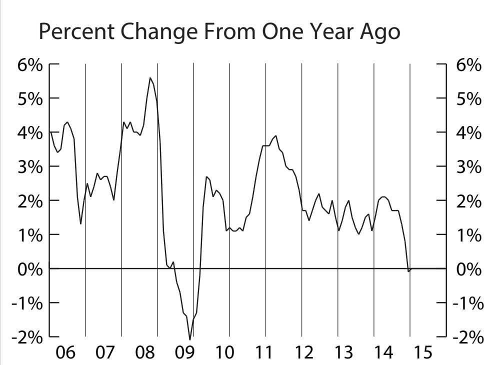
Minnesota Employment **Review**

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

Labor Market Information Help Line:
651.259.7384

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

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.2 percent in March on a seasonally adjusted basis, the U.S. Bureau of Labor Statistics reported. Increases in the energy and shelter indices more than offset a decline in the food index. The energy index rose 1.1 percent from advances in the gasoline and fuel oil indices. In contrast, the food index declined 0.2 percent. The index for all items less food and energy rose 0.2 percent in March.



The all items index declined 0.1 percent for the 12 months ending March. The energy index declined 18.3 percent over the span, more than offsetting increases in the indices for food (up 2.3 percent) and all items less food and energy (up 1.8 percent).

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

What's Going On?

DEED's Veterans Employment program has introduced two projects to serve Native American veterans and veterans being released from Minnesota correctional facilities.

Lyle Iron Moccasin, Community Outreach for DEED, has been reaching out to Minnesota's Native American Veterans and telling them about services and resources available through the Minnesota WorkForce Center system and veterans employment reps. He can be reached at 651-259-7589 or email kirk.crowshoe@state.mn.us.

Disabled Veterans Outreach Program Specialists Lee Okerstrom and Chris Roberts focus on veterans who have had issues with the court and/or correctional system. They provide intensive career guidance services and make referrals to other community-based organizations and employers looking for veteran candidates. Okerstrom can be reached 651-642-0697 or email lee.okerstrom@state.mn.us. Roberts can be reached at 612-821-4009 or email chris.roberts@state.mn.us.

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

Minnesota
Department of Employment and Economic Development

Teen Summer Employment 2015

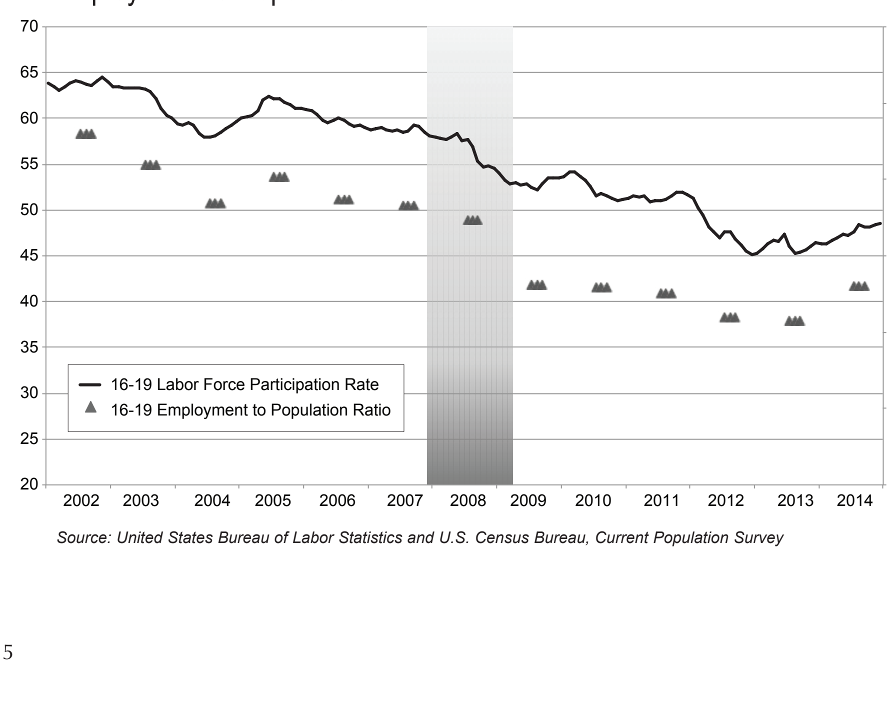
As Minnesota teens begin to look forward to the warm weather and school break coming in the summer, the job seekers among them will be faced with a challenging if improving labor market. While the teen market appears to be gathering momentum in recent years, and indeed improved dramatically from 2013 to 2014 as it continues to struggle in its recovery from the recession, there is no doubt that it is still a very different place than it was before the 2008 recession.

