EMPLOYMENT AND ECONOMIC DEVELOPMENT

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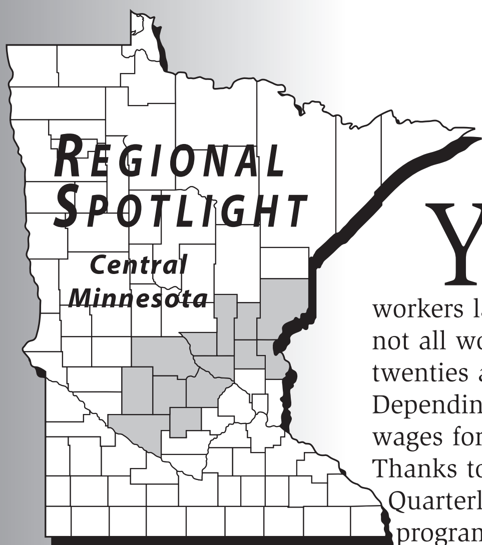

Young Workers in Demand

Young workers and low wages are often synonymous. With little experience and few skills, young workers largely fill entry level jobs. However, not all workers in their teens and early twenties are earning wages near the minimum. Depending on the industry, median hourly wages for young workers can vary significantly. Thanks to new data provided by DEED's Quarterly Employment Demographics (QED) program, this article will look at how central Minnesota's economy is responding to shifts in the labor market, particularly for the youngest workers.

After nearly a decade of declining employment, the youngest workers in central Minnesota have begun claiming a larger share of total jobs. In 2003 11.3 percent of jobs in the region were held by workers 19 years and younger. This group, however, was impacted by the recession more than any other age cohort, and by 2011 the percentage had dropped to just 8 percent of total jobs.

An increasing number of jobs are held by workers aged 55 years and older because of the size of that generation in the workforce, which naturally decreases the share that can be held by other cohorts. But the actual number of jobs held by teenagers had been shrinking from 2000 until 2011 as well. Since bottoming out in 2011, the share of teenaged workers has steadily climbed back to 9.1% as of 2016, while the number of jobs held by teenagers also increased for the first time in a decade. Looking closer at the data we can see how central Minnesota industries are being shaped by the ages of their employees.

Do You Want Fries With That?

Interestingly, the share of jobs in the Accommodation and Food Services industry held by workers younger than 20 years has been in steady decline, while the share held by prime working age adults (25-54 years) has increased since 2003. Meanwhile, the percentage of Accommodation and Food Services jobs held by 55 to 64 year olds has more than doubled in less than 10 years. Most of the shift that decreased the ratio of younger workers occurred in the Accommodation part of the industry – think hotels rather than restaurants – declining to 9.8 percent for teenaged workers in 2016 from 22.7 percent in 2003.

Feature:

County Snapshots:
Hubbard, Isanti, Itasca, Jackson

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Quarterly Employment Demographics

DEED's capacity to communicate detailed labor market data has recently been greatly enhanced by an inter-agency collaboration with the Minnesota Department of Public Safety. The agreement grants DEED access to age and gender data which is then linked to administrative records from Minnesota's Unemployment Insurance program. The outcome is a brand new and unique dataset spanning back to 2003, with quarterly data on various demographic, regional, and labor force variables. This new dataset will enable the LMI office to bring to stakeholders demographic data on the labor market that previously had only limited availability. The use of this dataset will follow strict codes of confidentiality of information, and only medians will be calculated and published.

In step with statewide minimum wage increases in 2014, 2015, and 2016, teenaged workers - the lowest paid workers in the Accommodation and Food Services industry - saw their wages rise faster than any other age cohort. By 2016 the median hourly wage for workers under 20 years reached $9.50, while the median hours worked slowly crept higher since the end of the recession.

While the median weekly hours worked in the Accommodation and Food Services industry is relatively low, the median weekly hours worked for teenagers in all industries was only slightly higher at 10.23 hours in 2016, although that was enough to be the highest on record (see Figure 1).

Age and Wage Growth

The Construction industry has the highest median hourly wage for teenaged workers, topping $14.42 per hour, compared to a low of $9.25 for the Arts, Entertainment, and Recreation industry. The demand for labor in the Construction industry has pushed median hourly wages for teenagers in central Minnesota to grow 3.8 times faster than inflation from 2010 to 2016. Following the Construction industry, the next highest median hourly wage for teenaged workers was $12.08 in Manufacturing and $11.20 in the Health Care and Social Assistance industry. Workers under 20 in Construction and Manufacturing have the highest median weekly hours worked at 20.5 and 16 hours, respectively.

Median hourly wages for workers of all ages in central Minnesota grew by 15.2 percent from the end 2010 to 2016, far exceeding the 9.3 percent rate of inflation during that period. Possibly from a combination of regaining employment opportunities that young workers were pushed out of during the recession and substantial increases to the minimum wage, teenaged workers in the region enjoyed the fastest wage growth in general, increasing by 29 percent from 2010 to 2016.

Unlike wage growth for teenagers working in Retail and Accommodation and Food Service, the rise in Construction industry pay was not directly impacted by minimum wage increases. Wages for teenaged workers in the Construction industry was higher than the minimum wage before the recent minimum wage increase and was rising years before the policy became law.

Low Levels

As unemployment rates suspend at historically low levels, competition for labor in central Minnesota is driving wage growth with differing velocities for each age cohort. Aside from differences in median hourly wage growth by age, even larger differences are uncovered when desaggregated by industry sector.

Teenaged workers in the Construction industry have experienced faster wage growth than their peers employed in other industries, with median hourly wages increasing 35 percent from 2010 to 2016. As teenaged workers age into their early twenties, their median hourly wages continue to climb, yet Utilities sets itself apart with median hourly wages for 20 to 24 year olds topping $31.51 in 2016. The lucky few 20 to 24-year-olds working in Utilities hold just 4.6 percent of Utility jobs, and enjoyed the fastest wage growth (66%) from 2010 to 2016 (see Figure 2).

Trading Places

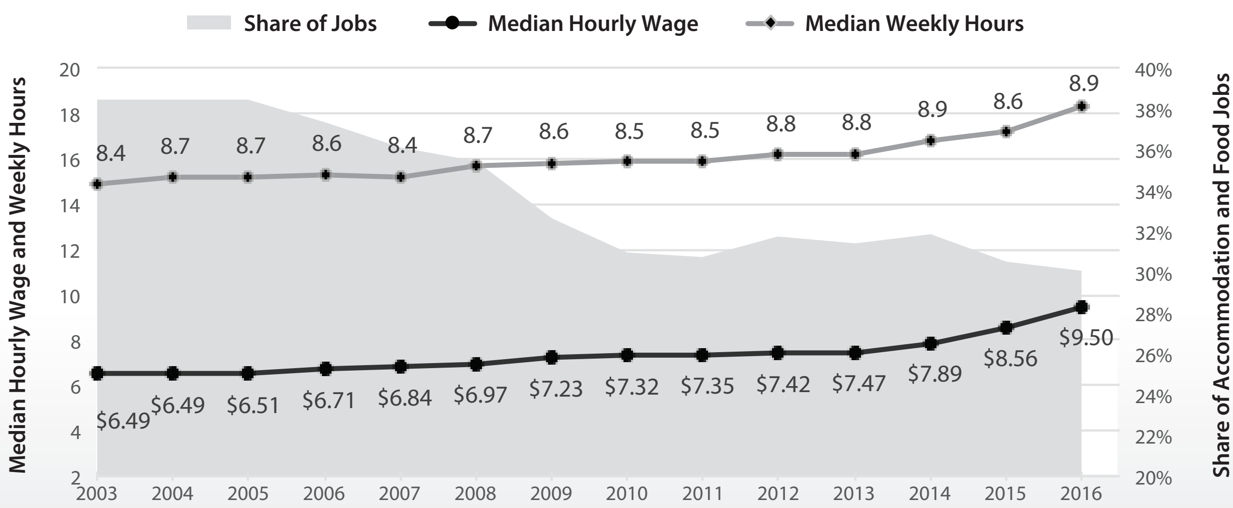
The most obvious change happening in workplaces across the region, state, and country is the aging of "baby boomers" which is creating stress and challenges in the labor market. While conversations around retention of the most veteran employees is warranted, the interaction between age and employment is changing in many other less obvious ways.

A unique pattern that emerged from the recession appears to be a change in the pecking order of workers. When median hourly wages are broken down by age and compared pre-recession to post-recession, data show that wages for older workers steadily increased while young workers saw slower or negative wage growth.

In the years prior to the recession the median hourly wage for workers 20 to 24 and workers 65 years and older was nearly identical, but by 2013 the gap widened, and the older cohort had median hourly wages that were $2.62 higher than the younger cohort. Workers 25 to 44 years also saw slower wage growth than their older counterparts, enough so that by 2008 their median hourly wage was less than it was for workers 55-to-64 years old.

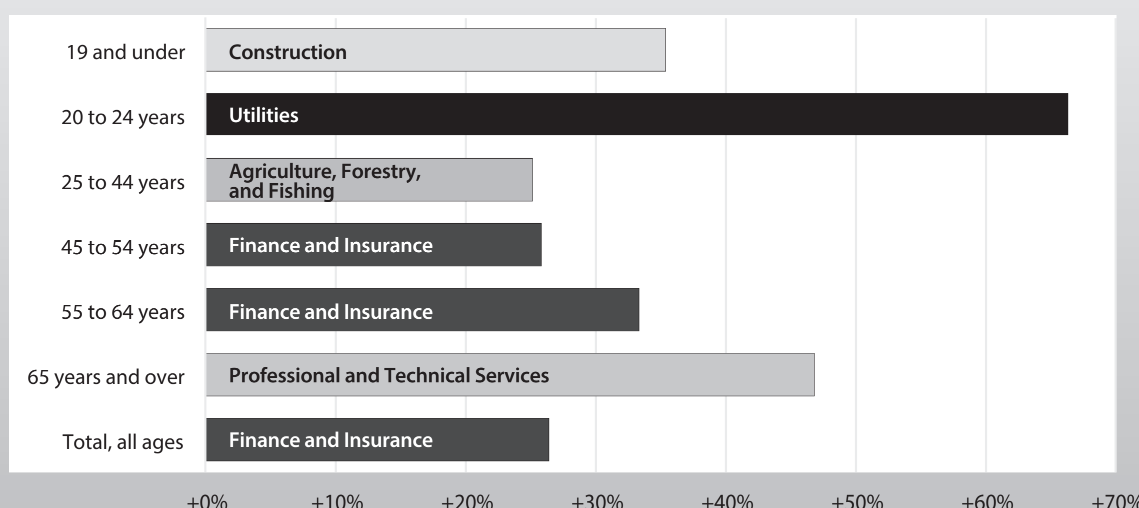
This is likely caused in part by the increasing number of older workers working longer and being retained in higher paid positions pulling the

Figure 1. Workers Under 20 Years Old in the Accommodation and Food Services Industry, Central Minnesota



Source: DEED, Quarterly Employment Demographics

Figure 2. Industry with Fastest Median Wage Growth for Each Age Cohort



Source: DEED, Quarterly Employment Demographics median upwards. Simultaneously turnover rates dropped during the recession, immobilizing the career ladder. Young workers with little experience were competing against more qualified and higher-skilled older workers who were finding fewer opportunities to take different jobs or move up, effectively preventing each younger, lower skilled cohort from moving up. The youngest workers were essentially stuck in entry-level jobs.

