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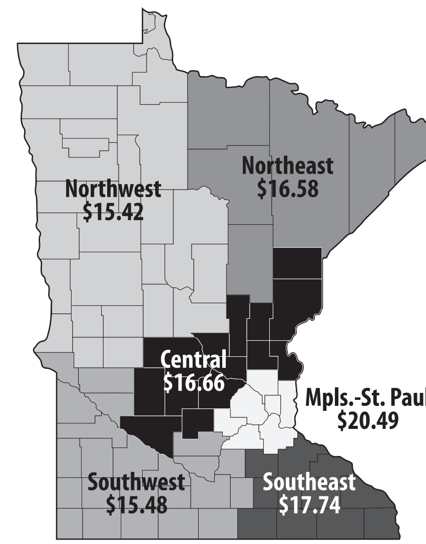
Regional Wage Comparisions

Across the State of Minnesota wages vary within the same occupations thanks to a diverse distribution of industries across the six Planning Regions of Minnesota. Most people are familiar with the common assumption that jobs in the Twin Cities Metro Area pay more than the same job in Greater Minnesota, and for the most part that is a correct assumption. Figure 1 illustrates the difference in median wages for all occupations in each of the planning regions. The Seven County Twin City Metro has the highest median wages at $20.49 an hour while Northwest Minnesota has the lowest at $15.42.

Although Greater Minnesota has lower median wages than the Metro, each region's median wage for all occupations combined remains above the minimum cost of living wage. The largest margin is found in Southeast Minnesota where the median wage is 22 percent or $3.22 an hour higher than the minimum hourly wage needed to support the typical Minnesota family of three. Central Minnesota comes in last with a slim 4.2 percent or $0.67 an hour margin above the $15.99 minimum cost of living wage (see figure 2.)

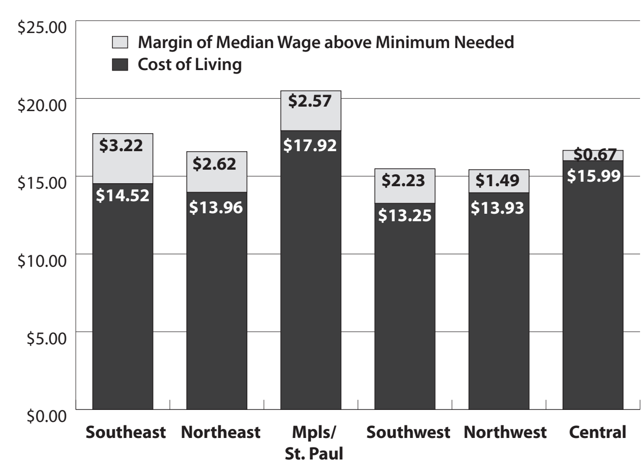
While the Twin Cities Metro might appear to have better wages across the board, it's important to understand the implications that occupational and industry densities have, which ultimately affect wage statistics. While each planning region contains at least one metropolitan area, the Minneapolis-St. Paul Planning Area is dominated by a metropolis that contains roughly 62 percent of statewide employment. This concentration also has a larger share of jobs that have naturally higher wages.

Figure 1: Planning Area Median Wages, 2015



Source: DEED, Occupational Employment Statistics

Figure 2: Median Wages Compared to Cost of Living



Source: DEED, Occupational Employment Statistics and Cost of Living Tool

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A Seismic Shift

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Broad wage comparisons between a particular region and the State of Minnesota provide the foundation of typical wage deviations. For instance, it's normal for jobs in Northwest Minnesota to pay 83 percent of the median wage of the state, while jobs in the seven-county Minneapolis-St. Paul Region typically pay 10 percent more than the Minnesota median (see Table 1).

Although general statements of wages can be made using the median for all occupations, the wages for specific jobs in each region of Minnesota provide a better explanation. The largest deviations above and below the typical difference from the state median can provide insight on issues ranging from demand to retention.

In Central Minnesota the median wage for all jobs is about 11 percent less than the state. However, security guards earn a median wage that's nearly double the state's median. The five occupations with the highest median wage compared to the state could be inflated for numerous reasons including; scarcity of workers with the specific skills needed, employment growth faster than the local supply rate, or even the effects of remote work locations. Lawyers have the largest negative pay gap, with a median wage $17.60 an hour less than the state's median. Considerations for the occupations that have the lowest median wage compared to the state could be lack of demand or business hierarchies locating the most experienced or high level executives in the occupational group in larger metropolitan areas (see Table 2).

Northeast Minnesota's unique timber economy shines through with paper goods machine operators, among the top five occupations with the largest deviation above the state median. Four of the five lowest compensated occupations compared to the total state are in management. Producers and directors also fall far short of the median wage for Minnesota, earning a median wage that's $14.35 less that the state (see Table 3).

In the Northwestern region of Minnesota where most jobs pay $3.23 less an hour, health care careers pay off in a big way. Three of the top five occupations with the largest median pay advantage over statewide median wages are in the healthcare practitioner or technician category. CEO pay has the largest negative gap in median wages compared to the state, even with a median hourly wage about 3.2 times more than the median for all occupations in the Northwest (see Table 4).

Table 1: Planning Area Median Wages All Occupations

Region	Median Wage	Relative to State Median
Minnesota	***$18.65***	***100%***
Minneapolis - St. Paul	$20.49	110%
Southeast	$17.74	95%
Central	$16.66	89%
Northeast	$16.58	89%
Southwest	$15.48	83%
Northwest	$15.42	83%

Source: DEED, Occupational Employment Statistics

Table 2: Central Minnesota's Top and Bottom Five Occupations with Largest Wage Deviations From State of Minnesota

SOC Code	Occupational Title	Estimated Regional Employment	Median Hourly Wage	Wage Difference from Minnesota	Percent of Minnesota Wage
0	**Total, All Occupations**	**263,270**	**$16.66**	**-$1.99**	**89%**
339032	Security Guards	710	$24.93	$11.32	183%
291151	Nurse Anesthetists	60	$86.67	$10.28	113%
533031	Driver/Sales Workers	670	$17.17	$7.30	174%
434011	Brokerage Clerks	90	$27.96	$6.76	132%
472051	Cement Masons and Concrete Finishers	430	$28.25	$6.62	131%
119121	Natural Sciences Managers	60	$39.51	-$12.61	76%
111011	Chief Executives	770	$65.77	-$14.89	82%
113031	Financial Managers	840	$39.32	-$16.06	71%
413031	Securities, Commodities, and Financial Sales Agents	490	$16.97	-$17.51	49%
231011	Lawyers	480	$36.54	-$17.60	67%

Source: DEED, Occupational Employment Statistics

The median wage for all jobs in Southeast Minnesota is the highest in Greater Minnesota, with a gap of only $0.91 an hour compared to the states median. The well-compensated nurse anesthetist occupation in Southeast Minnesota provides the largest median wage advantage, typically paying almost $15 more an hour than the statewide median wage. The largest negative median wage deviations include a diverse range of occupations ranging from psychologists and crane and tower operators to writer and authors.

The large presence of food manufacturing in Southwestern Minnesota certainly correlates with the pay advantage for food batchmaker jobs in the region with median wages 35 percent higher than the state median. Chief Executives and optometrists have the largest negative deviation from the state median, both paying over $20 less an hour in Southwest Minnesota.

Table 3: Northeast Minnesota's Top and Bottom Five Occupations with Largest Wage Deviations From State of Minnesota

SOC Code	Occupational Title	Estimated Regional Employment	Median Hourly Wage	Wage Difference from Minnesota	Percent of Minnesota Wage
0	***Total, All Occupations***	***141,800***	***$16.58***	***-$2.07***	***89%***
291151	Nurse Anesthetists	100	$93.18	$16.79	122%
519196	Paper Goods Machine Setters, Operators	250	$28.91	$10.19	154%
537121	Tank Car, Truck, and Ship Loaders	50	$25.52	$9.00	154%
519121	Coating, Painting, and Spraying Machine Operators	140	$24.16	$6.73	139%
333021	Detectives and Criminal Investigators	90	$41.30	$6.71	119%
272012	Producers and Directors	50	$17.65	-$14.35	55%
113021	Computer and Information Systems Managers	210	$43.78	-$15.41	74%
112022	Sales Managers	280	$34.70	-$17.44	67%
112021	Marketing Managers	90	$37.34	-$20.85	64%
111011	Chief Executives	330	$59.22	-$21.44	73%

Source: DEED, Occupational Employment Statistics (OES)

Table 4: Northwest Minnesota's Top and Bottom Five Occupations with Largest Wage Deviations From State of Minnesota

SOC Code	Occupational Title	Estimated Regional Employment	Median Hourly Wage	Wage Difference from Minnesota	Percent of Minnesota Wage
0	***Total, All Occupations***	***203,060***	***$15.42***	***-3.23***	***83%***
291151	Nurse Anesthetists	70	$86.56	$10.17	113%
132081	Tax Examiners, Collectors, and Revenue Agents	50	$35.22	$8.59	132%
291062	Family and General Practitioners	190	$94.23	$8.54	110%
291021	Dentists, General	90	$93.19	$6.38	107%
419022	Real Estate Sales Agents	140	$24.60	$6.20	134%
413031	Securities, Commodities, and Financial Sales Agents	110	$19.56	-$14.92	57%
414011	Sales Reps., Wholesale and Manufacturing Products	140	$29.83	-$15.54	66%
231011	Lawyers	200	$35.80	-$18.34	66%
112021	Marketing Managers	170	$38.85	-$19.34	67%
111011	Chief Executives	730	$49.74	-$30.92	62%

Source: DEED, Occupational Employment Statistics (OES)

Table 5: Southeast Minnesota's Top and Bottom Five Occupations with Largest Wage Deviations From State of Minnesota

SOC Code	Occupational Title	Estimated Regional Employment	Median Hourly Wage	Wage Difference from Minnesota	Percent of Minnesota Wage
0	***Total, All Occupations***	***253,990***	***$17.74***	***-0.91***	***95%***
291151	Nurse Anesthetists	120	$91.38	$14.99	120%
299099	Healthcare Practitioners and Technical Workers, All Other	120	$42.86	$12.97	143%
194021	Biological Technicians	600	$35.15	$11.98	152%
259099	Education, Training, and Library Workers, All Other	150	$32.65	$8.59	136%
499062	Medical Equipment Repairers	240	$34.26	$7.66	129%
231011	Lawyers	420	$40.39	-$13.75	75%
119141	Property, Real Estate, and Community Association Managers	250	$12.60	-$14.01	47%
273043	Writers and Authors	120	$11.73	-$15.22	44%
537021	Crane and Tower Operators	70	$15.57	-$16.11	49%
193039	Psychologists, All Other	70	$26.46	-$21.93	55%

Source: DEED, Occupational Employment Statistics (OES)

Table 6: Southwest Minnesota's Top and Bottom Five Occupations with Largest Wage Deviations From State of Minnesota

SOC Code	Occupational Title	Estimated Regional Employment	Median Hourly Wage	Wage Difference from Minnesota	Percent of Minnesota Wage
0	***Total, All Occupations***	***177,030***	***$15.48***	***-3.17***	***83%***
291021	Dentists, General	110	$93.63	$6.82	108%
513092	Food Batchmakers	430	$20.43	$5.33	135%
112031	Public Relations Managers	50	$52.36	$4.69	110%
211023	Mental Health and Substance Abuse Social Workers	110	$27.04	$4.52	120%
211093	Social and Human Service Assistants	1,330	$19.55	$4.35	129%
413031	Securities, Commodities, and Financial Sales Agents	280	$18.22	-$16.26	53%
472211	Sheet Metal Workers	70	$17.17	-$16.75	51%
192031	Chemists	50	$28.23	-$16.80	63%
291041	Optometrists	50	$31.13	-$20.74	60%
111011	Chief Executives	550	$53.14	-$27.52	66%

Source: DEED, Occupational Employment Statistics (OES)

While each region offers a range of occupations with higher than typical wages, the largest deviations above statewide medians appear to be concentrated. Forty-four percent of the top five paying jobs from the regional tables are in the health care practitioner and technical support occupations. Greater Minnesota also has a pattern in occupations with lower median wages. Forty-four percent of occupations listed in the tables with lowest median wages compared to state medians are in management.

Regional wage comparisons are just one of the many ways to examine how the unique regional economies of Minnesota affect its workers and their families.

by Luke Greiner
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Working on the Spectrum

Increased Awareness

As the awareness and understanding of autism has increased over time, so has the prevalence of the disease. The Center for Disease Control estimated that about 1 in every 68 children in the United States has been identified with autism spectrum disorder (ASD), which was "roughly 30 percent higher than the estimate for 2008 (1 in 88), 60 percent higher than the estimate for 2006 (1 in 110), and 120 percent higher than the estimates for 2000 (1 in 150)."

Though data are harder to find as children age on the spectrum, research has shown that young adults with an ASD have lower rates of labor force participation and postsecondary education. Data from the National Longitudinal Transition Study suggest that young adults with ASD are less likely to go on to school or work than most other disability groups, with less than 35 percent attending college and less than 55 percent holding paid employment during the first 6 years after high school.

Vocational Rehabilitation Services

DEED's Vocational Rehabilitation Services (VRS) team has always worked with people on the autism spectrum, but in recent years, DEED has made it a priority to become more autism-friendly by investing more resources in training counselors. According to Abbie Wells-Herzog, DEED's autism specialist, every VRS team in Minnesota has someone who has gained extra expertise in ASD.

About 2 years ago, VRS specialists across the state received certification from the Autism Society of Minnesota after attending a 2½ day training session. They have followed that up with monthly meetings with experts from the Autism Society, sharing what they learned with other VRS team members. The results have been significant: DEED's VRS team assisted 1,040 individuals with ASD in 2012, then 1,252 clients in 2013, and 1,873 people in 2014 — an 80 percent increase in just three years.

Wells-Herzog notes that services may be delivered differently for people with ASD. Traditionally, clients are assessed with pencil and paper or on the computer. However, people on the spectrum can have a hard time putting themselves in a position they haven't been in before. They may do better with hands-on assessments or job shadowing where they are able to see what an occupation actually does.