As we can see in Figure 1, labor force participation among teens has generally been declining or stagnant for the better part of the last 15 years. It has been steadily declining nationally since at least the mid-1970s. However, 2014 brought a long-awaited, if unexpected, uptick to the teen labor force participation rate in Minnesota. In the summer (July-September) of 2013 it averaged 45.6 percent. In 2014 that rate grew to 48 percent. The Employment-to-Population Ratio also increased in 2014, countering another long-term trend with the first improvement in that category since 2005. While the last year brought improvement in those telling metrics, you can see that the levels for both are still markedly lower than they have been in the past. In the summer of 2002 the labor force participation rate for 16-19 year olds in Minnesota was roughly 64 percent, with 58 percent of that population holding summer jobs. By 2014 the participation rate was only 48 percent, and just 42 percent of Minnesota teens worked summer jobs.

While a greater proportion of teens were actively looking for work in the summer of 2014, the increased competition for jobs did not seem to hurt the overall employment rate, as is sometimes the case. Unemployment rates also improved fairly significantly last year, continuing a trend that started in early 2013 of steadily falling unemployment for the teen demographic. In the summer of 2013 an average of 16.7 percent of Minnesota teenagers were unable to find jobs. That rate improved to 13.2 percent in 2014.

While teen unemployment has been dropping quickly in recent years, we

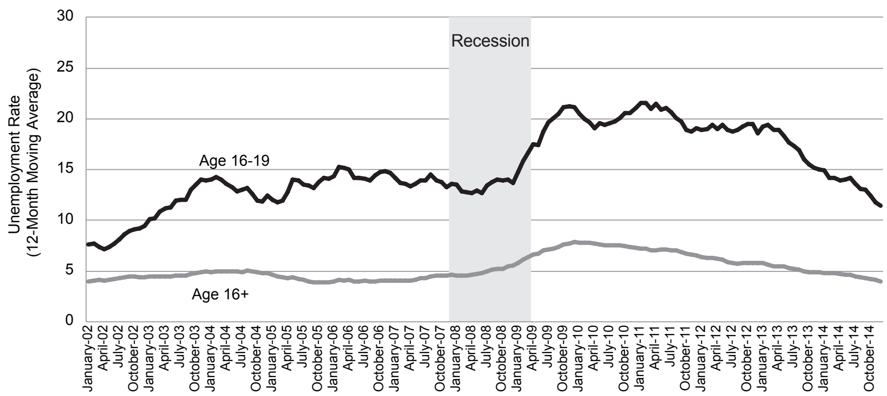
Figure 1: Minnesota Teen Labor Force Participation Rate and Employment to Population Ratio



Source: United States Bureau of Labor Statistics and U.S. Census Bureau, Current Population Survey see a small blip in the series as rates crept up slightly between April and June of 2014 before resuming their decline. It may or may not be a coincidence that Minnesota's minimum wage increase law was passed in April, as national unemployment rates for this age group also increased at the same time.[1]

This recent decline is welcome news as unemployment among teens seemed to have been stuck at its new high levels for some time, even after overall unemployment began to drop in 2010. As Figure 2 illustrates, when the recession hit, the unemployment rate in Minnesota for 16-19 year-olds shot up, moving from 13.6 percent in December 2007 to as high as 21.2 percent in 2009. It didn't get below 18 percent after that until June of 2013 when it hit 17.7 percent. It has been steadily dropping since then, however, reaching a low of 11.4 percent in December of 2014, the last month included in this study. It may well be that over the past year or two the overall market finally improved enough that employers are beginning to look at younger workers again for positions that they had previously been able to fill with more experienced employees. Regardless of the cause, this improvement in unemployment rates suggests an easier time for summer job seekers in 2015.

Figure 2: Minnesota Unemployment Rates by Age, 2002-2014



Source: United States Bureau of Labor Statistics and U.S. Census Bureau, Curent Population Survey

Teen Employment and the Minimum Wage

One new variable in the teen labor market is Minnesota's recent minimum wage hike. In August of 2014 our new law went into effect. It increased the minimum amount workers in the state can be paid. Firms with revenue of less than $500,000 will have a minimum wage of $6.50 an hour and those whose revenue is $500,000 or higher will be required to pay $8.00 an hour. That was the first phase of the law, and increases will continue through 2016 when the large-employer minimum will be $9.50. Because teenagers are more likely to be relatively unskilled and just starting their working lives, they are much more likely than the general population to find themselves working in the lowest paying jobs. A DEED analysis of Minnesota's low-wage workers, done in anticipation of the new minimum wage law, showed that in 2012 jobs paying less than the new minimum wage were most concentrated in one of two industries: Accommodation and Food Service, in which 58.5 percent of jobs would be affected by Minnesota's new minimum, and Retail Trade, where 44.1 percent of jobs would be affected.[2]