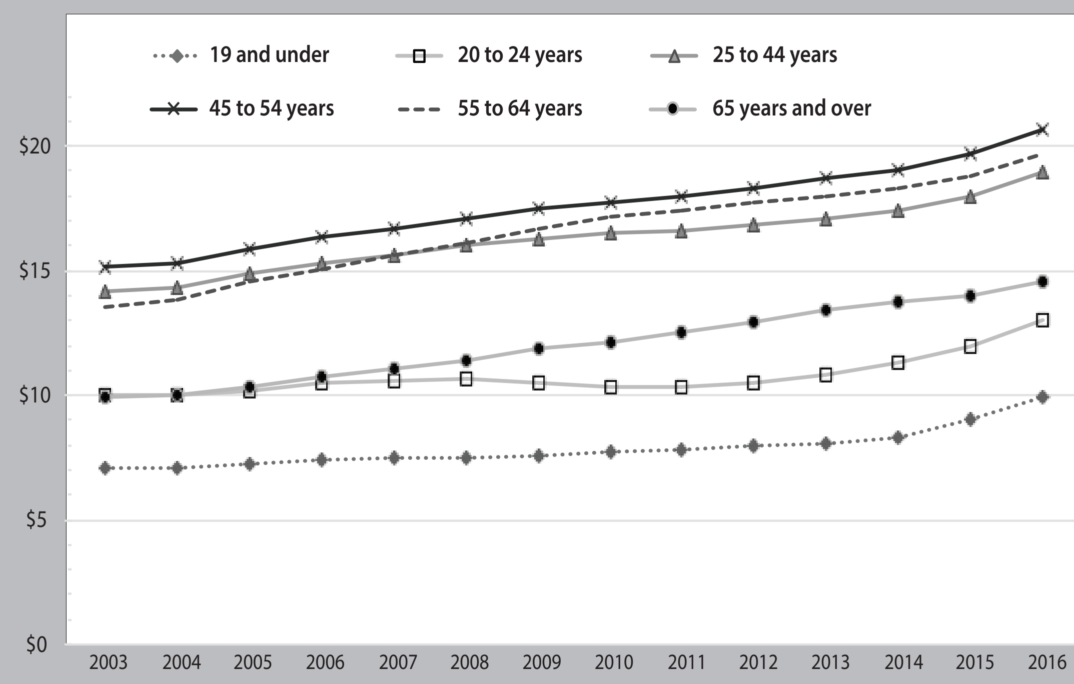
Now with the economy recovered, the minimum wage rising, and job openings galore, young workers are enjoying rapid wage increases across almost all industries. So what can young workers in central Minnesota expect in the central Minnesota labor market moving forward?

- Fast wage growth. Thanks to high demand for labor, wages are going up across the board with particularly high wage growth in Construction.
- A need for patience. Peak earning potential occurred between 45 and 54 years in all but four industries: Accommodation and Food Services, Arts, Entertainment, and Recreation, Professional and Technical Services, and Mining.
- Increased opportunities for employment. This may include even more access to higher-paying occupations than previous young workers had. Large numbers of retirements in combination with an increasing need to fill jobs will open doors to young workers with in-demand skills.

For readers interested in more information about wage growth across age groups and industries in Central Minnesota, check out this interactive Tableau tool: https://public.tableau.com/profile/magda.olson#!/vizhome/CentralYouthWorkerSpotlight_Greiner/MedianHourlyWages_Greiner

by Luke Greiner

Figure 3. Median Wage by Age in Central Minnesota



Source: DEED, Quarterly Employment Demographics

Regional Spotlight CENTRAL MINNESOTA

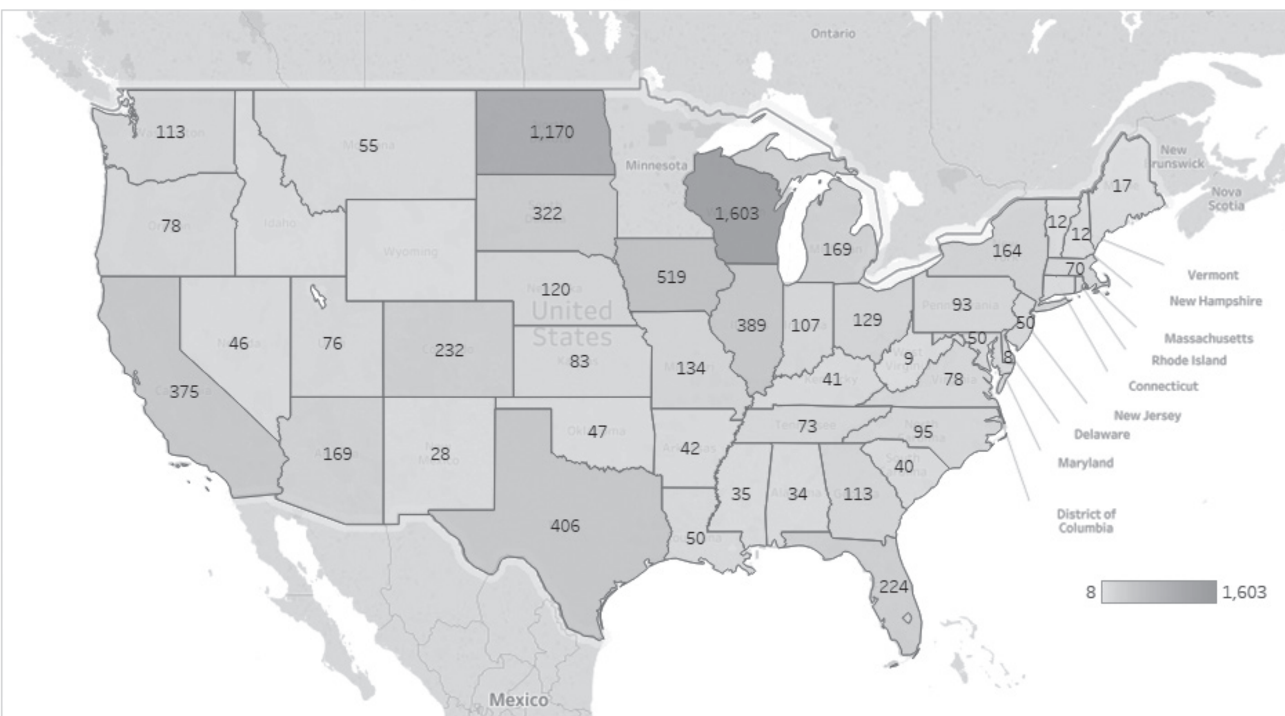
What about the Young Folks: Attraction of Millennial Workers to Minnesota

Minnesota is rooted in a tight labor market where there are as many job openings as there are job-seekers, and this is expected to continue as baby boomers continue to exit the labor force. This dynamic, in theory, leads to higher wages and better benefits offered as employers compete vigorously to attract and retain the limited supply of workers, and job-seekers have more options to choose from in their job search. However, the tightening of the labor market can constrict economic growth as businesses struggle to fill current vacancies and discourage future expansion.

Have no worries though, Millennials are here to help! This much maligned demographic group will play an important role in future economic growth and prosperity as those places that are able to attract this younger generation will be able to provide the workforce needed to replace those retiring or the new jobs that are to be created.

Below is a map that shows the number of 22-34 year olds that Minnesota firms hired who had held jobs in other states with little or no unemployment between jobs, based on data from the US Census Bureau's Job to Job Flows Explorer, a data product from their Longitudinal Employer-Households Dynamic (LEHD) data program.

Number of 22-34 Year Olds Hired by Minnesota Firms, 2015



Source: U.S.Census Bureau, Center for Economic Studies, LEHD

by Erik White

Labor Force Estimates

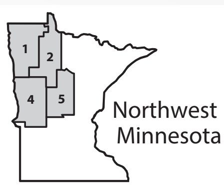
County/Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Oct 2017	Sept 2017	Oct 2016	Oct 2017	Sept 2017	Oct 2016	Oct 2017	Sept 2017	Oct 2016	Oct 2017	Sept 2017	Oct 2016
United States ('000s)												
(Seasonally adjusted)	160,381	161,146	159,712	153,861	154,345	151,925	6,520	6,801	7,787	4.1	4.2	4.9
(Unadjusted)	160,465	161,049	159,783	154,223	154,494	152,335	6,242	6,556	7,447	3.9	4.1	4.7
Minnesota												
(Seasonally adjusted)	3,074,081	3,069,062	3,002,158	2,971,021	2,956,912	2,881,444	103,060	112,150	120,714	3.4	3.7	4
(Unadjusted)	3,059,481	3,071,418	3,003,265	2,986,708	2,982,201	2,900,044	72,773	89,217	103,221	2.4	2.9	3.4
Metropolitan Statistical Areas (MSA)*												
Mpls.-St. Paul MSA	1,990,577	2,007,165	1,938,155	1,943,638	1,949,993	1,873,758	46,939	57,172	64,397	2.4	2.8	3.3
Duluth-Superior MSA	143,214	144,668	141,573	138,811	139,403	134,784	4,403	5,265	6,789	3.1	3.6	4.8
Rochester MSA	119,745	119,804	118,609	117,291	116,857	115,222	2,454	2,947	3,387	2.0	2.5	2.9
St. Cloud MSA	111,510	110,680	109,915	108,958	107,569	106,244	2,552	3,111	3,671	2.3	2.8	3.3
Mankato-N Mankato MSA	61,993	60,495	60,863	60,843	59,043	59,233	1,150	1,452	1,630	1.9	2.4	2.7
Fargo-Moorhead MSA	139,843	139,502	137,049	137,651	136,941	134,433	2,192	2,561	2,616	1.6	1.8	1.9
Grand Forks MSA	56,704	56,304	58,002	55,745	55,120	56,760	959	1,184	1,242	1.7	2.1	2.1
Region One	**47,858**	**46,778**	**48,605**	**46,662**	**45,301**	**46,883**	**1,196**	**1,477**	**1,722**	**2.5**	**3.2**	**3.5**
Kittson	2,370	2,243	2,400	2,325	2,180	2,334	45	63	66	1.9	2.8	2.8
Marshall	5,525	5,274	5,629	5,354	5,073	5,372	171	201	257	3.1	3.8	4.6
Norman	3,444	3,264	3,486	3,355	3,154	3,364	89	110	122	2.6	3.4	3.5
Pennington	8,985	8,996	8,931	8,781	8,745	8,609	204	251	322	2.3	2.8	3.6
Polk	17,150	16,788	17,539	16,731	16,259	16,978	419	529	561	2.4	3.2	3.2
Red Lake	2,300	2,243	2,346	2,232	2,171	2,219	68	72	127	3.0	3.2	5.4
Roseau	8,084	7,970	8,274	7,884	7,719	8,007	200	251	267	2.5	3.1	3.2
Region Two	**43,103**	**43,691**	**42,635**	**41,710**	**42,063**	**40,649**	**1,393**	**1,628**	**1,986**	**3.2**	**3.7**	**4.7**
Beltrami	23,990	24,217	23,581	23,261	23,356	22,603	729	861	978	3.0	3.6	4.1
Clearwater	4,628	4,595	4,608	4,414	4,366	4,311	214	229	297	4.6	5.0	6.4
Hubbard	9,784	10,145	9,724	9,473	9,783	9,206	311	362	518	3.2	3.6	5.3
Lake of the Woods	2,344	2,350	2,340	2,266	2,250	2,247	78	100	93	3.3	4.3	4
Mahnomen	2,357	2,384	2,382	2,296	2,308	2,282	61	76	100	2.6	3.2	4.2
Region Three	**161,417**	**163,675**	**160,805**	**156,173**	**157,394**	**152,427**	**5,244**	**6,281**	**8,378**	**3.2**	**3.8**	**5.2**
Aitkin	6,974	7,024	6,928	6,738	6,748	6,574	236	276	354	3.4	3.9	5.1
Carlton	17,558	17,666	17,322	17,030	17,066	16,537	528	600	785	3.0	3.4	4.5
Cook	3,025	3,295	3,008	2,964	3,226	2,914	61	69	94	2.0	2.1	3.1
Itasca	20,923	21,283	21,407	20,009	20,192	19,872	914	1,091	1,535	4.4	5.1	7.2
Koochiching	5,905	6,031	6,096	5,622	5,723	5,642	283	308	454	4.8	5.1	7.4
Lake	5,271	5,436	5,350	5,118	5,281	5,105	153	155	245	2.9	2.9	4.6
St. Louis	101,761	102,940	100,694	98,692	99,158	95,783	3,069	3,782	4,911	3.0	3.7	4.9
City of Duluth	45,768	46,386	45,042	44,610	44,821	43,295	1,158	1,565	1,747	2.5	3.4	3.9
Balance of St. Louis County	55,993	56,554	55,652	54,082	54,337	52,488	1,911	2,217	3,164	3.4	3.9	5.7
Region Four	**127,260**	**126,464**	**125,734**	**124,632**	**123,203**	**121,990**	**2,628**	**3,261**	**3,744**	**2.1**	**2.6**	**3**
Becker	18,159	17,968	17,884	17,718	17,446	17,276	441	522	608	2.4	2.9	3.4
Clay	36,631	36,478	35,807	35,915	35,526	34,836	716	952	971	2.0	2.6	2.7
Douglas	20,155	20,442	19,927	19,746	19,970	19,360	409	472	567	2.0	2.3	2.8
Grant	3,279	3,152	3,315	3,213	3,071	3,205	66	81	110	2.0	2.6	3.3
Otter Tail	31,257	31,369	31,032	30,571	30,538	30,007	686	831	1,025	2.2	2.6	3.3
Pope	6,376	6,218	6,306	6,259	6,079	6,136	117	139	170	1.8	2.2	2.7
Stevens	5,730	5,520	5,768	5,639	5,391	5,615	91	129	153	1.6	2.3	2.7
Traverse	1,834	1,712	1,864	1,797	1,665	1,813	37	47	51	2.0	2.7	2.7
Wilkin	3,839	3,605	3,831	3,774	3,517	3,742	65	88	89	1.7	2.4	2.3
Region Five	**82,857**	**83,824**	**82,392**	**80,551**	**81,134**	**78,966**	**2,306**	**2,690**	**3,426**	**2.8**	**3.2**	**4.2**
Cass	14,459	15,103	14,337	13,983	14,563	13,601	476	540	736	3.3	3.6	5.1
Crow Wing	31,682	32,654	31,306	30,841	31,641	30,079	841	1,013	1,227	2.7	3.1	3.9
Morrison	17,675	17,374	17,682	17,170	16,796	16,965	505	578	717	2.9	3.3	4.1
Todd	12,970	12,639	12,911	12,668	12,290	12,436	302	349	475	2.3	2.8	3.7
Wadena	6,071	6,054	6,156	5,889	5,844	5,885	182	210	271	3.0	3.5	4.4
Region Six East	**65,623**	**64,869**	**65,656**	**64,163**	**63,102**	**63,407**	**1,460**	**1,767**	**2,249**	**2.2**	**2.7**	**3.4**
Kandiyohi	24,338	24,215	24,213	23,883	23,656	23,494	455	559	719	1.9	2.3	3
McLeod	19,284	19,398	19,472	18,812	18,835	18,717	472	563	755	2.4	2.9	3.9
Meeker	13,168	13,071	13,083	12,854	12,687	12,646	314	384	437	2.4	2.9	3.3
Renville	8,833	8,185	8,888	8,614	7,924	8,550	219	261	338	2.5	3.2	3.8