People with ASD often have sensory issues including lights, temperatures, or textures. DEED's VRS team can work to make the situation more autism-friendly — such as using lamps if a person is bothered by bright lights — so that they can see the best person rather than someone under stress. "Every single person is different. You have to assess a little differently, plan a little differently," said Wells-Herzog. "People with autism have wonderful abilities, we work hard to help them find and develop them."

Individual Attention

To that end, DEED services are very individual — some people with ASD prefer routine rather than change. They may be very good at doing a few things over and over, while others might need the exact opposite climate. Wells-Herzog noted that they have worked with academically-gifted and detail-oriented people who have become engineers, but also with creative people who have become pastry chefs. "The most important thing is the person likes it, it's important to them, and they're good at it," remarked Wells-Herzog.

Either way, VRS is focused on serving clients with ASD the best way possible. You can get to our web site page directly at **http://mn.gov/deed/job-seekers/disabilities/**. You may also contact Wells-Herzog at **abbie.wells.herzog@state.mn**. She can direct you to the nearest help from this agency.

by Cameron Macht

[1]Community Report on Autism, 2014. www.cdc.gov/ncbddd/autism/states/comm_report_autism_2014.pdf
[2]Postsecondary Education and Employment Among Youth With an Autism Spectrum Disorder. http://pediatrics.aappublications.org/content/129/6/1042

Labor Force Estimates

Numbers are unadjusted unless otherwise labeled.
Source: Department of Employment and Economic Development, Local Area Unemployment Statistics, and North Dakota Job Service, 2014.

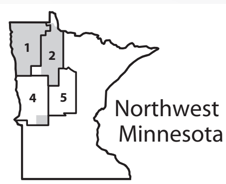
County/ Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Oct 2015	Sept 2015	Oct 2014	Oct 2015	Sept 2015	Oct 2014	Oct 2015	Sept 2015	Oct 2014	Oct 2015	Sept 2015	Oct 2014
United States ('000s)												
(Seasonally adjusted)	157,028	156,715	156,278	149,120	148,800	147,283	7,908	7,915	8,995	5.0%	5.1%	5.8%
(Unadjusted)	157,313	156,607	156,616	149,716	148,980	147,936	7,597	7,628	8,680	4.8	4.9	5.5
Minnesota												
(Seasonally adjusted)	2,997,476	2,995,992	2,975,267	2,886,453	2,881,551	2,866,121	111,023	114,441	109,146	3.7	3.8	3.7
(Unadjusted)	3,001,058	2,987,288	2,976,790	2,911,265	2,891,503	2,888,264	89,793	95,785	88,526	3.0	3.2	3.0
Metropolitan Statistical Areas (MSA)*												
Mpls.-St. Paul MSA	1,919,268	1,923,295	1,912,925	1,863,486	1,863,001	1,856,396	55,782	60,294	56,529	2.9	3.1	3.0
Duluth-Superior MSA	141,911	142,445	142,276	135,786	136,183	137,014	6,125	6,262	5,262	4.3	4.4	3.7
Rochester MSA	116,397	116,009	116,627	113,502	112,889	113,631	2,895	3,120	2,996	2.5	2.7	2.6
St. Cloud MSA	109,246	107,753	109,850	106,115	104,458	106,714	3,131	3,295	3,136	2.9	3.1	2.9
Mankato-N Mankato MSA	59,176	57,850	60,014	57,729	56,365	58,625	1,447	1,485	1,389	2.4	2.6	2.3
Fargo-Moorhead MSA	129,150	127,953	130,769	126,841	125,306	127,978	2,309	2,647	2,791	1.8	2.1	2.1
Grand Forks MSA	55,390	54,105	55,383	54,311	52,835	54,112	1,079	1,270	1,271	1.9	2.3	2.3
Region One	**51,433**	**49,713**	**49,443**	**49,968**	**48,104**	**48,116**	**1,465**	**1,609**	**1,327**	**2.8**	**3.2**	**2.7**
Kittson	2,575	2,411	2,413	2,496	2,328	2,344	79	83	69	3.1	3.4	2.9
Marshall	6,202	5,875	5,750	5,982	5,646	5,567	220	229	183	3.5	3.9	3.2
Norman	3,687	3,468	3,407	3,583	3,352	3,302	104	116	105	2.8	3.3	3.1
Pennington	9,482	9,366	9,146	9,215	9,079	8,923	267	287	223	2.8	3.1	2.4
Polk	18,103	17,414	17,554	17,616	16,868	17,078	487	546	476	2.7	3.1	2.7
Red Lake	2,430	2,347	2,326	2,345	2,259	2,260	85	88	66	3.5	3.7	2.8
Roseau	8,954	8,832	8,847	8,731	8,572	8,642	223	260	205	2.5	2.9	2.3
Region Two	**43,240**	**42,976**	**42,320**	**41,464**	**41,147**	**40,666**	**1,776**	**1,829**	**1,654**	**4.1**	**4.3**	**3.9**
Beltrami	24,212	23,999	23,667	23,334	23,074	22,845	878	925	822	3.6	3.9	3.5
Clearwater	4,678	4,564	4,535	4,388	4,271	4,272	290	293	263	6.2	6.4	5.8
Hubbard	9,556	9,723	9,416	9,137	9,308	9,026	419	415	390	4.4	4.3	4.1
Lake of the Woods	2,422	2,363	2,364	2,333	2,270	2,275	89	93	89	3.7	3.9	3.8
Mahnomen	2,372	2,327	2,338	2,272	2,224	2,248	100	103	90	4.2	4.4	3.8
Region Three	**162,471**	**163,171**	**162,279**	**154,974**	**155,680**	**156,191**	**7,497**	**7,491**	**6,088**	**4.6**	**4.6**	**3.8**
Aitkin	6,761	6,691	6,781	6,484	6,414	6,516	277	277	265	4.1	4.1	3.9
Carlton	17,317	17,353	17,371	16,643	16,660	16,765	674	693	606	3.9	4.0	3.5
Cook	3,119	3,335	3,110	3,031	3,242	3,010	88	93	100	2.8	2.8	3.2
Itasca	22,240	22,188	21,954	20,995	21,019	20,978	1,245	1,169	976	5.6	5.3	4.4
Koochiching	6,188	6,171	6,213	5,741	5,772	5,818	447	399	395	7.2	6.5	6.4
Lake	5,644	5,733	5,651	5,433	5,546	5,476	211	187	175	3.7	3.3	3.1
St. Louis	101,202	101,700	101,199	96,647	97,027	97,628	4,555	4,673	3,571	4.5	4.6	3.5
City of Duluth	44,998	45,305	45,631	43,671	43,843	44,115	1,327	1,462	1,516	2.9	3.2	3.3
Balance of St. Louis County	56,204	56,395	55,568	52,976	53,184	53,513	3,228	3,211	2,055	5.7	5.7	3.7
Region Four	**129,618**	**127,403**	**125,719**	**126,343**	**123,878**	**122,505**	**3,275**	**3,525**	**3,214**	**2.5**	**2.8**	**2.6**
Becker	18,133	17,806	17,719	17,574	17,192	17,207	559	614	512	3.1	3.4	2.9
Clay	36,420	35,998	36,182	35,602	35,112	35,356	818	886	826	2.2	2.5	2.3
Douglas	20,273	20,276	20,069	19,792	19,752	19,564	481	524	505	2.4	2.6	2.5
Grant	3,592	3,400	3,350	3,491	3,291	3,266	101	109	84	2.8	3.2	2.5
Otter Tail	32,004	31,726	31,002	31,102	30,763	30,124	902	963	878	2.8	3.0	2.8
Pope	6,744	6,498	6,224	6,582	6,344	6,078	162	154	146	2.4	2.4	2.3
Stevens	6,510	6,192	5,712	6,390	6,061	5,586	120	131	126	1.8	2.1	2.2
Traverse	1,917	1,757	1,704	1,871	1,708	1,653	46	49	51	2.4	2.8	3.0
Wilkin	4,025	3,750	3,757	3,939	3,655	3,671	86	95	86	2.1	2.5	2.3
Region Five	**82,577**	**82,158**	**81,597**	**79,435**	**78,942**	**78,561**	**3,142**	**3,216**	**3,036**	**3.8**	**3.9**	**3.7**
Cass	14,233	14,562	13,967	13,594	13,893	13,362	639	669	605	4.5	4.6	4.3
Crow Wing	30,644	31,068	31,083	29,458	29,854	29,889	1,186	1,214	1,194	3.9	3.9	3.8
Morrison	17,684	17,093	17,349	17,035	16,449	16,715	649	644	634	3.7	3.8	3.7
Todd	13,788	13,312	13,041	13,377	12,890	12,671	411	422	370	3.0	3.2	2.8
Wadena	6,228	6,123	6,157	5,971	5,856	5,924	257	267	233	4.1	4.4	3.8
Region Six East	**69,662**	**67,830**	**66,108**	**67,747**	**65,810**	**64,278**	**1,915**	**2,020**	**1,830**	**2.7**	**3.0**	**2.8**
Kandiyohi	25,277	24,779	24,035	24,626	24,102	23,420	651	677	615	2.6	2.7	2.6
McLeod	20,482	20,300	20,160	19,883	19,658	19,568	599	642	592	2.9	3.2	2.9
Meeker	13,759	13,458	13,169	13,376	13,056	12,817	383	402	352	2.8	3.0	2.7
Renville	10,144	9,293	8,744	9,862	8,994	8,473	282	299	271	2.8	3.2	3.1

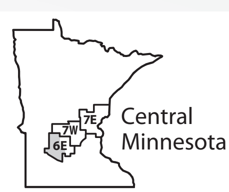
*Minneapolis-St. Paul Metropolitan Statistical Area (MSA) now includes Sherburne County in Minnesota and Pierce County in Wisconsin. St. Cloud MSA is now comprised of Benton and Stearns counties.

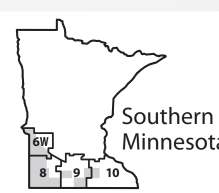
Labor Force Estimates

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

County/ Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Oct 2015	Sept 2015	Oct 2014	Oct 2015	Sept 2015	Oct 2014	Oct 2015	Sept 2015	Oct 2014	Oct 2015	Sept 2015	Oct 2014
Region Six West	**25,270**	**23,783**	**23,807**	**24,354**	**23,022**	**23,172**	**916**	**761**	**635**	**3.6%**	**3.2%**	**2.7%**
Big Stone	2,791	2,666	2,628	2,709	2,581	2,565	82	85	63	2.9	3.2	2.4
Chippewa	7,331	7,057	7,016	7,105	6,837	6,831	226	220	185	3.1	3.1	2.6
Lac Qui Parle	3,922	3,626	3,697	3,812	3,509	3,589	110	117	108	2.8	3.2	2.9
Swift	5,453	4,960	4,950	5,092	4,776	4,814	361	184	136	6.6	3.7	2.7
Yellow Medicine	5,773	5,474	5,516	5,636	5,319	5,373	137	155	143	2.4	2.8	2.6
Region Seven East	**85,177**	**84,864**	**84,708**	**82,202**	**81,662**	**81,694**	**2,975**	**3,202**	**3,014**	**3.5**	**3.8**	**3.6**
Chisago	28,707	28,707	28,538	27,823	27,732	27,644	884	975	894	3.1	3.4	3.1
Isanti	20,260	20,244	20,153	19,611	19,550	19,491	649	694	662	3.2	3.4	3.3
Kanabec	8,776	8,729	8,724	8,393	8,319	8,330	383	410	394	4.4	4.7	4.5
Mille Lacs	12,676	12,628	12,577	12,175	12,093	12,060	501	535	517	4.0	4.2	4.1
Pine	14,758	14,556	14,716	14,200	13,968	14,169	558	588	547	3.8	4.0	3.7
Region Seven West	**229,611**	**228,028**	**229,493**	**222,984**	**220,978**	**222,871**	**6,627**	**7,050**	**6,622**	**2.9**	**3.1**	**2.9**
Benton	21,448	21,237	21,630	20,768	20,502	20,939	680	735	691	3.2	3.5	3.2
Sherburne	49,111	49,142	48,865	47,619	47,523	47,373	1,492	1,619	1,492	3.0	3.3	3.1
Stearns	87,798	86,516	88,220	85,347	83,956	85,775	2,451	2,560	2,445	2.8	3.0	2.8
Wright	71,254	71,133	70,778	69,250	68,997	68,784	2,004	2,136	1,994	2.8	3.0	2.8
Region Eight	**69,592**	**66,845**	**66,398**	**67,733**	**64,898**	**64,176**	**1,859**	**1,947**	**2,222**	**2.7**	**2.9**	**3.3**
Cottonwood	6,044	5,838	5,596	5,705	5,527	5,109	339	311	487	5.6	5.3	8.7
Jackson	6,818	6,550	6,579	6,626	6,296	6,213	192	254	366	2.8	3.9	5.6
Lincoln	3,650	3,401	3,379	3,577	3,327	3,298	73	74	81	2.0	2.2	2.4
Lyon	15,974	15,443	15,644	15,621	15,074	15,267	353	369	377	2.2	2.4	2.4
Murray	5,290	5,012	4,985	5,144	4,873	4,828	146	139	157	2.8	2.8	3.1
Nobles	11,933	11,526	11,422	11,621	11,200	11,113	312	326	309	2.6	2.8	2.7
Pipestone	5,431	5,225	4,921	5,313	5,104	4,815	118	121	106	2.2	2.3	2.2
Redwood	8,365	8,012	8,091	8,141	7,759	7,858	224	253	233	2.7	3.2	2.9
Rock	6,087	5,838	5,781	5,985	5,738	5,675	102	100	106	1.7	1.7	1.8
Region Nine	**133,407**	**129,675**	**132,369**	**129,660**	**125,746**	**128,578**	**3,747**	**3,929**	**3,791**	**2.8**	**3.0**	**2.9**
Blue Earth	39,070	38,241	39,697	38,076	37,227	38,729	994	1,014	968	2.5	2.7	2.4
Brown	14,841	14,494	14,053	14,413	14,049	13,656	428	445	397	2.9	3.1	2.8
Faribault	7,766	7,499	7,680	7,514	7,237	7,430	252	262	250	3.2	3.5	3.3
Le Sueur	15,784	15,561	15,532	15,287	15,062	15,037	497	499	495	3.1	3.2	3.2
Martin	10,492	10,048	10,451	10,189	9,655	10,008	303	393	443	2.9	3.9	4.2
Nicollet	20,106	19,609	20,317	19,653	19,138	19,896	453	471	421	2.3	2.4	2.1
Sibley	8,960	8,551	8,538	8,700	8,273	8,297	260	278	241	2.9	3.3	2.8
Waseca	9,795	9,526	9,775	9,476	9,186	9,447	319	340	328	3.3	3.6	3.4
Watonwan	6,593	6,146	6,326	6,352	5,919	6,078	241	227	248	3.7	3.7	3.9
Region Ten	**280,071**	**276,660**	**277,761**	**272,773**	**268,813**	**270,332**	**7,298**	**7,847**	**7,429**	**2.6**	**2.8**	**2.7**
Dodge	11,422	11,234	11,274	11,086	10,887	10,973	336	347	301	2.9	3.1	2.7
Fillmore	11,496	11,100	11,173	11,170	10,756	10,860	326	344	313	2.8	3.1	2.8
Freeborn	16,736	16,230	16,432	16,237	15,725	15,900	499	505	532	3.0	3.1	3.2
Goodhue	27,370	26,875	27,112	26,647	26,089	26,376	723	786	736	2.6	2.9	2.7
Houston	10,643	10,315	10,468	10,344	10,021	10,171	299	294	297	2.8	2.9	2.8
Mower	20,673	20,351	20,434	20,156	19,810	19,879	517	541	555	2.5	2.7	2.7
Olmsted	81,320	81,867	82,299	79,401	79,774	80,224	1,919	2,093	2,075	2.4	2.6	2.5
City of Rochester	59,811	60,222	60,543	58,359	58,633	58,964	1,452	1,589	1,579	2.4	2.6	2.6
Rice	35,759	35,611	35,105	34,763	34,489	34,124	996	1,122	981	2.8	3.2	2.8
Steele	22,094	21,385	21,866	21,543	20,774	21,317	551	611	549	2.5	2.9	2.5
Wabasha	12,159	11,808	11,881	11,845	11,472	11,574	314	336	307	2.6	2.8	2.6
Winona	30,399	29,884	29,717	29,581	29,016	28,934	818	868	783	2.7	2.9	2.6
Region Eleven	**1,638,923**	**1,644,183**	**1,634,786**	**1,591,625**	**1,592,823**	**1,587,123**	**47,298**	**51,360**	**47,663**	**2.9**	**3.1**	**2.9**
Anoka	189,566	190,104	188,953	183,841	183,903	183,264	5,725	6,201	5,689	3.0	3.3	3.0
Carver	54,287	54,111	53,861	52,836	52,571	52,421	1,451	1,540	1,440	2.7	2.8	2.7
Dakota	231,781	232,416	231,147	225,301	225,417	224,632	6,480	6,999	6,515	2.8	3.0	2.8
Hennepin	672,043	674,923	670,986	652,620	653,731	651,280	19,423	21,192	19,706	2.9	3.1	2.9
City of Bloomington	46,645	46,815	46,569	45,310	45,387	45,217	1,335	1,428	1,352	2.9	3.1	2.9
City of Minneapolis	228,225	229,226	227,953	221,492	221,869	221,037	6,733	7,357	6,916	3.0	3.2	3.0
Ramsey	277,262	278,253	276,556	268,700	268,963	267,990	8,562	9,290	8,566	3.1	3.3	3.1
City of St. Paul	152,425	152,999	151,927	147,411	147,555	147,022	5,014	5,444	4,905	3.3	3.6	3.2
Scott	77,676	77,834	77,428	75,656	75,664	75,401	2,020	2,170	2,027	2.6	2.8	2.6
Washington	136,308	136,542	135,855	132,671	132,574	132,135	3,637	3,968	3,720	2.7	2.9	2.7