Not surprisingly, of the 20 distinct industry sectors, these are exactly the same ones that generally employ a

[1]United States Bureau of Labor Statistics and U.S. Census Bureau. 2014 Current Population Survey. www.bls.gov/cps/
[2]Casale, Oriane and Mustapha Hammida, "Minnesota's Low-Wage Sector." Minnesota Economic Trends. mn.gov/deed/newscenter/publications/trends/dec-2013/low-wage-sector.jsp

higher proportion of young workers. In the summer of 2013 Accommodation and Food Services had 30,562 14-to 18-year-old employees, and Retail Trade had 19,753. The next highest number of teen workers came in Health Care and Social Assistance, which employed just 5,812. Well over half the 14-18 year-olds with summer jobs in 2013 worked in one of those two industries.[3] Nationwide, the Bureau of Labor statistics estimates that in 2013 roughly 19.5 percent of workers age 16 to 19 made at or below the federal minimum wage compared to roughly 4.3 percent of all workers 16 and over.[4]

Last year, we wondered how the change in the minimum wage would affect young Minnesotans' desire to join the labor market and the availability of jobs for them. The labor force participation rate ticked up from 55.7 to 56.6 percent in August, a month that generally sees declines.[1] The participation rate for the nation declined during the same time period. The available data do not give us enough information to identify any cause for this movement with complete confidence. However, the widely-publicized increase in the pay floor for many of the jobs available to teenagers could easily explain this small shift in the larger movement away from working. It will be worth watching the movement in teen labor force participation rate over the next couple of years to see if an increase continues to accompany the rising minimum wage.

The Changing Teen Labor Market

While the recent increase in teen engagement with the labor force is an interesting topic to explore, the larger trends still suggest that young Americans are continuing to delay the start of their work lives in larger and larger numbers. There are a variety of reasons this could be happening, but perhaps the most popular theory is that as education beyond a high school diploma has become more important to making a good living in America, teens have shifted their focus away from entering the labor market right away and towards pursuing education, internships, or other opportunities that may help them more in the future. Figure 3, which shows the labor force participation rate of 16-19 year-olds along with the school enrollment rate for Americans the traditional age of recent high school graduates (18 and 19 year-olds), illustrates these shifting priorities. For many years more and more people have been continuing their education after they reach adulthood, while fewer teens have been immediately jumping into the workforce. This trend is also prevalent in Minnesota, where the college participation rate of recent high school graduates increased 9 percent from 1996 to 2013 (61.5 to 67 percent) according to the Minnesota Office of Higher Education.

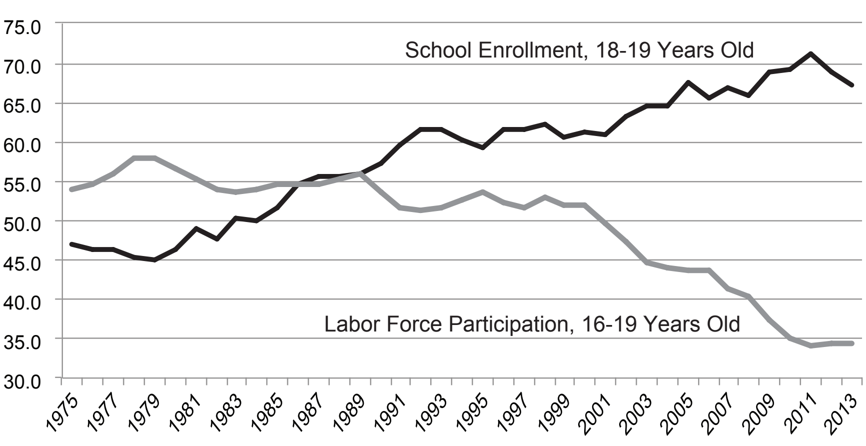
Help for Teens Entering the Job Market

Regardless of the cause, it is undeniable that the labor market for teenagers has changed dramatically in recent years. While some Minnesotans are deferring entering the job market for a future time, for many teens finding a summer job remains an important step to building their careers and economic stability. Summer jobs offer young Minnesotans a chance to learn the basic job skills that employers will look for as they move forward in their careers. They help teens develop connections with employers, bolster their resumes for future job and college applications, and provide income that can create a bridge for those looking to begin their work lives immediately or help those who seek further education cover some of the rising tuition costs.