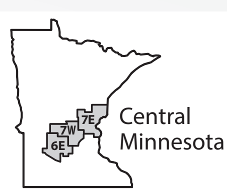
*Minneapolis-St. Paul Metropolitan Statistical Area (MSA) now includes Sherburne County in Minnesota and Pierce County in Wisconsin. St. Cloud MSA is now comprised of Benton and Stearns counties.

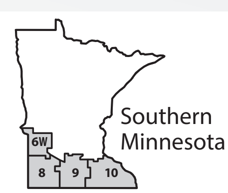
Labor Force Estimates

Numbers are unadjusted unless otherwise labeled.
Source: Department of Employment and Economic Development, Local Area Unemployment Statistics, and North Dakota Job Service, 2017.

County/Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Oct 2017	Sept 2017	Oct 2016	Oct 2017	Sept 2017	Oct 2016	Oct 2017	Sept 2017	Oct 2016	Oct 2017	Sept 2017	Oct 2016
Region Six West	**23,931**	**23,078**	**24,137**	**23,380**	**22,405**	**23,331**	**551**	**673**	**806**	**2.3**	**2.9**	**3.3**
Big Stone	2,719	2,645	2,732	2,657	2,564	2,638	62	81	94	2.3	3.1	3.4
Chippewa	7,004	6,870	7,032	6,832	6,656	6,798	172	214	234	2.5	3.1	3.3
Lac Qui Parle	3,648	3,421	3,709	3,569	3,332	3,592	79	89	117	2.2	2.6	3.2
Swift	5,107	4,924	5,189	4,996	4,782	4,993	111	142	196	2.2	2.9	3.8
Yellow Medicine	5,453	5,218	5,475	5,326	5,071	5,310	127	147	165	2.3	2.8	3
Region Seven East	**86,858**	**87,043**	**85,070**	**84,328**	**84,165**	**81,614**	**2,530**	**2,878**	**3,456**	**2.9**	**3.3**	**4.1**
Chisago	29,425	29,595	28,737	28,698	28,714	27,683	727	881	1,054	2.5	3.0	3.7
Isanti	20,731	20,818	20,232	20,141	20,154	19,436	590	664	796	2.8	3.2	3.9
Kanabec	8,894	8,901	8,766	8,619	8,590	8,379	275	311	387	3.1	3.5	4.4
Mille Lacs	12,812	12,826	12,526	12,384	12,352	11,960	428	474	566	3.3	3.7	4.5
Pine	14,996	14,903	14,809	14,486	14,355	14,156	510	548	653	3.4	3.7	4.4
Region Seven West	**236,246**	**236,123**	**231,491**	**230,701**	**229,408**	**223,710**	**5,545**	**6,715**	**7,781**	**2.3**	**2.8**	**3.4**
Benton	21,856	21,710	21,479	21,293	21,077	20,740	563	633	739	2.6	2.9	3.4
Sherburne	50,737	51,060	49,471	49,483	49,563	47,741	1,254	1,497	1,730	2.5	2.9	3.5
Stearns	89,654	88,970	88,436	87,665	86,492	85,504	1,989	2,478	2,932	2.2	2.8	3.3
Wright	73,999	74,383	72,105	72,260	72,276	69,725	1,739	2,107	2,380	2.4	2.8	3.3
Region Eight	**65,133**	**63,970**	**66,147**	**63,715**	**61,786**	**63,624**	**1,418**	**2,184**	**2,523**	**2.2**	**3.4**	**3.8**
Cottonwood	5,086	5,325	5,621	4,874	4,771	5,022	212	554	599	4.2	10.4	10.7
Jackson	6,058	5,917	6,157	5,908	5,681	5,907	150	236	250	2.5	4.0	4.1
Lincoln	3,391	3,220	3,429	3,331	3,141	3,343	60	79	86	1.8	2.5	2.5
Lyon	15,271	14,995	15,347	15,002	14,631	14,907	269	364	440	1.8	2.4	2.9
Murray	4,873	4,724	4,963	4,768	4,563	4,773	105	161	190	2.2	3.4	3.8
Nobles	11,330	11,139	11,434	11,088	10,809	11,033	242	330	401	2.1	3.0	3.5
Pipestone	4,850	4,721	4,882	4,768	4,610	4,743	82	111	139	1.7	2.4	2.8
Redwood	8,343	8,141	8,394	8,134	7,898	8,100	209	243	294	2.5	3.0	3.5
Rock	5,931	5,788	5,920	5,842	5,682	5,796	89	106	124	1.5	1.8	2.1
Region Nine	**135,071**	**132,268**	**133,986**	**132,139**	**128,648**	**129,687**	**2,932**	**3,620**	**4,299**	**2.2**	**2.7**	**3.2**
Blue Earth	40,889	39,944	40,140	40,099	38,957	39,030	790	987	1,110	1.9	2.5	2.8
Brown	14,857	14,716	14,901	14,551	14,338	14,414	306	378	487	2.1	2.6	3.3
Faribault	7,291	7,131	7,418	7,100	6,896	7,125	191	235	293	2.6	3.3	3.9
Le Sueur	15,823	15,731	15,461	15,410	15,259	14,918	413	472	543	2.6	3.0	3.5
Martin	10,412	10,133	10,443	10,140	9,802	10,076	272	331	367	2.6	3.3	3.5
Nicollet	21,104	20,551	20,723	20,744	20,086	20,203	360	465	520	1.7	2.3	2.5
Sibley	8,673	8,355	8,601	8,495	8,137	8,317	178	218	284	2.1	2.6	3.3
Waseca	9,470	9,374	9,663	9,237	9,101	9,301	233	273	362	2.5	2.9	3.7
Watonwan	6,552	6,333	6,636	6,363	6,072	6,303	189	261	333	2.9	4.1	5
Region Ten	282,411	281,879	280,289	276,507	274,643	271,919	5,904	7,236	8,370	2.1	2.6	3
Dodge	11,505	11,392	11,428	11,259	11,087	11,095	246	305	333	2.1	2.7	2.9
Fillmore	11,434	11,115	11,436	11,187	10,823	11,073	247	292	363	2.2	2.6	3.2
Freeborn	16,261	15,988	16,262	15,780	15,504	15,713	481	484	549	3.0	3.0	3.4
Goodhue	26,821	26,699	26,736	26,256	25,986	25,912	565	713	824	2.1	2.7	3.1
Houston	10,697	10,434	10,565	10,485	10,172	10,226	212	262	339	2.0	2.5	3.2
Mower	20,568	20,560	20,499	20,188	20,091	19,929	380	469	570	1.8	2.3	2.8
Olmsted	84,744	85,499	83,740	83,047	83,472	81,396	1,697	2,027	2,344	2.0	2.4	2.8
City of Rochester	62,226	62,769	61,468	60,954	61,266	59,742	1,272	1,503	1,726	2.0	2.4	2.8
Rice	36,848	37,338	36,122	36,120	36,361	35,057	728	977	1,065	2.0	2.6	2.9
Steele	22,027	21,631	22,000	21,560	21,059	21,329	467	572	671	2.1	2.6	3.1
Wabasha	12,062	11,798	12,005	11,798	11,475	11,658	264	323	347	2.2	2.7	2.9
Winona	29,444	29,425	29,496	28,827	28,613	28,531	617	812	965	2.1	2.8	3.3
Region Eleven	**1,701,713**	**1,717,757**	**1,656,319**	**1,662,049**	**1,668,951**	**1,601,837**	**39,664**	**48,806**	**54,482**	**2.3**	**2.8**	**3.3**
Anoka	195,345	197,180	190,449	190,679	191,397	183,825	4,666	5,783	6,624	2.4	2.9	3.5
Carver	56,878	57,104	55,489	55,675	55,619	53,752	1,203	1,485	1,737	2.1	2.6	3.1
Dakota	239,421	241,580	233,135	234,050	234,964	225,636	5,371	6,616	7,499	2.2	2.7	3.2
Hennepin	698,881	705,958	679,453	682,247	685,678	657,227	16,634	20,280	22,226	2.4	2.9	3.3
City of Bloomington	47,627	48,091	46,342	46,486	46,719	44,781	1,141	1,372	1,561	2.4	2.9	3.4
City of Minneapolis	238,959	241,463	232,372	233,098	234,271	224,550	5,861	7,192	7,822	2.5	3.0	3.4
Ramsey	288,087	291,038	280,576	281,097	282,323	270,882	6,990	8,715	9,694	2.4	3.0	3.5
City of St. Paul	157,943	159,613	153,865	154,000	154,672	148,404	3,943	4,941	5,461	2.5	3.1	3.5
Scott	81,602	82,253	79,405	79,906	80,190	77,036	1,696	2,063	2,369	2.1	2.5	3
Washington	141,499	142,644	137,812	138,395	138,780	133,479	3,104	3,864	4,333	2.2	2.7	3.1