Industrial Analysis

Overview

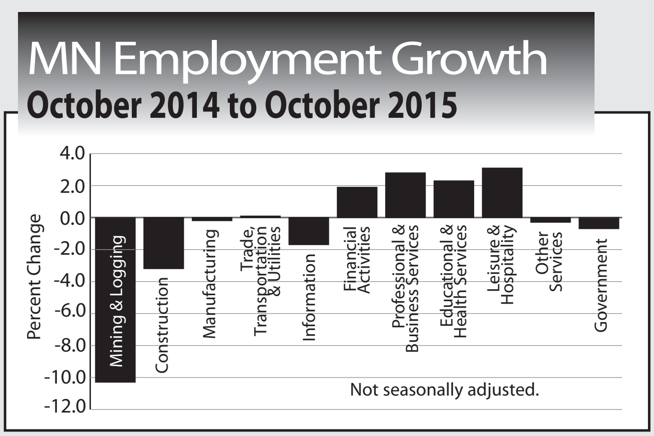
Minnesota lost 1,700 jobs (0.1 percent) on a seasonally adjusted basis in October. This was the first time since 2010 that the state lost employment in consecutive months. The decline was driven in large part by losses in two highly seasonal industries, Construction (down 2,200 or 2.1 percent) and Leisure and Hospitality (down 2,300 or 0.9 percent). Supersectors which added employment included Other Services (up 2,200 or 2.0 percent) and Professional and Business Services (up 1,300, 0.4 percent). Annually, Minnesota employment was up by 23,929 jobs (0.8 percent). While this is significant growth, it is also the first time since December of 2014 that the over-the-year growth rate in the state dipped below 1 percent. Supersectors with notable growth included Professional and Business Services (up 10,271 or 2.8 percent) and Educational and Health Services (up 11,433, 2.3 percent). Noteworthy declines included Construction (down 3,891 or 3.2 percent) and Mining and Logging (down 771, 10.3 percent).

Mining and Logging

Employment in Mining and Logging was down by 300 (4.5 percent) in October. This is the second straight month of job losses in the supersector, as the mining industry deals with unfavorable worldwide prices for their products and a generally unfavorable situation for growth. Employment is also down in the supersector over the year, off 771 (10.3 percent) from October of 2014.

Construction

Employment in the Construction supersector was down in October, losing 2,200 jobs (2.1 percent) from September estimates. This marked the fourth straight month of job losses for the struggling supersector. Construction employment remains down over the year as well, off by 3,891 (3.2 percent) from October 2014 estimates. Specialty Trade Contractors lost 3,758 jobs (4.9 percent), and Heavy and Civil Engineering Construction lost 1,428 (7.5 percent) while Construction of Buildings added 1,295 jobs (5.1 percent), with growth in both Residential and Non-Residential construction.



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

Manufacturing

Manufacturing employment rebounded slightly in October, adding 400 jobs (0.1 percent) after five straight months of flat or negative growth. Non-Durable Goods Manufacturing added 800 jobs (0.7 percent), which more than made up for the loss of 400 (0.2 percent) in Durable Goods Manufacturing. Annually, employment in the supersector finally dipped into the red in October, off by 700 jobs (0.2 percent) from October of 2014. The loss is almost entirely from a steep decline in Non-Durable Goods Manufacturing. Paper Manufacturing, and Printing and Related Support Activities (down 965 jobs or 2.9 percent) also contributed to the losses.

Trade, Transportation , and Utilities

Employment in Trade, Transportation, and Utilities was down in October, off by 800 jobs (0.2 percent) from September estimates. Wholesale Trade (down 900 or 0.7 percent) and Transportation, Warehousing, and Utilities (down 200 or 0.2 percent) both lost employment while Retail Trade (up 300 or 0.1 percent) grew. Employment in the supersector remained up over the year, if just barely, with 770 jobs (0.1 percent) more than in October of 2014. While Wholesale Trade employment was down sharply (off by 3,775 or 2.8 percent). Retail Trade and Transportation, Warehousing, and Utilities both added jobs (up 2,801 or 1 percent and 1,744 or 1.8 percent, respectively).

Information

Employment in the Information supersector dipped slightly in October as it shed 400 jobs (0.8 percent) from September estimates. Annually, employment in Information was down by 918 jobs (1.7 percent). Both published component industries lost employment, with Telecommunications down by 602 jobs (2.9 percent) and Publishing Industries (except Internet) losing 57 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.

Financial Activities

The Financial Activities supersector lost 500 jobs (0.3 percent) in October, with losses in Finance and Insurance (down 1,100 jobs, 0.8 percent) overcoming gains in Real Estate and Rental and Leasing (up 600 or 1.5 percent). Annually, the supersector was up 3,334 jobs (1.9 percent). Both major component sectors added jobs, with Real Estate and Rental and Leasing up by 1,625 jobs (4.2 percent) and Finance and Insurance up by 1,709 (1.2 percent), with most of those gains coming from the component Insurance Carriers and Related Activities, which added 2,054 jobs (3.2 percent).

Professional and Business Services

Professional and Business Services continued in its role as a rare bright spot in the state labor market in October, adding 1,300 jobs (0.4 percent). From July to October, the supersector added 8,700 jobs, with gains of over 1,000 in each month. Professional, Scientific, and Technical Services added the most on the month, up 1,600 (1.1 percent). Annually, the supersector was up by 10,271 jobs (2.8 percent). The only component industry group to lose jobs was Management of Companies and Enterprises, which was off by 907 jobs (1.2 percent) for the year.

Educational and Health Services

Educational and Health Services employment was up slightly in October, adding 400 jobs (0.1 percent). Health Care and Social Assistance added 1,800 jobs (0.4 percent) while Educational Services dropped 1,400 (2 percent). A similar situation was played out over the year, as the supersector added 11,433 jobs (2.3 percent), with Educational Services employment down slightly, losing 13 jobs (0 percent), while Health Care and Social Assistance employment fueled the growth, adding 11,446 jobs (2.6 percent). The lack of growth in Educational Services seemed to be concentrated in Elementary and Secondary Schools (down 396 or 1.8 percent) as employment increased in Colleges, Universities, and Professional Schools (up 345 or 1.1 percent).

Leisure and Hospitality

Leisure and Hospitality followed up its gain of 2,700 jobs in September (the biggest gain for a supersector on the month) with a loss of 2,300 jobs (0.9 percent) in October (the biggest loss of the month). Given the highly seasonal nature of the industry group, this suggests that a possible change in the timing of fall declines this year may be throwing these estimates off of their normal pattern. Over the year the supersector added 7,792 jobs (3.1 percent), with both major component sectors (Arts, Entertainment, and Recreation and Leisure and Hospitality) adding employment.

Other Services

Other Services bounced back from its big losses in September to add 2,200 jobs in October. Annually, the supersector lost 387 jobs (0.3 percent) with losses of 1,358 (2.1 percent) in Religious, Grantmaking, Civic, Professional, and Similar Organizations swamping smaller gains in the other two component sectors.

Government

Government employers added 500 jobs (0.1 percent) in October, with all of that growth coming in State Government. Federal and Local Government employment was flat. Annually, Government employers lost 3,004 jobs (0.7 percent) in Minnesota, 2,191 of those lost jobs in State Government Educational Services.

by Nick Dobbins

Seasonally Adjusted Nonfarm Employment

In 1,000's

Industry	October 2015	September 2015	August 2015
Total Nonagricultural	**2,853.5**	**2,855.2**	**2,862.1**
Goods-Producing	**425.0**	**427.1**	**428.7**
Mining and Logging	6.4	6.7	6.8
Construction	104.5	106.7	108.2
Manufacturing	314.1	313.7	313.7
Service-Providing	**2,428.5**	**2,428.1**	**2,433.4**
Trade, Transportation, and Utilities	521.9	522.7	524.6
Information	52.1	52.5	52.9
Financial Activities	181.2	181.7	182.8
Professional and Business Services	367.1	365.8	364.5
Educational and Health Services	513.2	512.8	515.2
Leisure and Hospitality	262.5	264.8	262.1
Other Services	114.0	111.8	114.5
Government	416.5	416.0	416.8

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

Regional Analysis

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

Employment in the Minneapolis-St. Paul-Bloomington MSA was up in October, adding 12,786 jobs (0.7 percent). Government employment had another month of large gains, up 7,352 (3 percent) over September estimates. As is generally the case this time of year, the Government increases were driven largely by Local Government Educational Services, where hiring traditionally picks up with the start of the school year every fall. Professional and Business Services also had a big month, adding 5,116 or 1.6 percent. Leisure and Hospitality had the biggest monthly job loss, down 5,922 (3.1 percent). Annually, the metro area added 34,459 jobs (1.8 percent). The largest annual job gains came in Professional, Scientific, and Technical Services, which added 15,117 jobs (5 percent), followed by Leisure and Hospitality, which added 10,022 (5.8 percent). The steepest annual drops came in Mining, Logging, and Construction (down 1,691 or 2.1 percent), Government (down 1,637 or 0.7 percent), and Other Services (down 1,511, 1.9 percent).

Duluth-Superior MSA

Employment in the Duluth-Superior MSA grew very slightly in October, adding 153 jobs (0.1 percent) on the month. A decline of 1,693 jobs (5.1 percent) in Leisure and Hospitality was counterbalanced by a gain of 1,338 jobs (5.1 percent) in Government employment, with smaller job gains scattered around a variety of supersectors. Annually, Duluth has added 491 jobs (0.4 percent). While only two supersectors have lost employment on the year (Leisure and Hospitality, which is down 599 jobs or 4.4 percent, and Professional and Business Services, which is down 117 jobs or 1.4 percent), job growth in other supersectors was relatively modest and has kept the annual job growth from being too dramatic. The most notable exception is Educational and Health Services, which added 563 jobs (1.8 percent) over the year.

Rochester MSA

The Rochester MSA lost 275 jobs (0.2 percent) in October. The MSA has lost employment in two consecutive months and in three of the last four. October declines were driven by significant losses in Leisure and Hospitality (down 686 or 6.7 percent) and Professional and Business Services (down 248, 4.3 percent). The largest monthly growth came in Educational and Health Services, which added 306 jobs (0.7 percent). Annually, Rochester lost 150 jobs (0.1 percent). Professional and Business Services had the largest decrease (down 431 or 7.2 percent) while Trade, Transportation, and Utilities had the largest numerical increase (up 418 or 2.4 percent).