A number of organizations in the state are aimed at helping young people navigate the job market. Many have a specific focus, such as woodworking, agriculture, or environmental stewardship. In addition to the programs listed below, DEED also provides avenues of assistance for people who come from low income families or have other barriers to employment. The MN Youth Program, Youthbuild Program, and Workforce Investment Act Youth Programs all provide services to youth who are seeking employment. You can find more information on these programs, including lists of service providers searchable by county, at: http://mn.gov/deed/job-seekers/find-a-job/targeted-services/youth-employment/

If you're a Minnesota teen looking to join the workforce, you can improve your chances by having a well written resume that has been proofread by at least one additional person, finding as many references as possible from people you know already in the workforce, and being sure to pursue whatever opportunities you're able to find. While it may be difficult to find a job in the current market, being successful this summer may make a big difference in your work life later on.

Figure 3: National Labor Force Participation Rate versus School Enrollment Rate



[3]U.S. Census Bureau, Longitudinal Employer-Household Dynamics, Quarterly Workforce Indicators for Minnesota, 2013. http://qwiexplorer.ces.census.gov
[4]U.S Department of Labor, Bureau of Labor Statistics, March 2014. "*Characteristics of Minimum Wage Workers, 2013.*" www.bls.gov/cps/minwage2013.pdf

Selected Minnesota Youth Employment Programs and Services

This is a partial list of Minnesota youth employment programs and services. Many available opportunities are not listed here so please do your own research on what may be available in your community.

Cookie Cart: bakery operations (paid), career readiness, workforce skills, and customer service, North Minneapolis
www.cookiecart.org/bakery.html

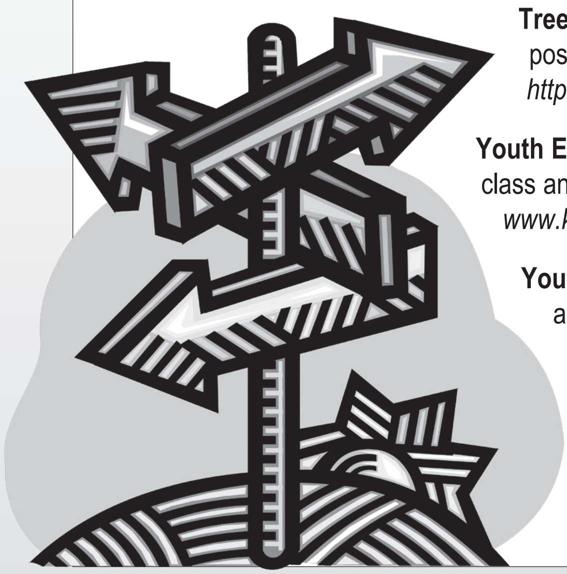
Elpis Enterprises: woodworking, screen printing, and experiential workshops, St. Paul
www.elpisenterprises.org/a/j/who-we-are

EMERGE StreetWerks: summer employment program and youth services, Minneapolis
www.emerge-mn.org/workforce

Minnesota Conservation Corps: environmental services, statewide
www.conservationcorps.org/

Minnesota Landscape Arboretum, Urban Garden Youth Employment: entrepreneurship and leadership jobs in a variety of programs for youth age 12 to 19, Metro
www.arboretum.umn.edu/urbangardenyouthemployment.aspx

Right Track: paid internships and career development opportunities for low-income students, St. Paul
http://righttrack.stpaul.gov/



Tree Trust Youth Summer Employment Program: paid work in a variety of positions in the Twin Cities metro area.
http://treetrust.org/programs/employment-programs/

Youth Express: Saint Paul area program that includes a 15-session"Urban Apprentice" class and paid internship opportunities at a bike shop or clothing store
www.keystonecommunityservices.org/our-services/youth-express

Youth Farm & Market Project: personal development and farming, Minneapolis and St. Paul
www.youthfarmmn.org/about-youth-farm/our-programs/

YouthLead: services for low-income Ramsey County youth, ages 14-21. Includes skill training and employment opportunities.
www.co.ramsey.mn.us/workforce/Youth.htm

by Nick Dobbins
Labor Market Information Office
Minnesota Department of Employment and Economic Development

Minnesota
Department of Employment and Economic Development

Projected Regional Employment Growth
2012-2022

Minnesota's recovery from the Great Recession, as of January 2015, is now in its fifth year with roughly 202,000 wage and salary jobs having been created since the nadir in September 2009. The increase in wage and salary employment is based on Current Employment Statistics (CES) data which count wage and salary jobs in the state. Local Area Unemployment Statistics (LAUS) numbers, which count Minnesotans either self-employed or in wage and salary jobs, is up 177,000 over the same time period. Job growth since the recovery has averaged between 33,000 and 42,000 annually when measured by LAUS and CES numbers.