Industrial Analysis

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

Overview

Minnesota lost 4,500 jobs (0.2 percent) in October on a seasonally adjusted basis. This continued a recent trend of alternating gains and losses - September employment was up 6,600, August was down 5,800. Losses were concentrated in the private sector, as public sector employers added 500 jobs (0.1 percent). Goods Producers were off by 0.4 percent (1,800 jobs) largely from a big decline in Construction employment, while Service Providers were off slightly, down 0.1 percent (2,700 jobs). Annually Minnesota employers added 41,372 jobs (1.4 percent), with growth spread across industry groups. Private sector employers added 39,487 jobs (1.6 percent), and public sector employers added 1,885 (0.4 percent). Goods Producers added 9,482 jobs (2.1 percent), and Service Providers added 31,890 (1.3 percent). The state has had annual employment growth of greater than 1 percent in every month since July of 2016.

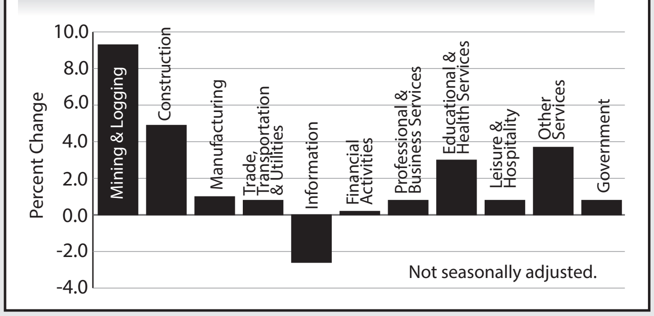
Mining and Logging

Mining and Logging employment was off slightly in October on a seasonally adjusted basis, losing 100 jobs (1.4 percent). Despite the decline, the supersector has seen more months with growth than losses in 2017, including the addition of 400 jobs in March. Over the year, Mining and Logging employers added 615 jobs (9.2 percent). The supersector has had significant annual growth for every month in 2017.

Construction

Employment in the Construction industry was down sharply on the month, off by 2,300 jobs (1.9 percent). The seasonally adjusted losses may be attributable to the unseasonable fall weather, including a much wetter than usual October. This marked four consecutive months of job losses in the supersector, although the previous three months' losses combined totaled a comparatively small 1,600. Annually Construction employers added 4,893 jobs (3.9 percent), which kept the industry well ahead of the total employment growth of 1.4 percent. Construction's job growth came primarily from Specialty Trade Contractors which added 4,956 jobs (6.2 percent).

MN Employment Growth
October 2016 to October 2017



Source: Department of Employment and Economic Development, Current Employment Statistics, 2017.

Manufacturing

Employment in the Manufacturing supersector was up by 600 (0.2 percent) in October. Durable Goods Manufacturers added 500 jobs (0.2 percent), and Non-Durable Goods Manufacturers added 100 (0.1 percent). Annually Manufacturing added 3,974 jobs (1.2 percent). Durable Goods added 2,322 jobs (1.1 percent), as it continued its recent climb out of over-the-year losses with five consecutive months of job gains and two consecutive months of greater than 1 percent growth. Non-Durable Goods remained up on the year as well, adding 1,652 jobs (1.4 percent).

Trade, Transportation, and Utilities

Trade, Transportation, and Utilities employment was down by 1,600 (0.3 percent) in October. Transportation, Warehousing, and Utilities lost 1,400 jobs (1.4 percent), while Wholesale Trade lost 800 (0.6 percent). Retail Trade had 0.2 percent growth, adding 600 jobs. Annually the supersector added 4,881 jobs (0.9 percent). Both trade components showed positive growth, with Retail adding 5,284 jobs (1.8 percent) and Wholesale adding 1,011 (0.8 percent). Transportation, Warehousing, and Utilities lost jobs, however, off by 1,414 (1.4 percent). The decline in this sector is somewhat noteworthy, as the industry group dipped into negative over-the-year growth for the first time in more than six years in September, when it was off by 0.3 percent. The over-the-year decline coincides with a large employment spike in the sector roughly a year ago.

Information

Employment in the Information supersector was up by 400 (0.8 percent) in October. September growth was also revised up, if only slightly, from a loss of 3.3 percent to a loss of 3.1 percent. Annually Information employment was off by 904 jobs (1.8 percent). Publishing Industries (except Internet) lost 839 jobs (4.4 percent) and Telecommunications lost 184 (1.5 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

Financial Activities employers shed 500 jobs (0.3 percent) in October. The losses came entirely from Real Estate and Rental and Leasing (off 1.5 percent) as employment in Finance and Insurance was flat. Annually the supersector lost 1,215 jobs (0.7 percent). Finance and Insurance continued its growth, up 1,499 (1.1 percent), while Real Estate and Rental and Leasing lost 2,714 (7.7 percent). The sector continues to dig itself deeper into negative growth.

Professional and Business Services

Professional and Business Services employment was largely flat in October, off by 100 jobs or 0.0 percent. Management of Companies and Enterprises added 1,100 jobs (1.4 percent), while Professional, Scientific, and Technical Services was off by 0.5 percent,and Administrative and Support and Waste Management and Remediation Services was off 0.3 percent. Annually the supersector added 2,670 jobs (0.7 percent). Professional, Scientific, and Technical Services lost 4,395 jobs (2.8 percent), which was made up for by gains of 3,022 (3.9 percent) and 4,043 (2.8 percent) in Management of Companies and Administrative and Support and Waste Management and Remediation Services, respectively. Employment Services, a component of Administrative and Support which is seen as something of a bellwether for larger employment trends, was especially noteworthy. After showing worrisome over-the-year declines for most of 2016 and early 2017, employment grew throughout the summer and reached an all-time high of 69,092 in October, an over-the-year change of 7.7 percent.

Educational and Health Services

Educational and Health Services employment was off by 2,400 (0.4 percent) in October as both component sectors shed jobs. Educational Services lost 900 (1.4 percent) while Health Care and Social Assistance lost 1,500 (0.3 percent). It accounted for 18.2 percent of the state's total employment in October. On an annual basis the supersector added 13,380 jobs (2.5 percent). It remained one of the state's strongest areas of employment growth. That over-the-year growth came entirely from the Health Care and Social Assistance sector (up 17,936 or 3.9 percent) as Educational Services shed jobs on the year.

Leisure and Hospitality

Leisure and Hospitality employers added 1,400 jobs (0.5 percent) in October. The growth came on the heels of two straight months of losses. It also capped an odd summer that saw the largest seasonally adjusted increase (2.1 percent in June) and decline (2.0 percent in August) in the series' more than 20-year history, as seasonal patterns bucked traditional trends. Annually employment in Leisure and Hospitality was up by 6,776 (2.6 percent). Arts, Entertainment, and Recreation added 3,050 jobs (7.9 percent), and Accommodation and Food Services added 3,726 (1.7 percent).

Other Services

Other Services employment was down by 400 (0.3 percent) in October. The supersector has alternated gains and losses every month since June. Annually Other Services added 4,417 jobs (3.8 percent). All three component sectors grew on the year, with Repair and Maintenance showing the largest proportional change (up 6.6 percent) and Religious, Grantmaking, Civic, Professional, and Similar Organizations adding the most jobs (2,456).

Government

Government employers added 500 jobs (0.1 percent) in October, with all three levels of government growing slightly. Annually Government employers added 1,885 jobs (0.4 percent). Local Government added 2,477 jobs (0.8 percent), while State Government shed 876 jobs (0.8 percent).

by Nick Dobbins

Seasonally Adjusted Nonfarm Employment

In 1,000's

Industry	October 2017	September 2017	August 2017
Total Nonagricultural	**2,951.0**	**2,955.5**	**2,948.9**
Goods-Producing	**448.5**	**450.3**	**449.6**
Mining and Logging	7.0	7.1	6.9
Construction	119.1	121.4	121.7
Manufacturing	322.4	321.8	321.0
Service-Providing	**2,502.5**	**2,505.2**	**2,499.3**
Trade, Transportation, and Utilities	539.2	540.8	538.4
Information	50.2	49.8	51.4
Financial Activities	175.8	176.3	175.6
Professional and Business Services	378.9	379.0	376.9
Educational and Health Services	538.8	541.2	540.6
Leisure and Hospitality	268.3	266.9	268.4
Other Services	120.2	120.6	119.1
Government	431.1	430.6	428.9

Source: Department of Employment and Economic Development Current Employment Statistics, 2017.

Regional Analysis

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

Employment in the Minneapolis-St Paul MSA was up by 11,063 (0.5 percent) in October. This is fairly standard growth for the month, as the metro has seen changes between 0.3 and 0.8 percent in each of the last seven Octobers. The monthly growth was led by Government, which added 6,983 jobs (2.8 percent) on the strength of 8,929 new jobs in Local Government Educational Services as the last of the new year's hires came in for Minnesota schools. Professional and Business Services also saw notable growth, adding 5,299 jobs (1.6 percent), with 3,590 of those jobs coming in Administrative and Support and Waste Management and Remediation Services. The largest monthly decline came in Leisure and Hospitality, which was off by 5,632 (3 percent), which was actually a slightly better showing than the supersector has had in recent Octobers. Annually metro area employment was up by 47,627 (2.4 percent). Annual growth in the area has exceeded 2 percent consistently since May, with June's 3.2 percent over-the-year growth representing the largest proportional annual growth since prior to the recession. The metro area's annual growth was spread across industry groups, with most supersectors showing strong gains. Exceptions included Information (down 417 jobs or 1.1 percent) and Financial Activities (down 1,672 jobs or 1.2 percent). The largest proportional over-the-year growth came in Mining, Logging, and Construction (up 5.3 percent or 4,301 jobs), while the most actual jobs were added in Educational and Health Services (up 12,566 or 3.9 percent). Within the supersector, all of the growth came from Health Care and Social Assistance (up 14,866 or 5.4 percent) as Educational and Health Services lost 2,300 jobs.

Duluth-Superior MSA

The Duluth-Superior MSA added 291 jobs (0.2 percent) in October. It was the second straight month with slightly slower over-the-month growth than usual for the area. Government growth of 1,267 jobs (4.8 percent) was balanced by the loss of 1,062 jobs (7.2 percent) in Leisure and Hospitality. Over the year Duluth added 2,217 jobs (1.6 percent). The only supersectors with negative growth were Professional and Business Services (down 122 or 1.4 percent) and Information (down 29 or 2.1 percent). Mining, Logging, and Construction added 894 jobs (9 percent), and Trade, Transportation, and Utilities added 574 (2.3 percent), thanks to an increase of 572 jobs (3.7 percent) in the component Retail Trade sector.