St. Cloud MSA

Employment in the Saint Cloud MSA was up by 931 (0.9 percent) in October. Growth was, unsurprisingly, driven by an increase of 656 (4.4 percent) in Government employment, which was itself bolstered by growth of 435 jobs (5.4 percent) in Local Government. The MSA also added 128 jobs (1.5 percent) in Leisure and Hospitality, joining Grand Forks as the only MSAs to see monthly job growth in that supersector. Annually, the St. Cloud MSA lost 694 jobs (0.6 percent). Mining, Logging, and Construction lost 327 jobs (5 percent), Educational and Health Services lost 245 (1.1 percent), and Professional and Business Services lost 312 (3.7 percent).

Mankato-North Mankato MSA

Employment in the Mankato-North Mankato MSA added 946 jobs (1.7 percent) in October. Most of that increase likely came from schools, as Government employers added 588 jobs (6.6 percent). Annually, Mankato lost 998 jobs (1.7 percent). The private sector lost 1,060 jobs (2.2 percent) while Government employers added 62 (0.7 percent).

Fargo-Moorhead MSA

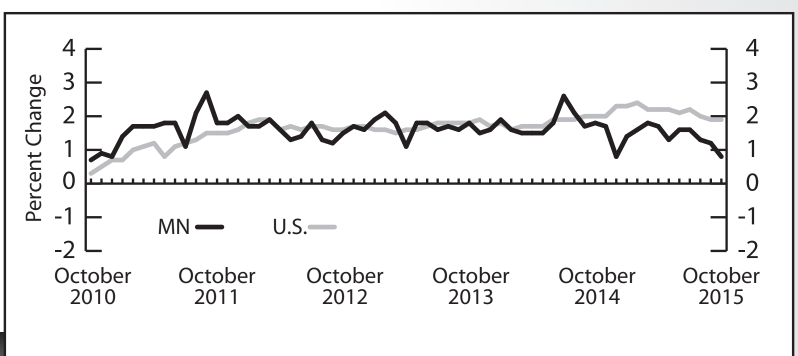
The Fargo-Moorhead MSA added 1,265 jobs (0.9 percent) in October. Government employment grew by 608 jobs (3.2 percent), and Professional and Business Services added 548 jobs (3.4 percent). Annually, the Fargo-Moorhead area added 1,249 jobs (0.9 percent). Once again, Government provided a good base for growth, adding 723 jobs (3.9 percent), while Leisure and Hospitality added 874 jobs (6.2 percent), and Financial Activities added 304 jobs (2.9 percent). On the other side, Manufacturing lost 245 jobs (2.4 percent), Mining, Logging, and Construction lost 178 jobs (1.9 percent), and Trade, Transportation, and Utilities lost 375 jobs (1.2 percent).

Grand Forks-East Grand Forks MSA

Employment in the Grand Forks-East Grand Forks MSA was up by 1,107 (1.9 percent) in October. More than half of this increase came from the private sector, which added 630 jobs (1.4 percent) versus Government's 477 (3.4 percent). Trade, Transportation, and Utilities added 273 jobs (2 percent), and Educational and Health Services added 252 (2.7 percent). Over the year, the Grand Forks-East Grand Forks MSA added 886 jobs (1.5 percent). Mining, Logging, and Construction had the most dramatic growth, adding 398 jobs or 11.9 percent. Trade, Transportation, and Utilities also performed well on the year, adding 517 jobs (3.9 percent). On the negative side of the ledger, Professional and Business Services lost 175 jobs (5.5 percent), and Government lost 133 jobs (0.9 percent) among a scattering of smaller losses in other supersectors.

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)			Percent Change From**		Production Workers Hours and Earnings					
						Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
	Oct 2015	Sept 2015	Oct 2014	Sept 2015	Oct 2014	Oct 2015	Oct 2014	Oct 2015	Oct 2014	Oct 2015	Oct 2014
TOTAL NONFARM WAGE AND SALARY	**2,886.2**	**2,871.6**	**2,862.3**	**0.5%**	**0.8%**	—	—	—	—	—	—
						—	—	—	—	—	—
GOODS-PRODUCING	**439.6**	**441.2**	**444.9**	**-0.4**	**-1.2**	—	—	—	—	—	—
Mining and Logging	**6.7**	**7.0**	**7.5**	**-3.9**	**-10.3**	—	—	—	—	—	—
Construction	**117.1**	**118.6**	**121.0**	**-1.2**	**-3.2**	—	—	—	—	—	—
Specialty Trade Contractors	72.7	73.3	76.4	-0.9	-4.9	$1,185.80	$1,125.56	39.2	38.0	$30.25	$29.62
Manufacturing	**315.7**	**315.5**	**316.4**	**0.1**	**-0.2**	**828.87**	**835.58**	**40.1**	**41.8**	**20.67**	**19.99**
Durable Goods	202.7	202.7	201.7	0.0	0.5	823.06	821.63	39.1	42.2	21.05	19.47
Wood Product Manufacturing	10.9	10.9	11.0	0.0	-0.7	—	—	—	—	—	—
Fabricated Metal Production	43.7	43.8	43.1	-0.3	1.5	—	—	—	—	—	—
Machinery Manufacturing	32.7	33.0	32.5	-0.8	0.6	—	—	—	—	—	—
Computer and Electronic Product	46.1	45.7	45.0	0.9	2.3	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	25.4	25.5	25.4	-0.4	0.3	—	—	—	—	—	—
Transportation Equipment	11.6	11.6	11.7	-0.3	-0.9	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	16.0	16.0	15.5	0.1	3.0	—	—	—	—	—	—
Nondurable Goods	113.0	112.8	114.7	0.1	-1.5	839.34	855.70	41.8	41.1	20.08	20.82
Food Manufacturing	46.0	46.0	47.2	-0.1	-2.7	—	—	—	—	—	—
Paper Manufacturing	32.0	31.8	32.9	0.6	-2.9	—	—	—	—	—	—
Printing and Related	23.0	22.9	23.8	0.6	-3.4	—	—	—	—	—	—
SERVICE-PROVIDING	**2,446.6**	**2,430.4**	**2,417.3**	**0.7**	**1.2**	—	—	—	—	—	—
Trade, Transportation, and Utilities	**524.3**	**522.4**	**523.5**	**0.4**	**0.1**	—	—	—	—	—	—
Wholesale Trade	129.5	129.8	133.3	-0.2	-2.8	932.60	965.50	39.5	39.2	23.61	24.63
Retail Trade	296.3	294.3	293.5	0.7	1.0	434.88	406.13	28.8	28.5	15.10	14.25
Motor Vehicle and Parts	34.8	34.9	33.5	-0.4	3.8	—	—	—	—	—	—
Building Material and Garden Equipment	26.0	26.1	25.6	-0.4	1.5	—	—	—	—	—	—
Food and Beverage Stores	51.1	51.3	51.2	-0.4	-0.2	—	—	—	—	—	—
Gasoline Stations	24.4	24.5	24.0	-0.5	1.8	—	—	—	—	—	—
General Merchandise Stores	62.7	61.1	61.4	2.6	2.1	337.55	313.02	29.2	29.2	11.56	10.72
Transportation,Warehouse, Utilities	98.5	98.3	96.7	0.2	1.8	—	—	—	—	—	—
Transportation and Warehousing	85.2	85.0	83.6	0.2	1.9	703.14	629.86	34.4	34.4	20.44	18.31
Information	**52.0**	**52.0**	**52.9**	**-0.1**	**-1.7**	**893.11**	**801.52**	**36.1**	**34.4**	**24.74**	**23.30**
Publishing Industries	19.8	19.9	20.4	-0.5	-2.9	—	—	—	—	—	—
Telecommunications	13.4	13.3	13.4	0.5	-0.4	—	—	—	—	—	—
Financial Activities	**181.2**	**181.7**	**177.9**	**-0.3**	**1.9**	—	—	—	—	—	—
Finance and Insurance	140.9	141.8	139.2	-0.6	1.2	870.06	861.88	35.6	35.6	24.44	24.21
Credit Intermediation	54.3	54.8	54.6	-0.8	-0.5	709.57	710.59	34.8	35.3	20.39	20.13
Securities, Commodity Contracts, and Other	18.6	18.6	18.6	-0.2	0.0	—	—	—	—	—	—
Insurance Carriers and Related	67.1	67.4	65.0	-0.6	3.2	—	—	—	—	—	—
Real Estate and Rental and Leasing	40.3	39.9	38.6	0.9	4.2	—	—	—	—	—	—
Professional and Business Services	**371.1**	**366.8**	**360.8**	**1.2**	**2.8**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	146.0	142.8	143.3	2.2	1.9	—	—	—	—	—	—
Legal Services	18.0	17.9	18.1	0.5	-0.4	—	—	—	—	—	—
Accounting, Tax Preparation	16.4	16.5	15.9	-0.4	3.3	—	—	—	—	—	—
Computer Systems Design	39.3	38.2	34.3	3.0	14.6	—	—	—	—	—	—
Management of Companies and Enterprises	76.3	76.8	77.2	-0.7	-1.2	—	—	—	—	—	—
Administrative and Support Services	148.8	147.2	140.3	1.1	6.0	—	—	—	—	—	—
Educational and Health Services	**518.6**	**511.9**	**507.1**	**1.3**	**2.3**	—	—	—	—	—	—
Educational Services	71.2	68.0	71.3	4.8	0.0	—	—	—	—	—	—
Health Care and Social Assistance	447.3	443.9	435.9	0.8	2.6	—	—	—	—	—	—
Ambulatory Health Care	143.4	142.8	139.7	0.4	2.6	1,302.84	1,226.75	36.2	35.0	35.99	35.05
Offices of Physicians	68.3	67.9	66.8	0.7	2.3	—	—	—	—	—	—
Hospitals	107.2	106.6	105.1	0.6	2.0	—	—	—	—	—	—
Nursing and Residential Care Facilities	106.6	105.8	106.4	0.7	0.2	444.94	426.30	29.1	29.0	15.29	14.70
Social Assistance	90.1	88.7	84.6	1.6	6.5	—	—	—	—	—	—
Leisure and Hospitality	**262.5**	**273.7**	**254.7**	**-4.1**	**3.1**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	42.4	47.9	39.1	-11.5	8.4	—	—	—	—	—	—
Accommodation and Food Services	220.0	225.8	215.6	-2.5	2.1	—	—	—	—	—	—
Food Services and Drinking Places	194.8	198.1	188.5	-1.7	3.3	270.48	253.62	21.0	21.1	12.88	12.02
Other Services	**114.1**	**111.9**	**114.5**	**2.0**	**-0.3**	—	—	—	—	—	—
Religious, Grantmaking, Civic, Professional Organizations	62.8	62.1	64.2	1.2	-2.1						
Government	**423.0**	**410.1**	**426.0**	**3.1**	**-0.7**						
Federal Government	31.5	31.6	31.2	-0.3	0.8						
State Government	104.0	104.4	106.4	-0.3	-2.3						
State Government Education	65.4	63.2	67.6	3.4	-3.2						
Local Government	287.5	274.1	288.4	4.9	-0.3						
Local Government Education	141.4	125.3	141.3	12.8	0.1						