The solid employment growth over the last few years was a good start for job growth over the 2012-2022 period.[1] But average annual job growth over the next 10 years will be far slower than over the last few years. The state is expected to average 20,500 new jobs annually between 2012 and 2022, which is almost half the annual gain achieved over the last few years. Job growth is expected to decline gradually and come close to flatlining over the next 10 years as job creation will be constrained by slowing labor force growth. Job growth during the next decade will be brisk compared to the last decade but moderate when compared to the boom decade of the 1990s. Minnesota added 457,000 jobs between 1992 and 2002 but only 34,000 jobs between 2002 and 2012.

Minnesota's economy is projected to add 205,000 jobs between 2012 and 2022, pushing total jobs in Minnesota to over 3.1 million by 2022. Minnesota's job total has rebounded from the recession, but job growth has been uneven across industries. Two of the hardest hit sectors, Manufacturing and Construction, will still be below their pre-recession peak employment in 2022. In percentage terms Minnesota's employment is projected to expand 7 percent between 2012 and 2022 compared to the 1.2 percent increase during the previous decade and the 18.8 percent growth enjoyed two decades ago.

From 1994-2001, the boom years of the 1990s, all six regions added jobs on an annual average basis for eight straight years. After the 2001 recession only Central and Northwest Minnesota managed to add jobs in 2002 and 2003. Job growth returned to all regions between 2004 and 2006 before the first signs of the Great Recession appeared in 2007 with small job declines in Northwest and Southwest Minnesota. All regions felt the full effect of the Great Recession in 2009 as jobs declined across the state. Central, Northeast, and the Twin Cities regions experienced the steepest declines during the recession. The job recovery over the last few years has been strongest in the Twin Cities and Central Minnesota with the other regions experiencing sluggish job growth. Job growth has been relatively stronger in Northeast and Southeast Minnesota when compared to Northwest and Southwest Minnesota. Job growth occurred in 2012 in all regions for the first time since 2007. Final 2013 and 2014 job numbers aren't in yet, but it is likely that all regions have added jobs during each of the last three years.

Central Minnesota

Central Minnesota, centered by St. Cloud and with five counties adjacent to the Twin Cities Metro area, has been the state's job growth leader over the last four decades. Central Minnesota had the smallest number of wage and salary jobs at the beginning of the 1970s but has passed up every other region except for the Twin Cities seven-county region over the last 40 years. The residential development spillover from the Twin Cities along the I-94 corridor between the St. Cloud and the area up I-35 north of the Twin Cities is expected to resume eventually but not at the boom pace experienced before the Great Recession. Retail and service-related employment will follow population growth. Employment growth in Central Minnesota is expected again to top all the other regions, increasing 9.8 percent or about 29,000 jobs between 2012 and 2022 (see Table 3). The region experienced 5.2 percent growth during the 2002 – 2012 period, adding 14,500 positions.

[1]Employment totals for projection purposes include full and part-time wage and salary jobs and self-employment jobs. Annual average projection employment by industry is estimated by the Minnesota Department of Employment and Economic Development using Quarterly Census of Employment and Wages (QCEW) employment data, Current Employment Statistics (CES) employment data, and Local Area Unemployment Statistics (LAUS) self-employment data. Minnesota's 2012 annual average projection employment was estimated at 2,915,000. By comparison, the 2012 annual average job total for QCEW, CES, and LAUS were respectively 2,645,000, 2,731,000, and 2,802,000.

Twin Cities Metro Area

The seven-county Twin Cities Metro area is projected to add 132,600 jobs between 2012 and 2022, a 7.6 percent increase. The Twin Cities employment growth was 1.1 percent between 2002 and 2012 with 19,300 jobs added. The Twin Cities area accounted for 57 percent of the state's job growth during the last decade and is expected to account for 65 percent over the next 10 years. Service-providing industries will create 90 percent of projected job growth as goods-producing employment growth will be held back by a 3.2 percent drop in Manufacturing jobs. Manufacturing employment in the Twin Cities area, unlike some of the other regions, will be lower in 10 years than now. The construction industry will rebound during the decade, adding 16,300 jobs as home-building activity returns to historical norms, but construction payrolls numbers will still be 12 percent or 9,000 workers short of the 2005 housing boom peak. The Educational Services workforce in the Twin Cities area will expand faster than in any other region as the area continues to make the switch to a knowledge- intensive economy faster than the rest of the state.