Rochester MSA

Employment in the Rochester MSA was off slightly in October, down 168 jobs or 0.1 percent. It was the fourth straight month of over-the-month job losses for the MSA and the first October with job losses since 2011. Manufacturing employment was off by 252 (2.3 percent), while Mining, Logging, and Construction employers shed 121 jobs (2.4 percent), and Leisure and Hospitality employers lost 224 (2.1 percent). Trade, Transportation, and Utilities added 365 jobs (2.1 percent) on the strength of 284 new Retail Trade jobs. It was the strongest supersector-level growth in the MSA, both in real jobs and in proportional change. Annually Rochester employers added 641 jobs (0.5 percent). Educational and Health Services, one of the strongest supersectors for statewide growth, actually lost jobs on an over-the-year basis, down 398 or 0.8 percent. It was the first over-the-year job loss for the supersector in Rochester since August of 2014.

St. Cloud MSA

Employment in the Saint Cloud MSA was up in October as the region added 1,057 jobs (1 percent). Government (up 716 or 4.8 percent) and Educational and Health Services (up 484 or 2.1 percent) led the growth. Mining, Logging, and Construction employment was off by 188 (2.4 percent). Annually the MSA added 1,768 jobs (1.6 percent). Educational and Health Services added 1,184 jobs (5.4 percent), and Mining, Logging, and Construction added 649 (9.2 percent). The largest proportional decrease in the MSA came from the Information supersector, which was off by 2.7 percent or 44 jobs.

Mankato-North Mankato MSA

The Mankato-North Mankato MSA added 1,578 jobs (2.7 percent) in October, the largest proportional growth of any MSA in the state. It was the third straight month of growth for the MSA, after a rocky start to 2017. Service Providers drove the growth, with Private Service Providing industries added 820 jobs (2.2 percent) and Government employers adding 704 (7 percent). Annually the MSA added 960 jobs (1.6 percent). The private sector added 867 of those jobs, up 1.8 percent on the year. Government employers added just 93 jobs (0.9 percent).

Fargo-Moorhead MSA

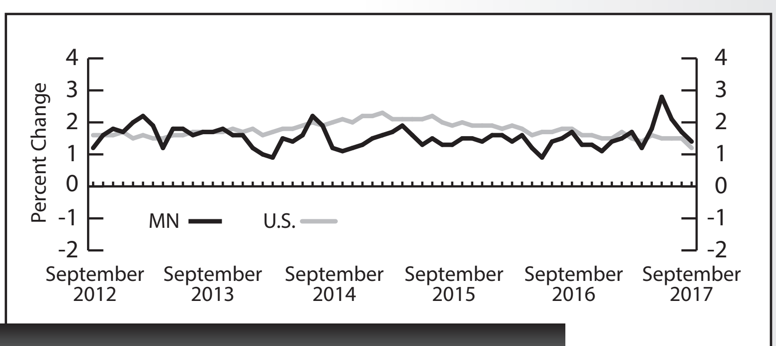
The Fargo-Moorhead MSA added 808 jobs (0.6 percent) in October. Supersectors followed the expected seasonal patterns, with losses in Mining, Logging, and Construction (down 122, or 1.2 percent) and Leisure and Hospitality (down 241 or 1.7 percent), while Government employers added 559 jobs (3 percent), largely from within Local Government. Annually the MSA added 2,551 jobs (1.8 percent). The biggest growth, both in proportional and whole-number terms, came from Professional and Business Services, which added 1,123 jobs (7.1 percent). Trade, Transportation, and Utilities lost 299 jobs (1 percent).

Grand Forks-East Grand Forks MSA

The Grand Forks-East Grand Forks MSA added 271 jobs (0.5 percent) in October. Government employers added 256 (1.8 percent). Annually the area lost 1,628 jobs (2.7 percent). It remained the only MSA in Minnesota to lose jobs on the year. Mining, Logging, and Construction continued to weigh the over-the-year growth down, losing 1,179 jobs (24.7 percent) since October of 2016.

by Nick Dobbins

Source: Department of Employment and Economic Development, Current Employment Statistics, 2017; Bureau of Labor Statistics, U.S. Department of Labor, Current Employment Statistics, 2017.



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 2017	Sept 2017	Oct 2016	Oct 2017	Oct 2016	Oct 2017	Oct 2016	Oct 2017	Oct 2016	Oct 2017	Oct 2016
TOTAL NONFARM WAGE AND SALARY	**2,975.6**	**2,965.0**	**2,934.3**	**0.4%**	**1.4%**	—	—	—	—	—	—
						—	—	—	—	—	—
GOODS-PRODUCING	**461.0**	**464.2**	**451.5**	**-0.7**	**2.1**	—	—	—	—	—	—
Mining, Logging, and Construction	**137.5**	**140.7**	**132.0**	**-2.3**	**4.2**	—	—	—	—	—	—
Mining and Logging	**7.3**	**7.3**	**6.7**	**0.3**	**9.2**	—	—	—	—	—	—
Construction	**130.2**	**133.4**	**125.3**	**-2.4**	**3.9**	—	—	—	—	—	—
Specialty Trade Contractors	84.4	86.6	79.4	-2.6	6.2	$1,360.00	$1,293.63	41.1	40.1	$33.09	$32.26
Manufacturing	**323.5**	**323.5**	**319.5**	**0.0**	**1.2**	**855.04**	**826.20**	**40.6**	**40.5**	**21.06**	**20.40**
Durable Goods	204.5	203.8	202.1	0.3	1.1	895.85	846.91	41.0	40.1	21.85	21.12
Wood Product Manufacturing	11.5	11.5	11.4	-0.7	1.0	—	—	—	—	—	—
Fabricated Metal Production	41.9	42.1	42.0	-0.5	-0.2	—	—	—	—	—	—
Machinery Manufacturing	31.8	31.9	32.7	-0.4	-2.7	—	—	—	—	—	—
Computer and Electronic Product	45.5	45.5	45.4	-0.2	0.0	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	26.6	26.6	26.3	-0.1	1.0	—	—	—	—	—	—
Transportation Equipment	10.6	10.6	10.9	0.4	-2.8	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	16.3	16.3	16.1	0.2	1.6	—	—	—	—	—	—
Nondurable Goods	119.0	119.7	117.4	-0.6	1.4	790.40	792.00	40.0	41.1	19.76	19.27
Food Manufacturing	49.0	48.7	47.6	0.5	2.9	—	—	—	—	—	—
SERVICE-PROVIDING	**2,514.7**	**2,500.7**	**2,482.8**	**0.6**	**1.3**	—	—	—	—	—	—
Trade, Transportation, and Utilities	**540.9**	**537.8**	**536.0**	**0.6**	**0.9**	—	—	—	—	—	—
Wholesale Trade	133.2	133.1	132.2	0.1	0.8	927.46	927.20	39.5	40.0	23.48	23.18
Retail Trade	304.5	301.1	299.2	1.1	1.8	433.37	426.77	28.7	28.7	15.10	14.87
Motor Vehicle and Parts	36.4	35.6	34.7	2.3	5.0	—	—	—	—	—	—
Building Material and Garden Equipment	26.0	26.2	26.1	-0.8	-0.2	—	—	—	—	—	—
Food and Beverage Stores	55.2	55.5	55.1	-0.5	0.3	—	—	—	—	—	—
Gasoline Stations	25.6	25.6	25.0	-0.3	2.3	—	—	—	—	—	—
General Merchandise Stores	60.6	59.6	60.9	1.6	-0.5	402.00	363.91	30.0	30.1	13.40	12.09
Transportation,Warehouse, Utilities	103.2	103.6	104.7	-0.3	-1.4	—	—	—	—	—	—
Transportation and Warehousing	90.9	91.3	92.1	-0.4	-1.4	737.79	724.23	34.3	35.8	21.51	20.23
Information	**50.1**	**49.6**	**51.0**	**0.9**	**-1.8**	**1,067.72**	**990.69**	**34.2**	**34.7**	**31.22**	**28.55**
Publishing Industries	18.3	18.4	19.1	-0.5	-4.4	—	—	—	—	—	—
Telecommunications	11.8	11.8	12.0	0.0	-1.5	—	—	—	—	—	—
Financial Activities	**175.8**	**176.6**	**177.0**	**-0.5**	**-0.7**	—	—	—	—	—	—
Finance and Insurance	143.2	143.7	141.7	-0.3	1.1	1,142.66	1,056.90	37.6	36.8	30.39	28.72
Credit Intermediation	63.1	63.4	62.5	-0.4	0.9	819.67	757.50	35.7	34.7	22.96	21.83
Securities, Commodity Contracts, and Other	19.4	19.3	19.5	0.6	-0.7	—	—	—	—	—	—
Insurance Carriers and Related	60.7	61.1	59.6	-0.5	1.8	—	—	—	—	—	—
Real Estate and Rental and Leasing	32.5	32.9	35.3	-1.0	-7.7	—	—	—	—	—	—
Professional and Business Services	**383.6**	**378.7**	**381.0**	**1.3**	**0.7**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	155.0	153.4	159.4	1.1	-2.8	—	—	—	—	—	—
Legal Services	18.2	18.0	18.2	0.7	-0.4	—	—	—	—	—	—
Accounting, Tax Preparation	16.3	16.1	16.3	1.4	0.0	—	—	—	—	—	—
Computer Systems Design	37.5	37.0	37.9	1.4	-1.0	—	—	—	—	—	—
Management of Companies and Enterprises	81.4	80.9	78.4	0.6	3.9	—	—	—	—	—	—
Administrative and Support Services	147.2	144.3	143.1	2.0	2.8	—	—	—	—	—	—
Educational and Health Services	**540.8**	**538.1**	**527.4**	**0.5**	**2.5**	—	—	—	—	—	—
Educational Services	67.7	65.2	72.2	3.7	-6.3	—	—	—	—	—	—
Health Care and Social Assistance	473.1	472.8	455.2	0.1	3.9	—	—	—	—	—	—
Ambulatory Health Care	157.8	157.8	150.4	0.0	4.9	1,394.45	1,310.35	36.9	35.9	37.79	36.50
Offices of Physicians	74.7	74.4	72.2	0.5	3.4	—	—	—	—	—	—
Hospitals	109.3	108.9	105.3	0.4	3.8	—	—	—	—	—	—
Nursing and Residential Care Facilities	109.1	108.7	107.1	0.4	1.9	469.46	478.88	29.6	29.2	15.86	16.40
Social Assistance	96.9	97.4	92.4	-0.5	4.8	—	—	—	—	—	—
Leisure and Hospitality	**265.3**	**276.0**	**258.5**	**-3.9**	**2.6**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	41.6	43.2	38.5	-3.8	7.9	—	—	—	—	—	—
Accommodation and Food Services	223.7	232.8	220.0	-3.9	1.7	—	—	—	—	—	—
Food Services and Drinking Places	199.3	205.8	194.2	-3.2	2.6	283.11	287.46	20.5	21.5	13.81	13.37
Other Services	**120.8**	**120.6**	**116.4**	**0.1**	**3.8**	—	—	—	—	—	—
Religious, Grantmaking, Civic, Professional Organizations	67.2	67.3	64.7	-0.2	3.8	—	—	—	—	—	—
Government	**437.5**	**423.5**	**435.6**	**3.3**	**0.4**						
Federal Government	32.3	32.3	32.0	-0.2	0.9						
State Government	104.9	104.9	105.7	0.0	-0.8						
State Government Education	65.3	62.5	66.7	4.5	-2.2						
Local Government	300.4	286.2	297.9	4.9	0.8						
Local Government Education	153.4	137.1	151.6	11.9	1.2						

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

* Totals may not add because of rounding.