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	
	Oct 2015	Sept 2015	Oct 2014	Sept 2015	Oct 2014	Oct 2015	Oct 2014	Oct 2015	Oct 2014	Oct 2015	Oct 2014
TOTAL NONFARM WAGE AND SALARY	**1,954.1**	**1,941.4**	**1,919.7**	**0.7%**	**1.8%**	—	—	—	—	—	—
GOODS-PRODUCING	**272.2**	**272.6**	**271.9**	**-0.2**	**0.1**	—	—	—	—	—	—
Mining, Logging, and Construction	**77.3**	**78.0**	**79.0**	**-0.9**	**-2.1**	—	—	—	—	—	—
Construction of Buildings	17.3	17.3	16.4	0.0	5.2	—	—	—	—	—	—
Specialty Trade Contractors	51.6	51.9	52.4	-0.5	-1.6	$1,271.16	$1,219.86	39.6	38.3	$32.10	$31.85
Manufacturing	**194.9**	**194.6**	**192.9**	**0.1**	**1.0**	**875.76**	**871.47**	**41.0**	**42.1**	**21.36**	**20.70**
Durable Goods	133.2	133.1	132.1	0.1	0.9	847.86	842.52	40.9	42.0	20.73	20.06
Fabricated Metal Production	29.8	29.9	29.4	-0.3	1.4	—	—	—	—	—	—
Machinery Manufacturing	20.1	20.3	20.1	-1.1	0.1	—	—	—	—	—	—
Computer and Electronic Product	36.9	36.5	36.0	1.1	2.4	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	23.7	23.7	23.7	-0.3	0.1	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	14.8	14.8	14.1	0.3	4.9	—	—	—	—	—	—
Nondurable Goods	61.6	61.5	60.8	0.2	1.4	928.45	931.53	41.1	42.4	22.59	21.97
Food Manufacturing	14.9	14.9	15.1	0.0	-1.6	—	—	—	—	—	—
Printing and Related	15.2	15.1	15.5	0.5	-2.0	—	—	—	—	—	—
SERVICE-PROVIDING	**1,682.0**	**1,668.7**	**1,647.8**	**0.8**	**2.1**	—	—	—	—	—	—
Trade, Transportation, and Utilities	**345.4**	**343.8**	**344.6**	**0.5**	**0.2**	—	—	—	—	—	—
Wholesale Trade	94.7	93.9	96.7	0.8	-2.1	886.53	924.47	38.9	38.6	22.79	23.95
Merchant Wholesalers - Durable Goods	47.7	47.5	47.8	0.6	-0.2	—	—	—	—	—	—
Merchant Wholesalers - Nondurable Goods	27.5	27.5	27.7	0.0	-0.5	—	—	—	—	—	—
Retail Trade	182.7	181.6	181.9	0.6	0.4	462.50	437.78	29.8	29.5	15.52	14.84
Food and Beverage Stores	30.4	30.5	30.5	-0.2	-0.1	—	—	—	—	—	—
General Merchandise Stores	39.8	38.5	38.2	3.4	4.1	345.87	326.63	30.5	30.3	11.34	10.78
Transportation, Warehouse, Utilities	68.0	68.3	65.9	-0.4	3.1	—	—	—	—	—	—
Utilities	8.0	8.0	7.9	0.7	2.0	—	—	—	—	—	—
Transportation and Warehousing	59.9	60.3	58.0	-0.6	3.3	761.39	805.24	36.8	41.0	20.69	19.64
Information	**39.2**	**39.2**	**39.6**	**-0.1**	**-1.2**						
Publishing Industries	16.1	16.2	16.3	-0.5	-0.8	—	—	—	—	—	—
Telecommunications	9.8	9.7	9.8	0.5	-0.5	—	—	—	—	—	—
Financial Activities	**147.9**	**148.7**	**144.4**	**-0.5**	**2.5**	—	—	—	—	—	—
Finance and Insurance	115.3	116.2	112.4	-0.7	2.6	871.79	913.44	33.3	34.6	26.18	26.40
Credit Intermediation	39.3	39.7	39.1	-0.9	0.5	—	—	—	—	—	—
Securities, Commodity Contracts, and Other	16.7	16.7	16.6	-0.3	0.6	—	—	—	—	—	—
Insurance Carriers and Related	56.7	57.1	55.3	-0.8	2.5	—	—	—	—	—	—
Real Estate and Rental and Leasing	32.6	32.5	31.9	0.2	2.1	—	—	—	—	—	—
Professional and Business Services	**319.1**	**314.0**	**304.0**	**1.6**	**5.0**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	130.9	127.9	123.4	2.4	6.1	—	—	—	—	—	—
Legal Services	15.3	15.2	15.3	0.5	-0.3	—	—	—	—	—	—
Architectural, Engineering, and Related	17.1	16.9	16.8	1.1	1.8	—	—	—	—	—	—
Computer Systems Design	33.8	32.9	31.5	2.7	7.3	—	—	—	—	—	—
Management of Companies and Enterprises	69.1	69.6	70.3	-0.6	-1.6	—	—	—	—	—	—
Administrative and Support Services	119.0	116.5	110.3	2.2	7.9	—	—	—	—	—	—
Employment Services	57.7	56.7	55.4	1.8	4.2	—	—	—	—	—	—
Educational and Health Services	**318.3**	**314.9**	**310.0**	**1.1**	**2.7**	—	—	—	—	—	—
Educational Services	44.4	42.1	45.1	5.3	-1.7	—	—	—	—	—	—
Health Care and Social Assistance	273.9	272.8	264.8	0.4	3.4	—	—	—	—	—	—
Ambulatory Health Care	86.7	86.9	84.2	-0.2	2.9	—	—	—	—	—	—
Hospitals	64.0	63.6	61.9	0.6	3.3	—	—	—	—	—	—
Nursing and Residential Care Facilities	59.3	59.6	58.5	-0.5	1.5	—	—	—	—	—	—
Social Assistance	63.9	62.6	60.2	2.0	6.1	—	—	—	—	—	—
Leisure and Hospitality	**183.4**	**189.3**	**173.4**	**-3.1**	**5.8**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	32.5	35.5	28.4	-8.3	14.5	—	—	—	—	—	—
Accommodation and Food Services	150.8	153.8	144.9	-1.9	4.1	301.05	280.22	22.3	22.4	13.50	12.51
Food Services and Drinking Places	138.1	139.4	131.2	-0.9	5.2	286.60	275.99	21.5	21.8	13.33	12.66
Other Services	**79.1**	**76.6**	**80.7**	**3.3**	**-1.9**	—	—	—	—	—	—
Repair and Maintenance	14.4	14.0	14.6	2.9	-1.1	—	—	—	—	—	—
Religious, Grantmaking, Civic, Professional Organizations	42.5	41.4	43.5	2.6	-2.3	—	—	—	—	—	—
Government	**249.6**	**242.2**	**251.2**	**3.0**	**-0.7**						
Federal Government	20.6	20.5	20.4	0.6	1.3						
State Government	71.0	71.8	71.6	-1.1	-0.9						
State Government Education	44.6	43.2	45.4	3.4	-1.7						
Local Government	158.0	150.0	159.3	5.4	-0.8						
Local Government Education	87.5	78.1	88.0	12.1	-0.5						

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

* Totals may not add because of rounding.

** Percent change based on unrounded numbers.

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

Employer Survey

Industry

Industry	Duluth-Superior MSA Jobs Oct 2015	Jobs Sept 2015	Jobs Oct 2014	% Chg. From Sept 2015	% Chg. From Oct 2014	Rochester MSA Jobs Oct 2015	Jobs Sept 2015	Jobs Oct 2014	% Chg. From Sept 2015	% Chg. From Oct 2014
TOTAL NONFARM WAGE AND SALARY	**136,818**	**136,665**	**136,327**	**0.1%**	**0.4%**	**115,359**	**115,634**	**115,509**	**-0.2%**	**-0.1%**
GOODS-PRODUCING	**17,398**	**17,241**	**17,235**	**0.9**	**0.9**	**15,527**	**15,648**	**15,545**	**-0.8**	**-0.1**
Mining, Logging, and Construction	10,161	9,965	9,999	2.0	1.6	4,467	4,446	4,439	0.5	0.6
Manufacturing	7,237	7,276	7,236	-0.5	0.0	11,060	11,202	11,106	-1.3	-0.4
SERVICE-PROVIDING	**119,420**	**119,424**	**119,092**	**0.0**	**0.3**	**99,832**	**99,986**	**99,964**	**-0.2**	**-0.1**
Trade, Transportation, and Utilities	25,973	25,563	25,836	1.6	0.5	18,006	17,841	17,588	0.9	2.4
Wholesale Trade	3,351	3,376	3,368	-0.7	-0.5	2,579	2,565	2,615	0.5	-1.4
Retail Trade	15,760	15,316	15,956	2.9	-1.2	12,353	12,285	12,029	0.6	2.7
Transportation, Warehouse, Utilities	6,862	6,871	6,512	-0.1	5.4	3,074	2,991	2,944	2.8	4.4
Information	1,374	1,360	1,363	1.0	0.8	2,138	2,120	2,007	0.8	6.5
Financial Activities	5,412	5,450	5,376	-0.7	0.7	2,716	2,724	2,791	-0.3	-2.7
Professional and Business Services	8,373	8,569	8,490	-2.3	-1.4	5,546	5,794	5,977	-4.3	-7.2
Educational and Health Services	31,824	31,587	31,261	0.8	1.8	45,587	45,281	45,451	0.7	0.3
Leisure and Hospitality	13,026	14,719	13,625	-11.5	-4.4	9,575	10,261	9,904	-6.7	-3.3
Other Services	6,109	6,185	6,056	-1.2	0.9	3,679	3,663	3,626	0.4	1.5
Government	27,329	25,991	27,085	5.1	0.9	12,585	12,302	12,620	2.3	-0.3

Employer Survey

Industry

Industry	St. Cloud MSA Jobs Oct 2015	Jobs Sept 2015	Jobs Oct 2014	% Chg. From Sept 2015	% Chg. From Oct 2014	Mankato MSA Jobs Oct 2015	Jobs Sept 2015	Jobs Oct 2014	% Chg. From Sept 2015	% Chg. From Oct 2014
TOTAL NONFARM WAGE AND SALARY	**107,822**	**106,891**	**108,516**	**0.9%**	**-0.6%**	**56,334**	**55,388**	**57,332**	**1.7**	**-1.7%**
GOODS-PRODUCING	**21,706**	**21,785**	**21,979**	**-0.4**	**-1.2**	**10,519**	**10,439**	**10,355**	**0.8**	**1.6**
Mining, Logging, and Construction	6,213	6,265	6,540	-0.8	-5.0	--	--	--	--	--
Manufacturing	15,493	15,520	15,439	-0.2	0.3	--	--	--	--	--
						--	--	--	--	--
SERVICE-PROVIDING	**86,116**	**85,106**	**86,537**	**1.2**	**-0.5**	**45,815**	**44,949**	**46,977**	**1.9**	**-2.5**
Trade, Transportation, and Utilities	21,654	21,459	21,765	0.9	-0.5	--	--	--	--	--
Wholesale Trade	4,808	4,702	4,648	2.3	3.4	--	--	--	--	--
Retail Trade	12,958	12,906	13,384	0.4	-3.2	--	--	--	--	--
Transportation, Warehouse, Utilities	3,888	3,851	3,733	1.0	4.2	--	--	--	--	--
Information	1,587	1,591	1,604	-0.3	-1.1	--	--	--	--	--
Financial Activities	4,897	4,864	4,842	0.7	1.1	--	--	--	--	--
Professional and Business Services	8,047	8,063	8,359	-0.2	-3.7	--	--	--	--	--
Educational and Health Services	21,632	21,588	21,877	0.2	-1.1	--	--	--	--	--
Leisure and Hospitality	8,949	8,821	8,914	1.5	0.4	--	--	--	--	--
Other Services	3,655	3,681	3,664	-0.7	-0.2	--	--	--	--	--
Government	15,695	15,039	15,512	4.4	1.2	9,508	8,920	9,446	6.6	0.7

Employer Survey

Industry

Industry	Fargo-Moorhead MSA Jobs Oct 2015	Jobs Sept 2015	Jobs Oct 2014	% Chg. From Sept 2015	% Chg. From Oct 2014	Grand Forks-East Grand Forks MSA Jobs Aug 2015	Jobs July 2015	Jobs Aug 2014	% Chg. From Sept 2015	% Chg. From Oct 2014
TOTAL NONFARM WAGE AND SALARY	**142,478**	**141,213**	**141,229**	**0.9%**	**0.9%**	**59,549**	**58,442**	**58,663**	**1.9%**	**1.5%**
GOODS-PRODUCING	**19,546**	**19,603**	**19,969**	**-0.3**	**-2.1**	**7,789**	**7,774**	**7,413**	**0.2**	**5.1**
Mining, Logging, and Construction	9,410	9,425	9,588	-0.2	-1.9	3,746	3,783	3,348	-1.0	11.9
Manufacturing	10,136	10,178	10,381	-0.4	-2.4	4,043	3,991	4,065	1.3	-0.5
SERVICE-PROVIDING	**122,932**	**121,610**	**121,260**	**1.1**	**1.4**	**51,760**	**50,668**	**51,250**	**2.2**	**1.0**
Trade, Transportation, and Utilities	30,656	30,454	31,031	0.7	-1.2	13,624	13,351	13,107	2.0	3.9
Wholesale Trade	9,304	9,281	9,244	0.3	0.7	1,975	1,999	2,002	-1.2	-1.4
Retail Trade	16,217	16,074	16,522	0.9	-1.9	9,323	9,078	8,842	2.7	5.4
Transportation, Warehouse, Utilities	5,135	5,099	5,265	0.7	-2.5	2,326	2,274	2,263	2.3	2.8
Information	3,214	3,232	3,296	-0.6	-2.5	614	610	613	0.7	0.2
Financial Activities	10,841	10,895	10,537	-0.5	2.9	1,784	1,783	1,757	0.1	1.5
Professional and Business Services	16,579	16,031	16,497	3.4	0.5	3,002	3,110	3,177	-3.5	-5.5
Educational and Health Services	21,753	21,587	21,723	0.8	0.1	9,734	9,482	9,544	2.7	2.0
Leisure and Hospitality	15,061	15,255	14,187	-1.3	6.2	6,309	6,140	6,238	2.8	1.1
Other Services	5,370	5,306	5,254	1.2	2.2	2,119	2,095	2,107	1.2	0.6
Government	19,458	18,850	18,735	3.2	3.9	14,574	14,097	14,707	3.4	-0.9

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

Minnesota Economic Indicators

Highlights

The **Minnesota Index** climbed 0.1 percent for the fourth straight month in October. The strength of the index over the last few months was revised downwards with October's release. Declining wage and salary jobs along with waning average weekly manufacturing hours have dragged the index down despite the unemployment rate's sliding to 3.7 percent in October from 4.0 percent in August. The U.S. index advanced 0.2 percent for the third straight month. The revised index now shows that Minnesota's index has been lagging the U.S. index over the last six months. Minnesota's index is up 2.3 percent over the last 12 months compared to a 3.2 gain recorded by the U.S. index over the same time span.

Adjusted **Wage and Salary Employment** declined for the second month in a row, dropping by 1,700 jobs in October. All of the decline was in the private sector where 2,200 jobs were cut while public sector payrolls increased by 500. Leisure and Hospitably along with Construction accounted for most private sector job loss. Strong job growth in Professional and Business Services and Other Services offset some of the job cutbacks in other sectors.

Minnesota's private sector employment has decreased for two consecutive months for the first time since February 2010. Trade, Transportation, and Utilities and Construction payrolls have slipped for four consecutive months. The last time these two sectors experienced four consecutive months of declining payrolls was back in 2009. The job numbers will all be benchmarked in March so the multi months of jobs lost in various sectors may be revised away.

Minnesota's unadjusted over-the-year job growth plunged to 0.8 percent in October, the lowest annual gain since December 2014. The U.S. rate stayed at 1.9 percent for the second month in a row. Minnesota's over-the-year job growth rate has lagged the U.S. rate for 15 straight months and 27 of the last 28 months. Minnesota's unemployment rate continues to run significantly lower than the U.S. rate although suggesting that Minnesota's slower job growth may be mostly caused by businesses having a hard time finding employees.

Minnesota's adjusted online **Help-Wanted Ads** ticked up 2.8 percent in October to 134,400 ads, the third highest monthly level in the 10-year series, while U.S. online advertising climbed by 3.3 percent. Minnesota's online help-wanted ads continue to account for 2.5 percent of national ads even though the state's share of national wage and salary employment is 2.0 percent.

Minnesota's **Purchasing Managers' Index (PMI)** plunged to its lowest level since May 2009, falling to 42.7. The low reading suggests that Minnesota manufacturers have hit a rough patch that will slow expansion in that sector through at least the first few months of 2016. Minnesota's PMI index, which had been outperforming both the U.S and Mid-American indices, fell way below the U.S. index (50.1) and was only slightly better than the Mid-American index (41.9).