Southeast Minnesota

Southeast Minnesota employment is projected to grow slightly slower than statewide employment, expanding 6.4 percent by 2022 and adding 17,000 jobs. During the previous decade, Southeast Minnesota added 3,600 jobs, an increase of 1.4 percent. Roughly 80 percent of job growth in the region will be in the Healthcare and Social Assistance sector. Employment in this sector accounted for 22.3 percent of 2012 employment which is significantly higher than the statewide 14.1 share. Healthcare and Social Assistance employment accounted for all job growth during the previous decade as the sector added 12,100 jobs while all other sectors lost a combined 8,500 jobs. Spillover growth from the Twin Cities metro area into Goodhue and Rice counties combined with strong health-care related job expansion in Rochester will drive the region's employment growth.

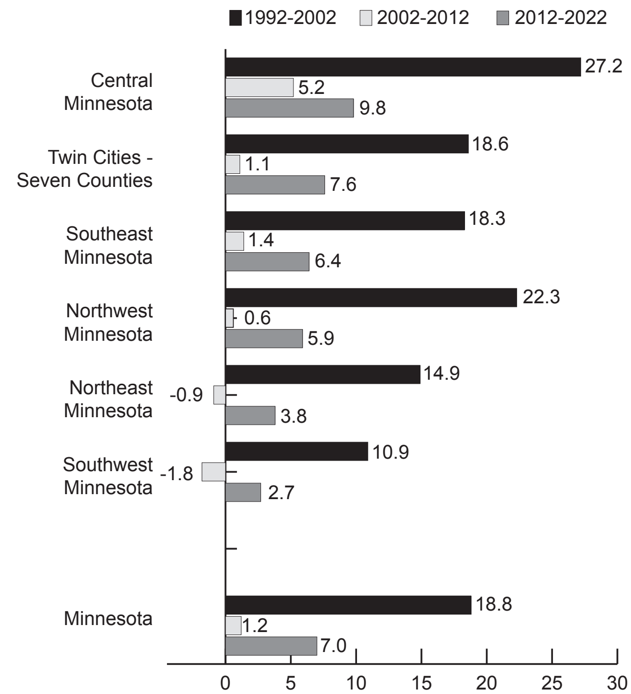
Northwest Minnesota

Northwest Minnesota's 24-year streak of job growth came to an end in 2007 as the recession arrived early to the region with home-building related Manufacturing sliding as the home-building bubble began to deflate. Job growth was flat in 2008 before declining from 2009 through 2011. Employment growth in Northwest Minnesota is projected to increase 5.9 percent over the 10-year period with 15,000 new jobs created. Regional jobs increased 0.6 percent between 2002 and 2012 with 1,600 jobs added. The Health Care and Social Assistance, Retail Trade, and Construction sectors will add the most jobs in Northwest Minnesota over the next 10 years. Manufacturing jobs will grow faster here than anywhere else in the state, climbing 3.6 percent by 2022 compared to the expected 1.3 percent decline statewide. Manufacturing job growth, however, will not be strong enough to top pre-recession peak job totals.

Northeast Minnesota

Northeast Minnesota has the smallest employment base of all regions with an economy that in the past was heavily

Figure 1: Regional Employment Growth in Minnnesota, 1992-2002, 2002-2012, and Projected 2012-2022



Source: Labor Market Information Office, Minnesota Department of Employment and Economic Development

dependent on tourism, taconite mining, and timber-related activity. The most important sector these days is the Healthcare and Social Assistance sector with employment in this sector accounting for 18.9 percent of total employment in 2012. This sector is expected to add 4,900 jobs over the next 10 years, accounting for 82 percent of all regional job growth. Northeast jobs are expected to increase by 3.8 percent over the next decade, the second lowest regional growth rate. The 6,000 jobs expected to be added in the region is a huge improvement over the 1,500 jobs lost between 2002 and 2012, a 0.9 percent decline. The Northeast in 2012 was not only below the 2007 employment level but also below the 2002 employment level. Northeast Minnesota accounted for 5.5 percent of the state's employment base in 2002, 5.4 percent in 2012, and is expected to account for 5.2 percent in 2022. Northeast Minnesota along with Southwest Minnesota has the oldest workforce which translates into having the lowest regional labor force growth over the next 10 years. The result is slow job growth.