** Percent change based on unrounded numbers.

Source: Department of Employment and Economic Development, Current Employment Statistics, 2017.

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 2017	Sept 2017	Oct 2016	Oct 2017	Oct 2016	Oct 2017	Oct 2016	Oct 2017	Oct 2016	Oct 2017	Oct 2016
TOTAL NONFARM WAGE AND SALARY	**2,031.7**	**2,020.6**	**1,984.1**	**0.5%**	**2.4%**	—	—	—	—	—	—
GOODS-PRODUCING	**289.3**	**290.2**	**279.6**	**-0.3**	**3.5**	—	—	—	—	—	—
Mining, Logging, and Construction	**85.8**	**87.4**	**81.5**	**-1.8**	**5.3**	—	—	—	—	—	—
Construction of Buildings	17.6	17.8	17.3	-1.1	1.2	—	—	—	—	—	—
Specialty Trade Contractors	58.1	59.1	54.7	-1.7	6.3	$1,416.73	$1,384.81	40.1	39.6	$35.33	$34.97
Manufacturing	**203.4**	**202.8**	**198.0**	**0.3**	**2.7**	**900.36**	**898.76**	**41.0**	**41.9**	**21.96**	**21.45**
Durable Goods	139.9	138.9	135.2	0.7	3.5	922.50	906.46	41.0	41.6	22.50	21.79
Fabricated Metal Production	29.7	29.8	29.5	-0.4	0.8	—	—	—	—	—	—
Machinery Manufacturing	19.9	19.9	20.2	-0.1	-1.2	—	—	—	—	—	—
Computer and Electronic Product	36.9	37.0	36.9	-0.2	0.0	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	24.9	24.9	24.7	-0.3	0.8	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	14.9	14.9	14.7	0.2	1.3	—	—	—	—	—	—
Nondurable Goods	63.6	63.9	62.9	-0.5	1.1	854.03	883.58	41.0	42.5	20.83	20.79
Food Manufacturing	15.5	15.3	15.3	1.2	1.3	—	—	—	—	—	—
Printing and Related	14.6	14.7	14.9	-0.3	-1.8	—	—	—	—	—	—
SERVICE-PROVIDING	**1,742.4**	**1,730.4**	**1,704.5**	**0.7**	**2.2**	—	—	—	—	—	—
Trade, Transportation, and Utilities	**364.3**	**360.7**	**358.0**	**1.0**	**1.8**	—	—	—	—	—	—
Wholesale Trade	98.1	97.5	97.2	0.6	0.9	923.52	857.34	39.0	39.6	23.68	21.65
Merchant Wholesalers - Durable Goods	49.5	49.1	48.4	0.9	2.4	—	—	—	—	—	—
Merchant Wholesalers - Nondurable Goods	28.4	28.4	28.0	-0.2	1.5	—	—	—	—	—	—
Retail Trade	193.2	190.1	188.8	1.6	2.3	464.65	442.47	29.9	29.4	15.54	15.05
Food and Beverage Stores	34.2	34.4	34.1	-0.3	0.3	—	—	—	—	—	—
General Merchandise Stores	37.1	36.4	37.3	1.9	-0.7	398.41	370.45	30.6	31.0	13.02	11.95
Transportation, Warehouse, Utilities	73.1	73.1	72.0	0.0	1.5	—	—	—	—	—	—
Utilities	7.6	7.5	7.6	0.6	-0.1	—	—	—	—	—	—
Transportation and Warehousing	65.5	65.5	64.4	-0.1	1.7	769.86	730.33	36.4	36.7	21.15	19.90
Information	**37.8**	**37.6**	**38.2**	**0.4**	**-1.1**						
Publishing Industries	14.4	14.5	15.1	-0.3	-4.7	—	—	—	—	—	—
Telecommunications	8.7	8.7	8.7	-0.1	0.1	—	—	—	—	—	—
Financial Activities	**141.5**	**142.0**	**143.1**	**-0.4**	**-1.2**	—	—	—	—	—	—
Finance and Insurance	115.2	115.5	114.4	-0.3	0.6	1,222.84	1,117.08	38.0	37.1	32.18	30.11
Credit Intermediation	46.7	46.8	46.5	-0.3	0.3	—	—	—	—	—	—
Securities, Commodity Contracts, and Other	17.2	17.1	17.6	0.7	-2.2	—	—	—	—	—	—
Insurance Carriers and Related	51.3	51.6	50.3	-0.6	1.9	—	—	—	—	—	—
Real Estate and Rental and Leasing	26.3	26.5	28.7	-0.7	-8.4	—	—	—	—	—	—
Professional and Business Services	**335.1**	**329.8**	**325.7**	**1.6**	**2.9**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	140.7	139.4	139.9	0.9	0.6	—	—	—	—	—	—
Legal Services	15.5	15.4	15.6	0.9	-0.4	—	—	—	—	—	—
Architectural, Engineering, and Related	19.1	18.9	18.5	0.7	3.0	—	—	—	—	—	—
Computer Systems Design	34.5	34.0	34.9	1.4	-1.3	—	—	—	—	—	—
Management of Companies and Enterprises	74.0	73.6	71.3	0.6	3.8	—	—	—	—	—	—
Administrative and Support Services	120.4	116.8	114.5	3.1	5.1	—	—	—	—	—	—
Employment Services	58.7	57.0	54.3	3.0	8.1	—	—	—	—	—	—
Educational and Health Services	**337.7**	**336.1**	**325.2**	**0.5**	**3.9**	—	—	—	—	—	—
Educational Services	45.5	43.8	47.8	3.8	-4.8	—	—	—	—	—	—
Health Care and Social Assistance	292.2	292.3	277.4	0.0	5.4	—	—	—	—	—	—
Ambulatory Health Care	94.1	94.6	89.4	-0.5	5.2	—	—	—	—	—	—
Hospitals	64.1	63.8	60.6	0.4	5.7	—	—	—	—	—	—
Nursing and Residential Care Facilities	61.1	60.7	59.9	0.6	2.1	—	—	—	—	—	—
Social Assistance	73.0	73.2	67.5	-0.3	8.1	—	—	—	—	—	—
Leisure and Hospitality	**184.9**	**190.5**	**178.8**	**-3.0**	**3.4**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	35.6	36.8	33.0	-3.3	8.0	—	—	—	—	—	—
Accommodation and Food Services	149.3	153.7	145.9	-2.9	2.3	308.88	308.30	21.6	22.1	14.30	13.95
Food Services and Drinking Places	134.2	138.6	132.9	-3.1	1.0	302.15	298.81	21.1	21.7	14.32	13.77
Other Services	**82.0**	**81.5**	**80.0**	**0.6**	**2.5**	—	—	—	—	—	—
Repair and Maintenance	15.5	15.3	15.0	1.1	3.6	—	—	—	—	—	—
Religious, Grantmaking, Civic, Professional Organizations	42.6	42.6	41.9	0.1	1.6	—	—	—	—	—	—
Government	**259.2**	**252.2**	**255.5**	**2.8**	**1.4**						
Federal Government	21.5	21.4	21.3	0.4	1.0						
State Government	68.6	69.5	68.2	-1.4	0.6						
State Government Education	42.7	41.1	42.4	3.8	0.8						
Local Government	169.1	161.2	166.0	4.9	1.8						
Local Government Education	97.1	88.2	94.7	10.1	2.5						

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

* Totals may not add because of rounding.

** Percent change based on unrounded numbers.

Source: Department of Employment and Economic Development, Current Employment Statistics, 2017.

Employer Survey

Industry	Duluth-Superior MSA					Rochester MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Oct 2017	Sept 2017	Oct 2016	Sept 2017	Oct 2016	Oct 2017	Sept 2017	Oct 2016	Sept 2017	Oct 2016
TOTAL NONFARM WAGE AND SALARY	**139,230**	**138,939**	**137,013**	**0.2%**	**1.6%**	**119,926**	**120,094**	**119,285**	**-0.1%**	**0.5%**
GOODS-PRODUCING	**18,212**	**18,061**	**17,306**	**0.8**	**5.2**	**15,764**	**16,137**	**15,353**	**-2.3**	**2.7**
Mining, Logging, and Construction	10,833	10,705	9,939	1.2	9.0	4,999	5,120	4,721	-2.4	5.9
Manufacturing	7,379	7,356	7,367	0.3	0.2	10,765	11,017	10,632	-2.3	1.3
SERVICE-PROVIDING	**121,018**	**120,878**	**119,707**	**0.1**	**1.1**	**104,162**	**103,957**	**103,932**	**0.2**	**0.2**
Trade, Transportation, and Utilities	25,413	25,600	24,839	-0.7	2.3	18,047	17,682	18,081	2.1	-0.2
Wholesale Trade	3,212	3,303	3,183	-2.8	0.9	2,722	2,710	2,810	0.4	-3.1
Retail Trade	15,902	16,052	15,330	-0.9	3.7	12,474	12,190	12,384	2.3	0.7
Transportation, Warehouse, Utilities	6,299	6,245	6,326	0.9	-0.4	2,851	2,782	2,887	2.5	-1.2
Information	1,364	1,354	1,393	0.7	-2.1	1,871	1,887	1,878	-0.8	-0.4
Financial Activities	6,026	6,095	5,892	-1.1	2.3	2,740	2,748	2,666	-0.3	2.8
Professional and Business Services	8,438	8,356	8,560	1.0	-1.4	5,756	5,724	5,584	0.6	3.1
Educational and Health Services	32,106	32,008	31,891	0.3	0.7	48,393	48,478	48,791	-0.2	-0.8
Leisure and Hospitality	13,760	14,822	13,559	-7.2	1.5	10,593	10,817	10,385	-2.1	2.0
Other Services	6,265	6,264	6,136	0.0	2.1	4,082	4,064	3,989	0.4	2.3
Government	27,646	26,379	27,437	4.8	0.8	12,680	12,557	12,558	1.0	1.0

Employer Survey

Industry	St. Cloud MSA					Mankato MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Oct 2017	Sept 2017	Oct 2016	Sept 2017	Oct 2016	Oct 2017	Sept 2017	Oct 2016	Sept 2017	Oct 2016
TOTAL NONFARM WAGE AND SALARY	**111,414**	**110,357**	**109,646**	**1.0%**	**1.6%**	**59,922**	**58,344**	**58,962**	**2.7**	**1.6%**
GOODS-PRODUCING	**22,787**	**23,050**	**22,059**	**-1.1**	**3.3**	**10,348**	**10,294**	**9,959**	**0.5**	**3.9**
Mining, Logging, and Construction	7,676	7,864	7,027	-2.4	9.2	--	--	--	--	--
Manufacturing	15,111	15,186	15,032	-0.5	0.5	--	--	--	--	--
						--	--	--	--	--
SERVICE-PROVIDING	**88,627**	**87,307**	**87,587**	**1.5**	**1.2**	**49,574**	**48,050**	**49,003**	**3.2**	**1.2**
Trade, Transportation, and Utilities	22,276	22,086	22,430	0.9	-0.7	--	--	--	--	--
Wholesale Trade	4,965	4,889	4,752	1.6	4.5	--	--	--	--	--
Retail Trade	13,480	13,359	13,657	0.9	-1.3	--	--	--	--	--
Transportation, Warehouse, Utilities	3,831	3,838	4,021	-0.2	-4.7	--	--	--	--	--
Information	1,596	1,585	1,640	0.7	-2.7	--	--	--	--	--
Financial Activities	4,952	4,969	5,018	-0.3	-1.3	--	--	--	--	--
Professional and Business Services	8,637	8,662	8,626	-0.3	0.1	--	--	--	--	--
Educational and Health Services	23,001	22,517	21,817	2.1	5.4	--	--	--	--	--
Leisure and Hospitality	8,788	8,859	8,667	-0.8	1.4	--	--	--	--	--
Other Services	3,861	3,829	3,778	0.8	2.2	--	--	--	--	--
Government	15,516	14,800	15,611	4.8	-0.6	10,777	10,073	10,684	7.0	0.9