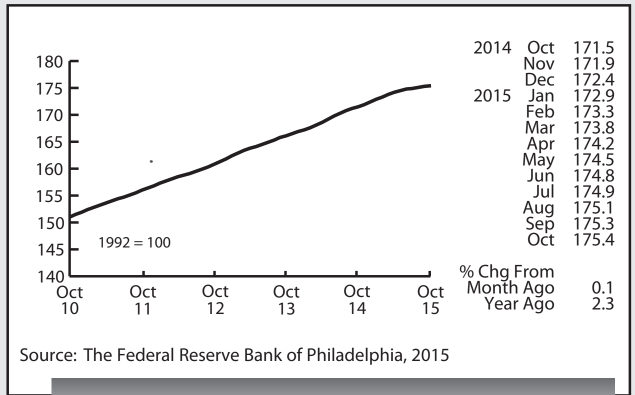
Adjusted **Manufacturing Hours** continued to drop sharply for the second month in a row in October, falling to 39.7 hours, the lowest factory workweek since November 2009. The short factory workweek is consistent with the low PMI. Manufacturing hours have dipped below 40 hours per week roughly 28 percent of the time since 1950 with most of those shorter workweeks occurring during recessions. **Manufacturing Earnings** rose slightly in October to $822.94 but continue to be down significantly from last year even after adjusting for inflation.

Revisions in the **Minnesota Leading Index** show a downward trend in Minnesota's near-term economic growth. The index dropped for the second month in a row and has averaged only 0.6 since May after averaging 1.5 during the first four months of 2015. The string of low readings implies that Minnesota's economic growth will be way below the U.S. rate over the next six months.

Adjusted **Residential Building Permits** jumped to their second highest monthly total this year in October, climbing to 1,822. Minnesota's home-building activity, while still below normal, was one of the few positive indicators in October.

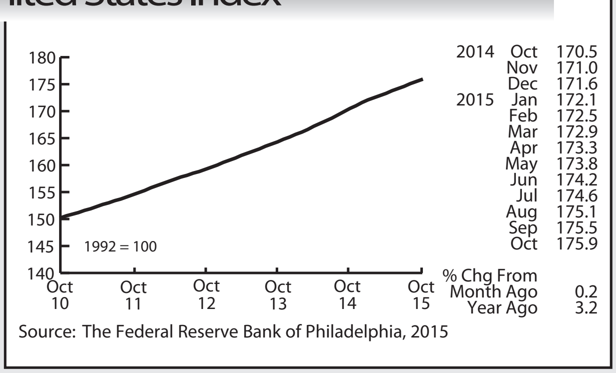
The number of Minnesotans filing for first-time unemployment benefits inched down in October as adjusted **Initial Claims for Unemployment Benefits (UB)** dropped to 17,396, the second lowest monthly total of the year. The low level of layoffs usually suggests job growth will be strong but labor shortages are probably holding job growth down.

by Dave Senf



Minnesota Index

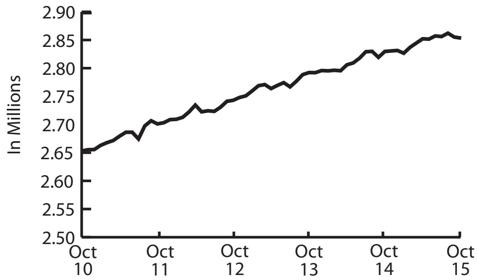
United States Index



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

Minnesota Economic Indicators

Wage and Salary Employment



seasonally adjusted

2015	May	2.8516
	Jun	2.8572
	Jul	2.8561
	Aug	2.8621
	Sep	2.8552
	Oct	2.8535

% Chg From Month Ago -0.1

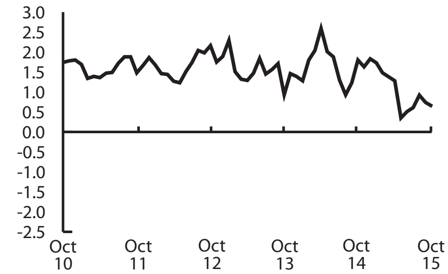
unadjusted

2014	Oct	2.8623
2015	Oct	2.8862

% Chg From Year Ago 0.8

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

Minnesota Leading Index

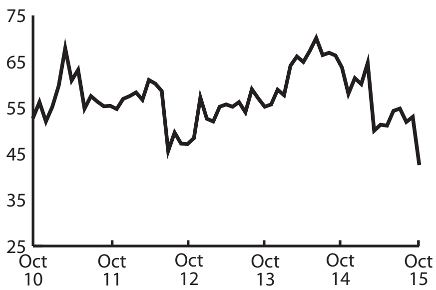


2014	Oct	1.80
	Nov	1.63
	Dec	1.83
2015	Jan	1.73
	Feb	1.48
	Mar	1.38
	Apr	1.28
	May	0.35
	Jun	0.51
	Jul	0.61
	Aug	0.92
	Sep	0.74
	Oct	0.65

% Chg From Month Ago -12.1
Year Ago -63.9

Source: The Federal Reserve Bank of Philadelphia, 2015

Purchasing Managers' Index

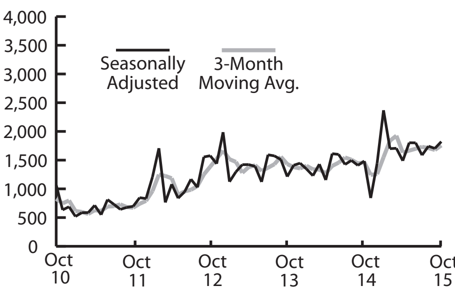


2014	Oct	63.7
	Nov	58.0
	Dec	61.4
2015	Jan	60.1
	Feb	64.7
	Mar	50.0
	Apr	51.3
	May	51.1
	Jun	54.3
	Jul	54.8
	Aug	51.9
	Sep	53.0
	Oct	42.7

% Chg From Month Ago -19.4
Year Ago -33.0

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

Residential Building Permits



seasonally adjusted

2015	May	1,803
	Jun	1,801
	Jul	1,587
	Aug	1,743
	Sep	1,704
	Oct	1,822

% Chg From Month Ago 6.9

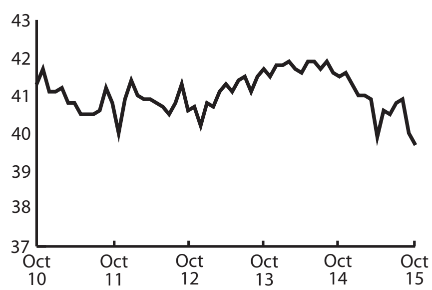
unadjusted

2014	Oct	1,876
2015	Oct	2,320

% Chg From Year Ago 23.7

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

Average Weekly Manufacturing Hours



seasonally adjusted

2015	May	40.6
	Jun	40.5
	Jul	40.8
	Aug	40.9
	Sep	40.0
	Oct	39.7

% Chg From Month Ago -0.8

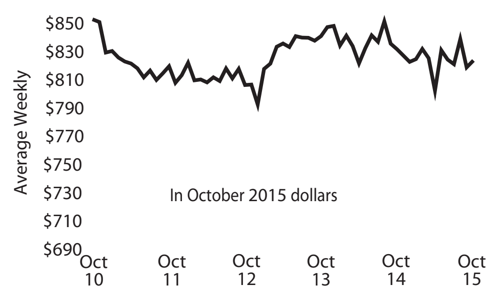
unadjusted

2014	Oct	41.8
2015	Oct	40.1

% Chg From Year Ago -4.1

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

Manufacturing Earnings



seasonally adjusted

2015	May	830.52
	Jun	823.91
	Jul	820.62
	Aug	838.43
	Sep	818.39
	Oct	822.94

% Chg From Month Ago 0.6

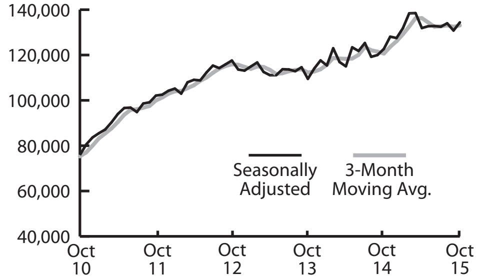
unadjusted

2014	Oct	835.58
2015	Oct	821.49

% Chg From Year Ago -1.7

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

Online Help-Wanted Advertising

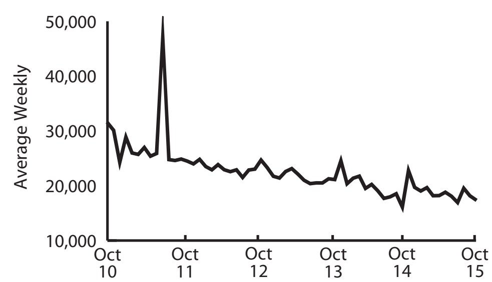


2014	Oct	122,700
	Nov	128,100
	Dec	127,500
2015	Jan	131,800
	Feb	138,400
	Mar	138,500
	Apr	131,900
	May	132,700
	Jun	132,800
	Jul	132,500
	Aug	134,000
	Sep	130,800
	Oct	134,400

% Chg From Month Ago 2.8
Year Ago 9.5

Source: The Conference Board Inc., 2015

Initial UB Claimants



seasonally adjusted

2015	May	18,817
	Jun	18,082
	Jul	16,932
	Aug	19,532
	Sep	18,159
	Oct	17,396

% Chg From Month Ago -4.2

unadjusted

2014	Oct	15,507
2015	Oct	15,504

% Chg From Year Ago 0.0

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

Minnesota Employment Revi

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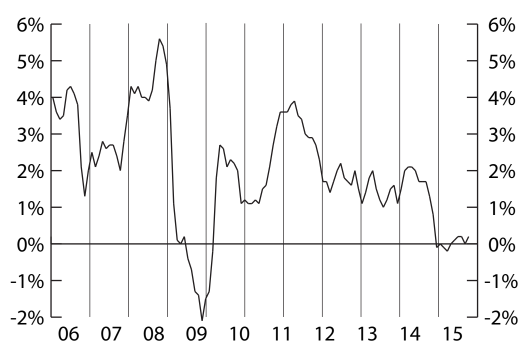
U.S. Consumer Price Index for All Urban Consumers (CPI-U)

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.2 percent in October on a seasonally adjusted basis the U.S. Bureau of Labor Statistics reports. The food index rose 0.1 percent in October. The energy index advanced 0.3 percent in October. The index for all items less food and energy rose 0.2 percent. Advances in the indices for shelter and medical care were the largest contributors to the increase.

Percent Change From One Year Ago



The all items index rose 0.2 percent over the last 12 months. The food index has increased 1.6 percent over the past year, and the index for all items less food and energy has risen 1.9 percent. These advances have been mostly offset by a 17.1 percent decline in the energy index.

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

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

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What's Going On?

New 800 West Broadway Development will include a WorkForce Center

Gov. Mark Dayton celebrated the groundbreaking of 800 West Broadway, a new employment, education, and healthy living center in north Minneapolis slated for completion by fall 2016. The facility will contain several services including the North Minneapolis WorkForce Center, NorthPoint Health & Wellness Center, Minneapolis Public Schools, and retail space. Partners in the project include DEED, City of Minneapolis, Hennepin County, Minneapolis Community and Technical College, Minneapolis Public Schools, NorthPoint Heath & Wellness, and Sherman and Associates Inc.

Visit www.minneapolismn.gov/cped/800WestBroadway for project details.

Minnesota
Department of Employment and Econo i lopment

Welcome to the Third Dimension of Minnesota Jobs

Job data are usually collected, analyzed, and published on either an industry or occupation basis. For example, there are roughly 26,000 accountants and auditors employed in Minnesota as reported by the Occupational Employment Statistics (OES) program. Those accountants and auditors are employed across 250 Minnesota industries with a quarter of them, around 6,200, tracking debits and credits at jobs in the accounting industry which is official known as the Accounting, Tax Preparation, Bookkeeping, and Payroll Services (NAICS 5412) industry[1]. The Accounting industry's 6,200 accountants and auditors account for slightly less than 40 percent of the 17,000 employees in the Accounting industry payroll. Accounting industry jobs are tracked by the Current Employment Statistics (CES) and Quarterly Census of Employment and Wages (QCEW) programs.

A third job dimension that doesn't get much attention but is important for a complete picture of work in Minnesota is employment by Class of Worker (COW). COW data, collected by the American Community Survey (ACS) and published annually by the U.S. Census, categorize employment according to the type of organization where employment occurs. COW employment data include self-employed workers unlike OES, CES, and QCEW data and is estimated based on household surveys. Employers are surveyed to gather OES and CES data while QCEW data are compiled from unemployment compensation tax reports submitted by employers to the Department of Employment and Economic Development.

The Census Bureau currently uses eight basic classifications for Class of Worker: private for-profit and private not-for-profit among salaried workers, local government, state government, and federal government for government workers, and self-employed not incorporated, self-employed incorporated, and unpaid family workers for non-salaried workers. Table 1 displays Minnesota and

Table 1: Minnesota and U.S. Class of Worker Employment in 2014

	2014 Employment		Percent of Total Employment		Minnesota s Share of U.S. Employment
	United States	Minnesota	United States	Minnesota	
Total	**148,019,908**	**2,864,517**			**1.94**
Private workers	127,514,509	2,521,735	86.1	88.0	1.98
Private wage and salary workers	113,293,416	2,247,566	76.5	78.5	1.98
Private for-profit wage and salary workers	101,410,525	1,925,968	68.5	67.2	1.90
Private not-for-profit wage and salary workers	11,882,891	321,598	8.0	11.2	2.71
Self-employed workers	14,221,093	274,169	9.6	9.6	1.93
Self-employed in own incorporated business workers	5,102,824	112,130	3.4	3.9	2.20
Self-employed in own not incorporated business workers	9,118,269	162,039	6.2	5.7	1.78
Government workers	20,505,399	342,782	13.9	12.0	1.67
Local government workers	10,031,245	179,912	6.8	6.3	1.79
State government workers	6,782,009	122,430	4.6	4.3	1.81
Federal government workers	3,692,145	40,440	2.5	1.4	1.10

Source: 2014 American Community Survey 1-Year Estimates, Table B24080

[1]OES data are used to create industry staffing patterns showing the distribution of occupational employment in an industry. The level of detail is 270 industries and 800 occupations. Because of confidentiality rules the 270 industries are aggregated to 30 industries, see http://mn.gov/deed/data/data-tools/occupational-staffing/ for the staffing pattern of the 30 industries.