Southwest Minnesota

Southwest Minnesota is projected to have the slowest job growth in the state, growing by less than half the state rate. Over the next 10 years the region is projected to add 5,700 jobs, a 2.7 percent increase. During the previous 10 years the region lost 1.8 percent of its employment base or 3,700 jobs. Southwest Minnesota has three strikes against it when it comes to future job growth. The region's job rebound since the recession has been the weakest. Regional unemployment has historically been below the statewide rate which reduces potential job growth from falling unemployment. Finally, the region's workforce is one of the oldest, suggesting that unless immigration picks up sustainably, labor force growth will be more limited than in the other regions.

Occupational Projections

The distribution of projected regional occupational employment growth across the 10 major occupational groups is shown in Table 1. Service occupations, which include about 100 occupations ranging from bailiffs, firefighters, and police officers to janitors, bartenders, child care workers, and nursing assistants, are projected to add the most jobs in all regions except Southeast Minnesota. Professional and related occupations will add the most jobs in Southeast Minnesota from robust health-care related job growth in Rochester. Over the next 10 years Minnesota households will spend a larger share of their income on services than in the past. Higher spending on personal care, restaurants, casinos, and healthcare, especially by Minnesota's expanding senior citizen population, translates into higher demand for personal care aides, home health aides, food preparation workers, hairdressers, gaming supervisors, and amusement attendants.

Professional and related jobs are expected to add the second-largest block of new jobs in all the other regions. Professional occupations include most information technology jobs, educational occupations, healthcare practitioner, and technical jobs. Professional and related occupations are spread across 250 occupations.

More than 50 percent of projected job growth is expected to be in either service or professional occupations in all regions. The Northeast and Southwest regions will have the highest percent of new jobs in either service or professional occupations. Occupations in these two major occupational groups currently account for 38 to 48 percent of total regional employment, with the Southwest region on the low end and the Northeast region on the high end. Service and professional jobs accounted for 43 percent of all jobs statewide in 2012. Almost 61 percent of job growth is predicted to be in service or professional jobs over the next 10 years, pushing their share of state jobs to 43 percent by 2022.

All major occupational groups will experience growing job numbers over the next 10 years in Minnesota except for the Farming, Fishing, and Forestry group. Jobs in this occupational group will, however, expand slightly in four regions. The fastest growing occupational group in all regions will be construction and extraction jobs. Construction occupations were hit hard by the housing bust as but are anticipated to continue to rebound as the home-building market slowly recovers to historical averages. This occupational group will increase two to three times faster than overall regional job growth in all six regions. Despite the expected robust growth construction occupations will not recover to the boom-year highs of the mid-2000s in any region.

Production occupations, such as machinists, team assemblers, welders, or job printer, accounted for 7.6 percent of all employment in Minnesota in 2012 with Southwest Minnesota having the highest percentage, 10.6 percent, and Northeast Minnesota having the lowest, 4.9 percent. All regions except Northeast Minnesota are predicted to add production jobs during the next 10 years, but production job growth will lag behind overall job growth in all regions. The share of regional employment in Manufacturing will slip in all regions over the next 10 years. Production jobs in all regions will not rebound to pre-recession levels.

New Jobs Versus Replacement Openings

Job openings generated by employment growth are only one piece of the future jobs puzzle. Perhaps the more important puzzle piece is future net replacement openings. Net replacement openings are generated by the need to replace workers who retire or leave the workforce for other reasons and hence their jobs are available to new or re-entrants into the workforce. In addition to the 205,000 new jobs projected to be created in Minnesota as the state's economy expands between 2012 and 2022, another 673,500 net replacement openings are projected. The baby boom retirement wave will account for a large share of net replacement needs.

There will be three times as many net replacement openings compared to openings created through expanding payroll numbers. Table 2 displays the regional distribution of projected net replacement openings across major occupational groups through 2022. Net replacement openings measure the number of jobs that are likely to be filled by young adults entering the workforce for the first time or older workers who are reentering the workforce.