Employer Survey

Industry	Fargo-Moorhead MSA					Grand Forks-East Grand Forks MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Oct 2017	Sept 2017	Oct 2016	Sept 2017	Oct 2016	Oct 2017	Sept 2017	Oct 2016	Sept 2017	Oct 2016
TOTAL NONFARM WAGE AND SALARY	**146,165**	**145,357**	**143,614**	**0.6%**	**1.8%**	**58,040**	**57,769**	**59,668**	**0.5%**	**-2.7%**
GOODS-PRODUCING	**20,825**	**20,785**	**20,003**	**0.2**	**4.1**	**8,061**	**8,107**	**8,886**	**-0.6**	**-9.3**
Mining, Logging, and Construction	10,532	10,654	10,217	-1.2	3.1	3,593	3,665	4,772	-2.0	-24.7
Manufacturing	10,293	10,131	9,786	1.6	5.2	4,468	4,442	4,114	0.6	8.6
SERVICE-PROVIDING	**125,340**	**124,572**	**123,611**	**0.6**	**1.4**	**49,979**	**49,662**	**50,782**	**0.6**	**-1.6**
Trade, Transportation, and Utilities	30,759	30,563	31,058	0.6	-1.0	11,723	11,616	12,072	0.9	-2.9
Wholesale Trade	9,222	9,184	9,108	0.4	1.3	1,860	1,865	1,898	-0.3	-2.0
Retail Trade	15,789	15,671	16,311	0.8	-3.2	7,678	7,583	7,875	1.3	-2.5
Transportation, Warehouse, Utilities	5,748	5,708	5,639	0.7	1.9	2,185	2,168	2,299	0.8	-5.0
Information	3,126	3,181	3,265	-1.7	-4.3	574	574	593	0.0	-3.2
Financial Activities	11,542	11,512	11,191	0.3	3.1	1,849	1,845	1,833	0.2	0.9
Professional and Business Services	16,989	16,927	15,866	0.4	7.1	2,974	3,073	3,067	-3.2	-3.0
Educational and Health Services	24,095	23,946	23,703	0.6	1.7	9,963	9,892	9,868	0.7	1.0
Leisure and Hospitality	13,784	14,025	13,805	-1.7	-0.2	6,127	6,170	6,439	-0.7	-4.9
Other Services	5,565	5,497	5,516	1.2	0.9	1,948	1,927	1,963	1.1	-0.8
Government	19,480	18,921	19,207	3.0	1.4	14,821	14,565	14,947	1.8	-0.8

Source: Department of Employment and Economic Development, Current Employment Statistics, and North Dakota Job Service, 2017.

Minnesota Economic Indicators

Highlights

The **Minnesota Index** recorded its largest monthly gain ever in October, rocketing up 1.1 percent. October's spike topped the previous monthly high of 1.0 percent recorded in June 1983. The spike was caused by October's 0.4 percentage point drop in Minnesota's seasonally adjusted unemployment rate. That was a record setting decline, topping the 0.3 percent unemployment rate decline experienced in June 1983. The U.S. index advance 0.3 percent for the second straight month in October.

Minnesota's index was up 4.0 percent over the year which was the highest increase since May 2015. The U.S. index was up 2.8 percent from a year ago. Minnesota's economy continues to expand at a healthy clip, adding jobs at a solid rate and pushing the unemployment rate down to a 17-year low.

Minnesota's adjusted **Wage and Salary Employment** declined by 4,500 jobs in October as private sector employers cut 5,000 positions while public sector employers added 500 positions. Job loss was highest in Educational and Health Services, Construction, and Trade, Transportation, and Utilities. Job expansion was highest in Manufacturing and Leisure and Hospitality.

Minnesota's unadjusted over-the-year job growth was 1.4 percent for the second straight month. Unadjusted U.S. job growth was also 1.4 percent over the year. Minnesota's annual average job growth has averaged 1.7 percent through October which is slightly higher than the U.S. 1.5 percent rate. Minnesota's monthly job growth, on a year over year basis using unadjusted job numbers, has been faster than the U.S. growth rate 57.6 percent of the time with data going back to 1950.

Online Help-Wanted Ads rose for the second consecutive month, climbing to 133,400. October's 2.9 percent jump was a bit higher than the 1.8 percent increase nationwide. Online job postings for Minnesota have zigzagged between 137,000 and 125,000 over the past 12 months. Minnesota's share of U.S. online job ads reached 2.9 percent over the last two months even though Minnesota's share of national wage and salary employment is only 2.0 percent. Minnesota has 45 percent more online help-wanted ads proportionately to its share of employment.

Minnesota's **Purchasing Managers' Index (PMI)**, after reaching a five-year high in June, has been gradually retreating over the last four months. October's reading slipped to a still healthy 56.3. The index has averaged 54.0 over its 23-year existence. A reading above 50 indicates expansion in Minnesota's manufacturing sector while a reading below 50 suggests the sector is pulling back. The corresponding national index declined to 58.7 while the Mid-American index also advanced to 58.8. Manufacturing jobs in Minnesota and nationally have increased 1.2 percent since last October.

Adjusted **Manufacturing Hours** fell to 40.7 in October, the lowest level since June. Average weekly **Manufacturing Earnings** inched down to $850.90 but in real terms remain higher than a year ago. The factory paycheck, after accounting for inflation, has average 2.5 percent more than last year through October. In 2016 factory paychecks declined by 1.5 percent over the year. The pay raise that Minnesota manufacturing workers are getting in 2017 is another indicator that manufacturers in the state are rebounding from two lackluster years in 2015 and 2016. A weaker dollar and a stronger global economy have helped in the turnaround.

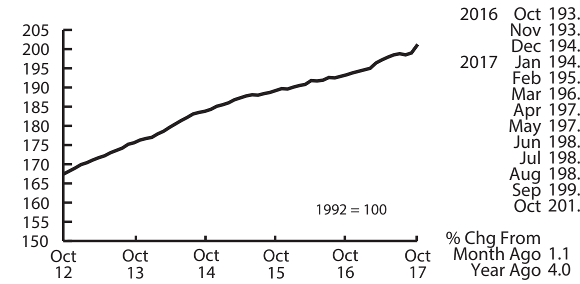
The **Minnesota Leading Index** skyrocketed through the roof in October, spiking to 3.5. That is the highest reading since September 2011 and more than double the 35-year monthly average of 1.5. Minnesota's leading index has been higher than the U.S. leading index in eight months so far this year, indicating that Minnesota's economy will be expanding faster than the U.S. over the next six months.

Adjusted **Residential Building Permits** dipped slightly to 1,920 in October. Monthly home-building permits have average only 1,899 during the last five months after having averaged 2,216 during the first five months of the year. What looked like a banner year for home-building earlier in the year now looks like a year of moderate growth for home-building when compared to last year. Home-building permits are up 10 percent from last year through October while construction employment is up 5 percent from a year ago.

Adjusted **Initial Claims for Unemployment Benefits (UB)** tailed off to 14,521 in October, the lowest level since September 1999 when the unemployment rate was estimated to be 2.9 percent. The tight labor market has employers holding on to their workers as finding workers to hire has become a major struggle. Real wages, after stagnating for a decade or so, have begun to rise as the job market has turned and now favors workers.

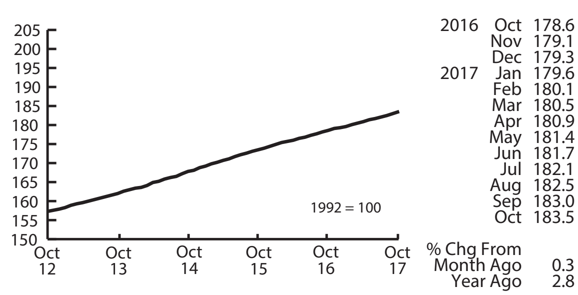
by Dave Senf

Minnesota Index



Source: The Federal Reserve Bank of Philadelphia, 2017

United States Index

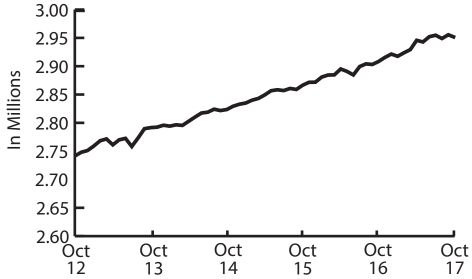


Source: The Federal Reserve Bank of Philadelphia, 2017

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

2017 May 2.9428
Jun 2.9521
Jul 2.9547
Aug 2.9489
Sept 2.9555
Oct 2.9510

% Chg From Month Ago -0.2

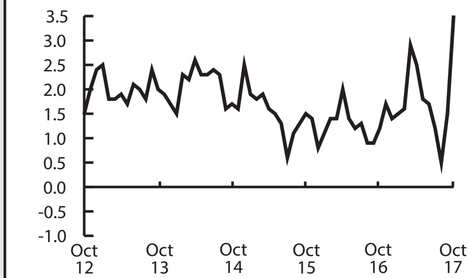
unadjusted

2016 Oct 2,934.3
2017 Oct 2,975.6

% Chg From Year Ago 1.4

Source: Department of Employment and Economic Development, Current Employment Statistics Program, 2017

Minnesota Leading Index

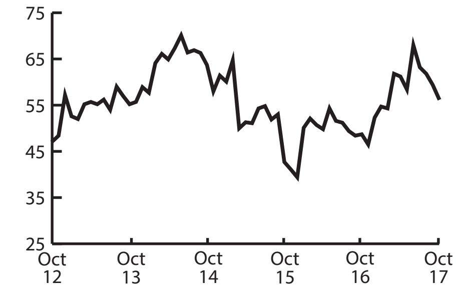


2016 Oct 1.2
Nov 1.7
Dec 1.4
2017 Jan 1.5
Feb 1.6
Mar 2.9
Apr 2.5
May 1.8
Jun 1.7
Jul 1.2
Aug 0.5
Sep 1.5
Oct 3.5

% Chg From Month Ago 130.9
Year Ago 185.5

Source: The Federal Reserve Bank of Philadelphia, 2017

Purchasing Managers' Index

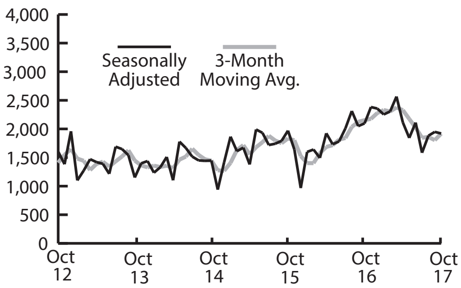


2016 Oct 48.7
Nov 46.5
Dec 52.3
2017 Jan 54.7
Feb 54.3
Mar 61.8
Apr 61.2
May 58.4
Jun 68.0
Jul 63.2
Aug 61.8
Sep 59.4
Oct 56.3