Table 2: Class of Worker State Rankings

Rank	Total Workers	
1	California	17,638,152
2	Texas	12,411,323
3	New York	9,354,155
4	Florida	8,738,970
5	Illinois	6,143,429
19	Arizona	2,866,629
20	***Minnesota***	***2,864,517***
21	Missouri	2,805,646
47	North Dakota	391,644
48	Alaska	352,531
49	District of Columbia	345,592
50	Vermont	325,211
51	Wyoming	299,225

Rank	Private Workers	Percent of Workers
	United States	86.1
1	Pennsylvania	89.7
2	Michigan	89.6
3	Indiana	89.3
4	Rhode Island	88.4
5	Nevada	88.2
5	Nevada	88.2
6	***Minnesota***	***88.0***
7	Florida	88.0
47	Virginia	79.7
48	New Mexico	78.6
49	Maryland	77.9
50	District of Columbia	76.3
51	Alaska	74.7

Rank	Private Non-Profit Workers	Percent of Workers
	United States	8.0
1	District of Columbia	19.5
2	Vermont	14.8
3	Massachusetts	12.5
4	Maine	12.0
5	Pennsylvania	11.6
6	South Dakota	11.5
7	***Minnesota***	***11.2***
8	Rhode Island	11.1
47	Florida	6.0
48	Georgia	5.9
49	Texas	5.7
50	Mississippi	5.6
51	Nevada	3.8

Source: 2014 American Community Survey 1-Year Estimates, Table B24080

Rank	Total Workers Self-Employed Workers	Percent of Workers
	United States	9.6
1	Montana	15.6
2	Vermont	14.0
3	Maine	13.2
4	South Dakota	12.4
5	Oregon	12.0
24	Arkansas	9.6
25	***Minnesota***	***9.6***
26	Tennessee	9.6
47	Ohio	7.7
48	District of Columbia	7.6
49	Delaware	7.5
50	Indiana	7.3
51	West Virginia	6.3

Rank	Government Workers	Percent of Workers
	United States	13.9
1	Alaska	25.3
2	District of Columbia	23.7
3	Maryland	22.1
4	New Mexico	21.4
5	Virginia	20.3
45	Florida	12.0
46	***Minnesota***	***12.0***
47	Nevada	11.8
47	Nevada	11.8
48	Rhode Island	11.6
49	Indiana	10.7
50	Michigan	10.4
51	Pennsylvania	10.3

Rank	State and Local Government Workers	Percent of Workers
	United States	11.4
1	Alaska	18.0
2	Wyoming	16.8
3	New Mexico	16.0
4	West Virginia	15.3
5	Mississippi	14.5
40	Massachusetts	10.7
41	***Minnesota***	***10.6***
42	Colorado	10.5
47	Indiana	9.2
48	Rhode Island	9.2
49	Michigan	9.1
50	Pennsylvania	8.5
51	District of Columbia	7.2

U.S. COW data for 2014. Minnesota has a higher percentage of private sector workers compared to the nation (88.0 versus 86.1 percent) mainly from a sustainably higher percentage of private not-for-profit workers (11.2 versus 8.0 percent). Minnesota has a lower percent of total employment in local, state, and especially federal government employment as well as workers classifying themselves as self-employed in not-incorporated business compared to the U.S.

Table 2 displays Minnesota's ranking among states for various COW combinations. Minnesota's 88 percent private sector employment share is the sixth highest. The remaining 12 percent of the state's employment is in the public sector with 6.3 percent local government employment (counties, cities, and school districts), 4.3 percent state government employment (University of Minnesota, Minnesota State Colleges and Universities, and various Minnesota state government agencies), and 1.4 percent federal government employment, including the U.S. Postal Service. Minnesota's 12 percent public sector share ranks as the sixth lowest, 46th when states are ordered from highest to lowest based on public sector share of employment.

Minnesota's relative low share of public sector jobs is caused in part by having a relatively small federal government workforce. The state has 1.94 percent of all U.S. employment but only 1.10 percent of federal employment. Federal government employment accounts for only 1.4 percent of all jobs in Minnesota, fifth lowest behind Wisconsin, Connecticut, Michigan, and Indiana. States with larger public sector employment tend to have a higher share of federal government jobs. Federal government employment accounts for the highest share of total employment in the District of Columbia, Maryland, Virginia, Hawaii, and Alaska. These states' large federal workforce push them to the top of public sector employment ranking when state and local government jobs are included.

Minnesota's local and state government employment accounted for 10.6 percent of all jobs in 2014, the seventh lowest share. Alaska and Wyoming on the other hand topped all states with 18.0 and 16.8 percent of their workforce employed in local or state government while Pennsylvania and Michigan have the lowest share with 8.5 and 9.1 percent.[2]

Table 3: Occupational Self-Employed in Minnesota

	Percent of Occupational Group that is Self employed	Percent of All Self employed by Occupational Group
Total Employment	**9.6**	
Management	20.7	24.3
Business and Financial Operations	8.1	4.7
Computer and Mathematical	4.5	1.6
Architecture and Engineering	3.3	0.7
Life, Physical, and Social Science	6.1	0.6
Community and Social Services	3.3	0.7
Legal	17.6	1.8
Education, Training, and Library	3.0	1.8
Arts, Design, Entertainment, Sports, and Media	27.4	5.9
Healthcare Practitioners and Technical	4.3	2.8
Healthcare Support	2.8	0.6
Protective Service	0.2	0.0
Food Preparation and Serving Related	1.9	1.1
Building and Grounds Cleaning and Maintenance	11.9	4.0
Personal Care and Service	24.7	10.5
Sales and Related	11.6	12.0
Office and Administrative Support	2.9	3.8
Farming, Fishing, and Forestry	14.1	1.2
Construction and Extraction	24.5	11.1
Installation, Maintenance, and Repair	11.2	3.1
Production	3.9	2.8
Transportation and Material Moving	7.9	4.8

Source: 2014 American Community Survey 1-Year Estimates, Table B24060

Minnesota ranks right in the middle when it comes to self-employed jobs. Minnesota has a higher share of workers self-employed in incorporated businesses than nationally but a lower share of workers self-employed in not incorporated businesses. When the two types of self-employed are combined, Minnesota's share of workers who are self-employed is the same as the U.S. share, 9.6 percent.

While nearly 10 percent of all workers in Minnesota are self-employed, more than half of the Agriculture industry workforce is self-employed (53.7 percent). Self-employment is also wide-spread in Construction (28.2 percent), Real Estate and Rental and Leasing (24.7), Other Services (23.0), and Professional, Scientific, and Technical Services (19.4) industries. More than half of the state's self-employed workers work in one of these industries.

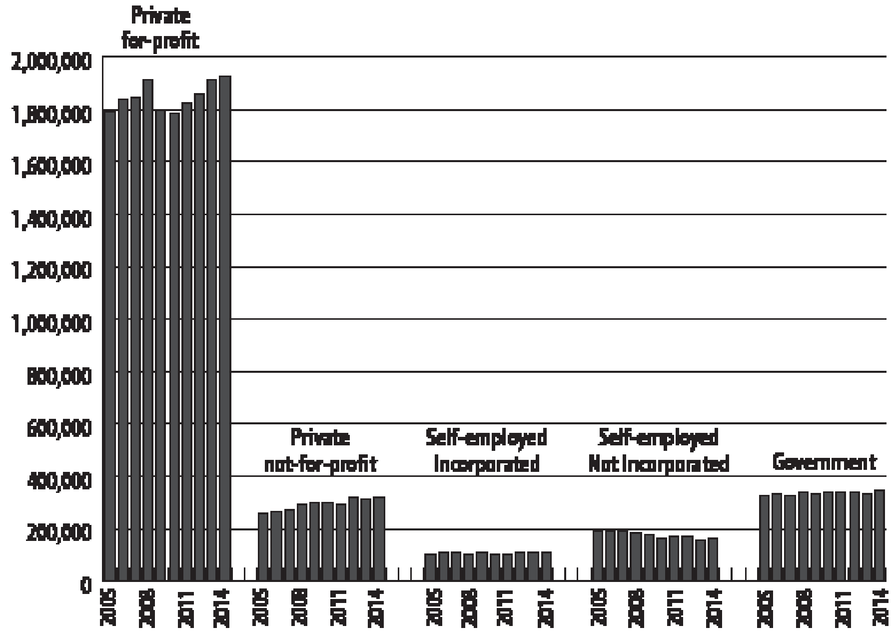
When self-employed work is viewed occupationally, more than half of the following groups of Minnesota's self-employed work is in management (24.3 percent of self-employed), sales and related (12.0 percent), construction and extraction (11.1 percent), or personal care services occupations (10.5 percent).[3] Occupational groups with the highest share of self-employed are arts, design, entertainment, sports, and media (27.4 percent), personal care and service (24.7 percent), construction and extraction (24.5 percent), and management (20.7). The largest detailed occupations in each of these occupational groups are writers and authors, childcare workers, carpenters, and farmers, ranchers, and other agricultural managers, respectively.

Table 3 summarizes self-employed occupational numbers in Minnesota showing in the first column the share of employment that self-employed accounts for in each occupational group and in the second column what percent of all self-employment is accounted for across occupational groups. Other COW categories can be examined across industry and occupation as self-employed is in Table 3 to gain insight into the workings of Minnesota's job market.

[2]Some of the high local employment share in states like Alaska and New Mexico may be from high Native American tribal employment which is included in local government employment.

[3]One of Minnesota's largest self-employed occupation is farmers, ranchers, and other agricultural managers which is included in the management occupational group.

Figure 1: Minnesota COW Employment, 2005 - 2014



Source: 2014 American Community Survey

The percent of workers in private not-for-profit jobs is higher in Minnesota than in most states, with Minnesota having the seventh highest percent of private non-profit workers (see Table 2). Minnesota private not-for-profit workers totaled 322,000 in 2014 or 11.2 percent of the workforce. If Minnesota had the same private not-for-profit worker share as the U.S., 8.0 percent, there would have been 92,000 fewer private not-for-profit jobs in Minnesota last year.

One in five healthcare practitioners and technical workers is employed by a private not-for-profit employer in Minnesota. If you are looking for work in a community and social services occupation such as social and human service assistant or mental health counselor, then your best opportunities will be at private not-for-profit organizations since 51 percent of community and social service jobs are at private not-for-profit organizations. If you are a government employee then the odds are high that you hold an education, training, or library job since almost one-third of all public sector jobs are in education, training, and library occupations. If you're interested in working for a private for-profit company then your best bet is to get into a production occupation such as a tool and die maker or a numerical tool and process control programmer as 90 percent of production jobs are at private for-profit companies.

While Minnesota's ratio between private and public workers has changed little over the last decade, the percent of public workers bumped up slightly during the Great Recession. As shown is Figure 1, the private for-profit workforce took the brunt of the job decline 2008 through 2010 but has bounced back since. Government employment dropped only slightly in 2009 before returning to its pre-recession level. Minnesota's government workforce was 11.9 percent of all workers in 2007, climbed to 12.6 percent in 2010, and has fallen back to 12.0 percent in 2014 as private sector job growth has outpaced public sector job growth since the Great Recession.

The number of Minnesotans employed, as estimated by the American Community Survey, has grown 7.6 percent between 2005 and 2014 with growth uneven across COWs. Private not-for-profit employment increased the fastest, 26 percent while self-employed not incorporated declined 16 percent. Private for-profit employment increased 7.7 percent, self-employed incorporated increased 10.9 percent, and government employment increased 5.9 percent.

Private not-for-profit employment growth occurred mainly in the health care and social assistance and educational services industries. Payroll expansion at non-profit health maintenance organizations (HMO) and hospitals and at Minnesota's non-profit private colleges accounted for most of the workforce expansion.

Self-employed in incorporated businesses has seen little change over the last decade while self-employed in unincorporated businesses has been gradually slipping. Neither self-employed worker group experienced a noticeable gain or loss during or after the Great Recession. The data challenge media stories claiming significant upticks in self-employment in response to surging unemployment during the recession. Self-employed work in unincorporated business has declined the most in Construction, Retail Trade, Agriculture, Real Estate, and Administrative and Support industries.

The share of Minnesota workers involved in self-employment work, when incorporated and unincorporated self-employed jobs are combined, has slipped to 9.6 percent in 2014 from 11.1 percent in 2005. The shrinking self-employed share contradicts another ever-changing popular media story, that of a booming freelance[4] economy. Most freelance or gig economy workers are self-employed which means self-employed numbers should be increasing if the gig economy is racing ahead of the rest of the economy.

Analyzing employment through the Class of Worker dimension in addition to industry and occupation dimensions of work provides a comprehensive picture of Minnesota's job market that is useful in understanding how work in Minnesota is continuously changing.

by Dave Senf
Labor Market Information Office
Minnesota Department of Employment
and Economic Development

Minnesota
Department of Employment and Econo i lopment

[4]Also called the gig economy, as in "we've got a gig on Thursday, Man."

A Seismic Shift

Minnesota's economy has seen strong growth over the past 20 years, with employment growing from just under 2.3 million jobs in 1995 to more than 2.7 million jobs in 2014, a 20 percent increase. This included a gain of more than 295,000 new jobs from 1995 to 2004, then about 150,000 more jobs from 2004 to 2014, despite the Great Recession.

As the labor force has grown to fill the available jobs and meet the needs of businesses, Minnesota's workforce has undergone a seismic shift in demographic composition. The vast majority of jobs — 65 percent — are still filled by workers in their prime working years, between 25 and 54 years of age. But the number and percentage of jobs filled by workers under 25 years of age has fallen, while the number and percent of jobs held by workers aged 55 years and over has risen quickly (see Figure 1 and Figure 2).

According to data from DEED's Quarterly Workforce Indicators program, the number of jobs filled by workers from 25 to 54 years of age rose from 1,647,439 workers in 1995 to 1,753,267 workers in 2014. However, the percentage of jobs held by these workers fell from 72.6 percent in 1995 to 65 percent in 2014.

Likewise, the percent of jobs filled by the youngest workers was also dropping over time, from 16.8 percent of total jobs in 1995 to 13.3 percent in 2014. In contrast, the number of jobs retained by workers aged 55 years and over increased from 239,170 in 1995 to 588,862 in 2014, up from 10.5 percent to 21.7 percent of total jobs over the course of two decades.