Table 1: Distribution of Regional Employment Growth by Major Occupational Group, 2012 - 2022

Occupation	Central Minnesota	Northeast Minnesota	Northwest Minnesota	Southeast Minnesota	Southwest Minnesota	Twin Cities Minnesota	Minnesota
Management, Business and Financial	5.4	7.5	6.3	4.3	-4.7	13.7	10.5
Professional and Related	20.0	32.6	20.3	36.3	14.4	27.2	26.1
Service	35.2	47.7	34.8	28.5	56.4	33.7	34.8
Sales and Related	7.8	1.8	9.5	3.9	4.3	5.8	6.2
Office and Administrative Support	8.6	-5.9	3.2	6.6	-4.5	4.3	4.5
Farming, Fishing, and Forestry	0.1	0.1	0.7	0.2	-0.7	-0.2	0.0
Construction and Extraction	8.1	12.3	10.9	8.0	12.4	8.6	8.9
Installation, Maintenance, and Repair	3.8	4.5	4.2	3.6	8.7	2.3	3.1
Production	4.2	-2.4	5.5	4.1	6.9	1.7	2.4
Transportation and Material Moving	6.9	1.8	4.5	4.5	6.9	2.6	3.6

Source: Labor Market Information Office, Minnesota Department of Employment and Economic Development

Table 2: Projected Net Replacement Openings by Major Occupational Group, 2012 - 2022

Occupation	Central Minnesota	Northeast Minnesota	Northwest Minnesota	Southeast Minnesota	Southwest Minnesota	Twin Cities Minnesota	Minnesota
Management, Business and Financial	8.4	7.5	9.7	9.2	10.7	12.2	10.9
Professional and Related	16.6	19.9	17.8	20.7	16.0	20.1	19.3
Service	25.9	29.9	27.1	25.0	23.5	23.6	24.6
Sales and Related	13.2	12.0	12.2	11.5	12.3	13.0	12.7
Office and Administrative Support	12.2	12.1	11.6	12.1	11.9	14.6	13.6
Farming, Fishing, and Forestry	1.4	0.4	1.6	1.1	2.3	0.2	0.7
Construction and Extraction	3.3	3.5	3.2	2.2	2.8	2.1	2.4
Installation, Maintenance, and Repair	3.8	4.8	3.9	3.6	4.3	3.0	3.4
Production	8.7	4.6	6.9	8.3	9.8	5.7	6.6
Transportation and Material Moving	6.5	5.3	5.9	6.2	6.4	5.4	5.7

Source: Labor Market Information Office, Minnesota Department of Employment and Economic Development

The distribution of projected occupational-replacement openings in each region is more evenly spread across all occupations when compared to the distribution of employment growth openings, since replacement openings are based on each region's 2012 employment base. Each region's occupational mix in 2012 is more dispersed than projected job growth. Job growth is projected to be concentrated in a select number of industries that have particular occupational needs, whereas retirements and exits from the labor force for other reasons will be happening across all industries and occupations.

Workers will be needed in the future to fill replacement needs in all occupations, even in declining occupations. The 2.9 million jobs in Minnesota in 2012 were spread across 808 occupations of which 159 or 20 percent are projected to shed jobs over the next 10 years. About 408,000 workers were employed in these shrinking occupations in 2012. Roughly 23,000 positions in these shrinking occupations will disappear over the next 10 years. Despite the loss of 23,000 positions demand for new workers with the right skills for these occupations will still exist since 104,000 net replacement openings are anticipated across the declining occupations over the 10-year span. For example, data entry keyer jobs are expected to shrink by 1,100 jobs by 2022, yet there will still be demand for data entry keyers since there will be 570 net replacement openings that need to be filled over the next 10 years.

Table 3 shows each region's 2022 employment base, 2012 – 2022 projected job growth, and 2012 – 2022 projected net replacement openings. Job openings in slower growing regions such as Southwest Minnesota are more likely to arise from replacement needs than from employment growth. There will be eight net replacement job openings in Southwest Minnesota for every job opening created by employment growth. The replacement ratio is lowest in Central Minnesota, two net replacement openings per new job opening, since employment growth in that region of the state is expected to be strong.

Long-term projections are updated every two years to keep up with constantly changing economic trends. Detailed industry and occupational employment projections, along with detailed net replacement openings projections, for Minnesota and for the state's six planning regions are available online at: mn.gov/deed/eo

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Table 3: Minnesota Projected Regional Employment Growth and Net Replacement Openings, 2012 - 2022

	2012 Employment	2012-2022 Employment Growth	2012-2022 Replacement Openings
Central Minnesota	294,407	28,848	68,960
Northeast Minnesota	157,408	5,963	37,450
Northwest Minnesota	254,122	14,999	59,060
Southeast Minnesota	262,725	16,909	60,750
Southwest Minnesota	207,849	5,685	48,000
Twin Cities Metro	1,738,875	132,608	399,000
Minnesota	2,915,401	204,999	673,520

Source: Labor Market Information Office, Minnesota Department of Employment and Economic Development

Minnesota
Department of Employment and Economic Development