Figure 1: Number of Minnesota Jobholders by Age Group, 1995-2014

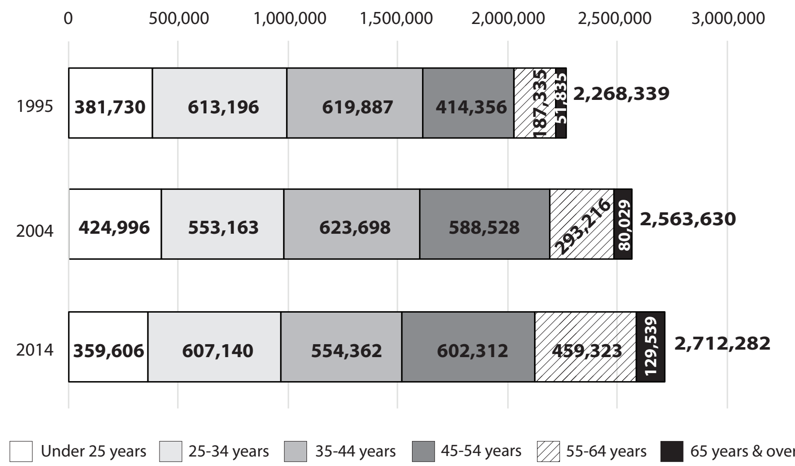
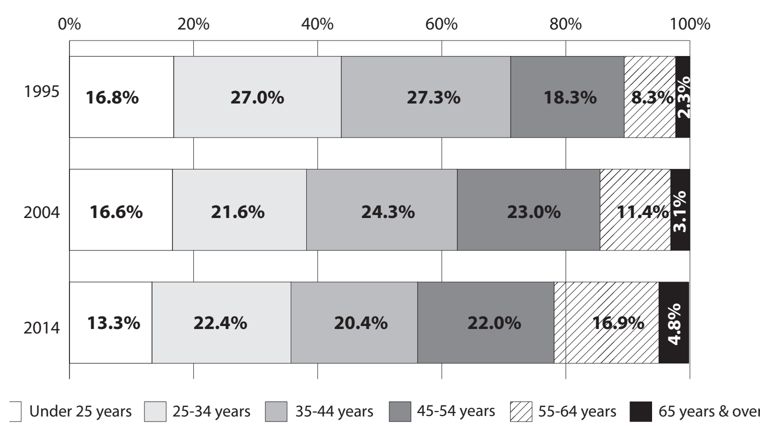


Figure 2: Percent of Minnesota Jobholders by Age Group, 1995-2014



Source: DEED Quarterly Workforce Indicators (QWI)

This means that more than one in every five jobs in Minnesota is now held by workers who are within 10 years of — or already at — retirement age. While these older workers have remained in the labor force longer to fill jobs over the past 10 years, that growth may slow in the next 10 years.

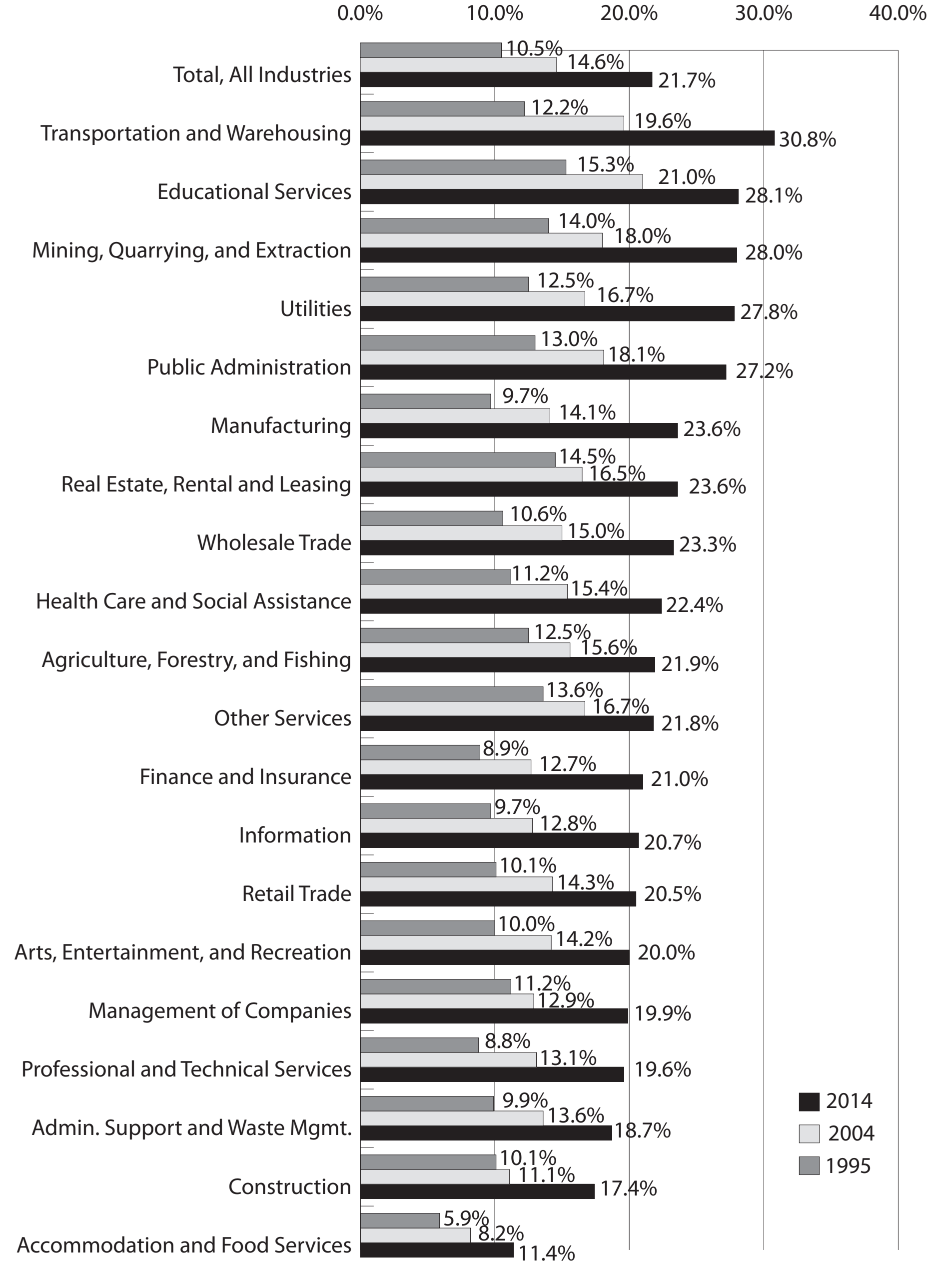
On the Move

Every industry saw an increase in the number and percentage of older workers during the past 20 years, with 16 of the 20 major industries in the state doubling the number of jobs worked by people aged 55 years and over from 1995 to 2014.

Perhaps surprisingly, the highest concentration and the largest increase occurred in Transportation and Warehousing, where just over 30 percent of the jobs were filled by workers aged 55 years and over in 2014. The aging of the Transportation and Warehousing industry happened especially fast — it climbed up from the eighth highest percentage of workers aged 55 years and over in 1995 to the highest in 2014. That included 8.8 percent of jobs held by workers who were already 65 years or over, meaning nearly one in every 11 Transportation and Warehousing workers could retire at any time (see Figure 3).

The aging trend is perhaps more well-known and documented in the Educational Services industry, where over 28 percent of jobs are held by workers aged 55 years and over. It's a long-standing issue for schools. The state's Educational Services industry had the highest percentage of older workers in both 1995 and 2004, which led the state legislature to require a bi-annual report on teacher supply and demand.

Figure 3: Minnesota Workforce Demographics by Industry, Percent of Jobs Held by Workers Aged 55 Years and Over, 1995-2014



Source: DEED Quarterly Workforce Indicators

The 2015 Minnesota Teacher Supply and Demand report showed that "attrition was relatively high between the 2012-13 and 2013-14 school years," yet "enrollments are holding at the same level as in 2012" and "fewer districts are reducing their teacher workforce" which would "suggest greater demand."[1]

The data in the report show that over 25 percent of teachers leaving between 2008 and 2013 retired, although retirements hit different regions and license areas harder than others. In particular, the Northwest and Southwest regions saw the biggest impact from teacher

[1]2015 Minnesota Teacher Supply and Demand. http://education.state.mn.us/mdeprod/idcplg?IdcService=GET_FILE&dDocName=059257&RevisionSelectionMethod=latestReleased&Rendition=primary
[2]Ibid.

retirements in the state, while elementary and special education were the license areas most impacted.[2]

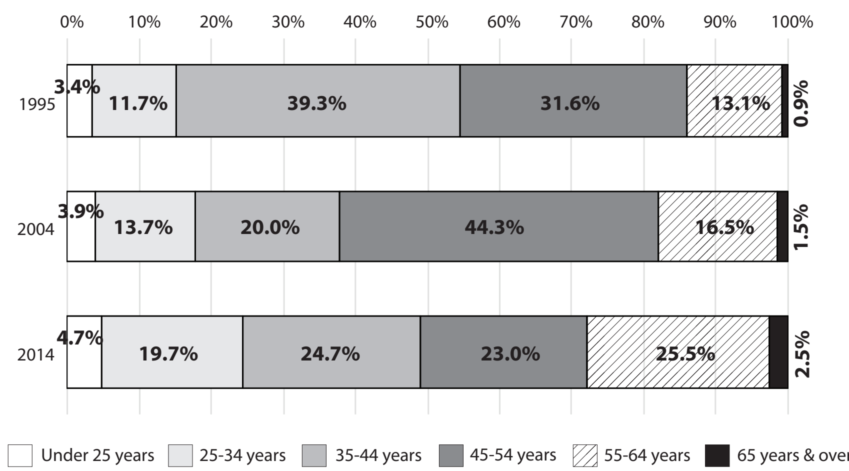
When I'm 64

The industry with the highest percent of workers aged 55 to 64 years — who are less than 10 years from retirement — was Mining. The percent of mining jobs held by 55 to 64 year olds increased 12.3 percent over the past 20 years, and the age cohort now comprises over one-fourth of the Mining workforce. This is a big issue for the Mining industry, since data show it does not rely on workers aged 65 years and over. However, the Mining industry was also the only industry that saw an increase in the percentage of workers under 25 years over the past 20 years. Consequently, the mines saw a big drop in the middle age workforce, where 70 percent of Mining jobs were held by workers between 35 and 54 years of age in 1995, down to just 47.7 percent in 2014 (see Figure 4).

The Utilities industry was in the same boat as Mining, with one-fourth of the jobs held by 55 to 64 year old workers, and just 2.5 percent of jobs held by workers aged 65 years and over. The increase in 55 to 64 year olds happened faster in Utilities, rising from 11.6 percent in 1995 to 25.3 percent in 2014, while the percent of 45 to 54 year olds strangely held relatively steady at about 30 percent. In Utilities the big drop occurred in 35 to 44 year olds.

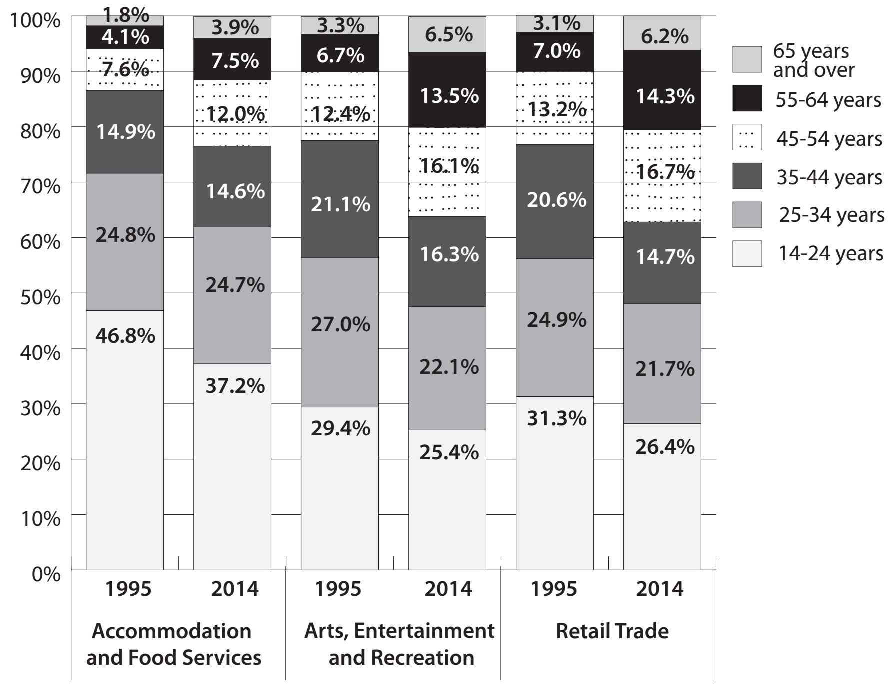
The number of workers aged 55 years and over in Public Administration nearly tripled over the past 20 years, and now more than one in four jobs are held by workers that are within 10 years of or already at retirement age. As skilled and long-serving workers start to transition out of these jobs,

Figure 4: Mining Industry Workforce Demographics, 1995-2014



Source: DEED Quarterly Workforce Indicators (QWI)

Figure 5: Minnesota Workforce Demographics by Industry, 1995-2014



Source: DEED Quarterly Workforce Indicators

succession planning and knowledge transfer are two major components of Minnesota's Workforce Planning strategy.[3]

Time Waits For No One

Even the industries that tend to rely on a younger workforce were seeing a shift in their workforce composition over time. The Accommodation and Food Services, Retail Trade, and Arts, Entertainment, and Recreation industries all have more than 25 percent of their jobs taken by workers from 14 to 24 years of age.

In both Retail Trade and Arts, Entertainment, and Recreation the percentage of jobs retained by workers aged 55 years and over jumped from 10 percent in 1995 to 20 percent in 2014, including more than 6 percent that were filled by workers aged 65 years and over. The percent of older workers grew from 5.9 percent to 11.4 percent in Accommodation and Food Services, although that was still the lowest reliance on older workers of all industries in the state (see Figure 5).

As the state's labor market growth slows and the workforce continues aging, businesses in all industries will need to shift their long-term planning to include older workers who may only be available for shorter terms. Several industries already have over one-fourth of their jobs held by workers at or near retirement age, and every industry's workforce composition aged rapidly over the past two decades.

by Cameron Macht
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Department of Employment and Economic Development

[3]Welcome to the State of Minnesota Workforce Planning. http://www.mn.gov/mmb/employee-relations/workforce-planning/