% Chg From Month Ago -5.2
Year Ago 15.6

Source: Creighton University, Mid-America Survey of Business Conditions, 2017

Residential Building Permits



seasonally adjusted

2017 May 1,843
Jun 2,111
Jul 1,583
Aug 1,881
Sept 1,948
Oct 1,920

% Chg From Month Ago -1.5

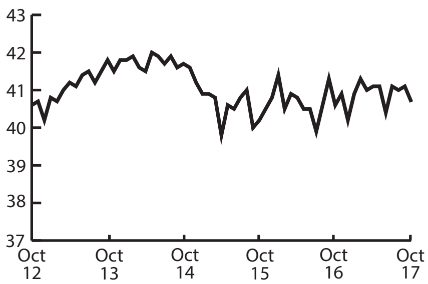
unadjusted

2016 Oct 2,401
2017 Oct 2,361

% Chg From Year Ago -1.7

Source: Residential Building Permits, Census Bureau, U.S. Department of Commerce, 2017

Average Weekly Manufacturing Hours



seasonally adjusted

2017 May 41.1
Jun 40.4
Jul 41.1
Aug 41.0
Sept 41.1
Oct 40.7

% Chg From Month Ago -0.8

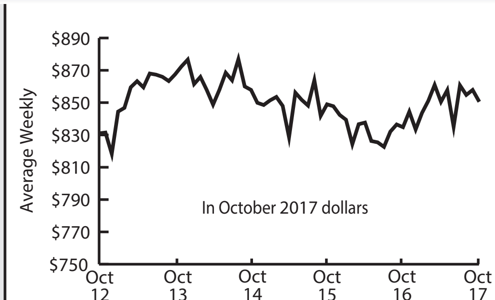
unadjusted

2016 Oct 40.5
2017 Oct 40.9

% Chg From Year Ago 1.0

Source: Department of Employment and Economic Development, Current Employment Statistics Program, 2017

Manufacturing Earnings



seasonally adjusted

2017 May 857.76
Jun 835.07
Jul 860.70
Aug 854.77
Sept 857.85
Oct 850.90

% Chg From Month Ago -0.8

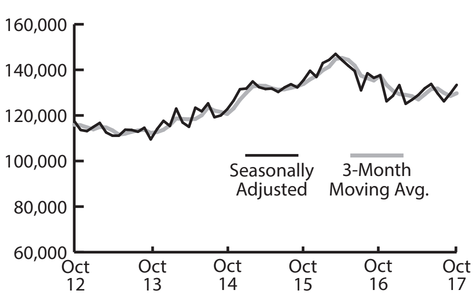
unadjusted

2016 Oct 839.3
2017 Oct 855.0

% Chg From Year Ago 1.9

Source: Department of Employment and Economic Development, Current Employment Statistics Program, 2017

Online Help-Wanted Advertising

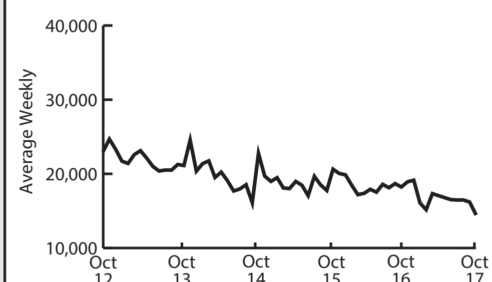


2016 Oct 137,600
Nov 126,200
Dec 128,600
2017 Jan 133,300
Feb 125,100
Mar 126,900
Apr 129,000
May 131,900
Jun 133,800
Jul 129,700
Aug 126,200
Sep 129,600
Oct 133,400

% Chg From Month Ago 2.9
Year Ago -3.1

Source: The Conference Board Inc., 2017

Initial UB Claimants



seasonally adjusted

2017 May 16,782
Jun 16,518
Jul 16,472
Aug 16,475
Sept 16,197
Oct 14,521

% Chg From Month Ago -10.3

unadjusted

2016 Oct 15,315
2017 Oct 12,858

% Chg From Year Ago -16.0

Source: Department of Employment and Economic Development, Unemployment Insurance Program, 2017

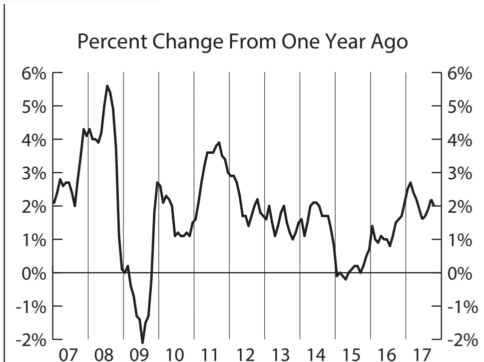
Minnesota Employment Review

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

Labor Market Information Help Line:
651.259.7384

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

The Consumer Price Index for All Urban Consumers (CPI-U) rose 0.1 percent in October on a seasonally adjusted basis the U.S. Bureau of Labor Statistics reported today. The shelter index increased 0.3 percent and was the main factor in the seasonally adjusted all items increase. The indices for new vehicles, recreation, and apparel all declined.



The all items index rose 2.0 percent for the 12 months ending October, a smaller increase than the 2.2-percent increase for the period ending September. The energy index increased 6.4 percent over the last 12 months, and the index for food rose 1.3 percent.

https://www.bls.gov/cpi/#news

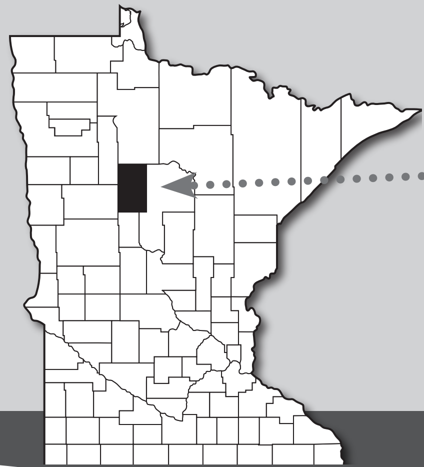
For more information on the U.S. CPI or the semi-annual Minneapolis-St. Paul CPI, call: 651.259.7384 or toll free 1.888.234.1114.

The Last Word

What's the best way to shrink wage gaps for minority students after graduation? Are racial disparities for wages and employment affected by the type of degree a student attains? The **Racial Disparities in Employment Outcomes After College** dashboard from the Minnesota Department of Employment and Economic Development (DEED) helps users answer these questions: https://mn.gov/deed/data/data-tools/graduate-employment-outcomes/race-geo.jsp

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

EMPLOYMENT AND ECONOMIC DEVELOPMENT



CountySnapshot Hubbard

If you drive along State Highways 371 or 200 or along U.S. Highways 71 or 2, you are bound to make an appearance in Hubbard County. Positioned in the very center of northern Minnesota, Hubbard County is home to 20,640 people, five cities, and 28 townships. The largest of the cities, and also the county seat, is Park Rapids. Top destinations in Hubbard County include Itasca State Park, Mississippi Headwaters State Park, Badoura State Forest Nursery, Paul Bunyan State Forest, tiny Dorset, and Kabekona Lake. A portion of the Leech Lake Indian Reservation is also within the county. Hubbard County was organized in 1887 and named after Lucius Frederick Hubbard, who was governor of Minnesota between 1882 and 1887.

Economy

Estimates	Hubbard County	Minnesota
Population	20,640	5,519,952
Labor Force	9,748	3,066,990
Average Unemployment	5.5% (533 people)	2.6% (80,545 people)
Median Annual Earnings	$26,391	$34,819
Cost of Living, Individual	$25,592 ($12.30 per hour)	$29,856 ($14.35 per hour)
Cost of Living, Average Family*	$44,698 ($14.33 per hour)	$55,200 ($17.69 per hour)

**1 full-time, 1 part-time, and 1 child*

Source: DEED Local Area Unemployment Statistics November 2017; DEED Cost of Living in Minnesota 2017; U.S. Census Bureau, 2016 American Community Survey Estimates

As of annual 2016 Hubbard County had 580 establishments supplying 5,981 covered jobs. Analyzing industry supersectors, Education and Health Services, with over 1,300 jobs, accounts for over one in five county jobs. Trade, Transportation, and Utilities, just shy of 1,300 jobs, also accounts for over one in five county jobs. Combined with Manufacturing, nearly 60 percent of Hubbard County's total employment is in three top employing supersectors.

Hubbard County's total employment has witnessed its fair share of fluctuation. After peaking at over 6,500 jobs in 2004, the county's total employment contracted by 14.3 percent through 2011, losing 929 jobs. Between 2011 and 2016 the county regained just over 400 jobs, expanding by 7.2 percent. Between 2015 and 2016 the county expanded by 2.7 percent, faster than the state's 1.4 percent growth during that time.

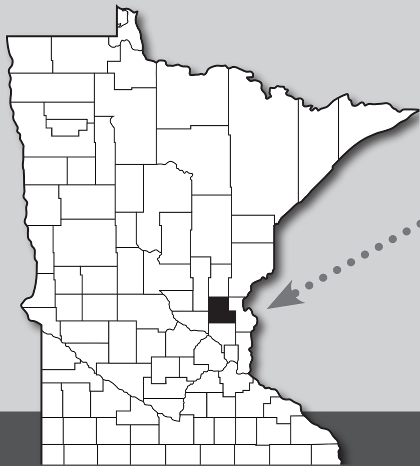
As of second quarter 2017 Hubbard County's total employment had increased further to 6,314 jobs. Zooming in on the major industry sectors, the largest-employing industries included Retail Trade (1,015 jobs), Health Care and Social Assistance (883 jobs), Manufacturing (878 jobs), Accommodation and Food Services (766 jobs), and Public Administration (552 jobs). Of 20 major industry sectors, these five accounted for nearly two-thirds of the county's total employment.

Manufacturing, like the total employment, has witnessed major shifts in Hubbard County. Between the second quarters of 2002 and 2012 this sector lost 721 jobs, declining by 51.8%. Between 2012 and 2017 Manufacturing regained 206 jobs, expanding by 30.7 percent.

Industry

	2016 Annual Data			2010 – 2016 Percent Change	
Top Industries of Employment	Number of Firms	Number of Jobs	Average Wage	Employment	Average Wage
Total, All Industries	580	5,981	35,204	5.4%	18.8%
Education and Health Services	51	1,305	47,528	-5.9%	26.8%
Trade, Transportation, and Utilities	130	1,265	27,768	8.8%	20.8%
Manufacturing	29	854	45,448	27.1%	16.7%
Leisure and Hospitality	93	779	12,792	3.5%	12.8%

Source: DEED Quarterly Census of Employment and Wages (QCEW)



CountySnapshot
Isanti

Drive along State highways 65 or 95 and your commute is likely to bring you through Isanti County. Fully a part of the Minneapolis-St. Paul Metropolitan Statistical Area (MSA), Isanti County is only about an hour's drive away from either of the Twin Cities. Isanti County has three cities, 13 townships, and one ghost town. Altogether these cities and townships are home to just over 38,400 people.

Originally founded in February, 1857, Isanti County's population swelled to 11,675 by the turn of the 19th century. Over the next 50 years, between 1900 and 1950, the county's population stagnated, growing only by 3.8 percent. Over the last half of the 20th century, however, the county's total population boomed again. Between 1950 and 2000 the county grew by 158 percent, adding more than 19,100 people to its population. Since 2000 the county has continued to grow, adding more than 7,100 people through 2016. Over 3,100 of those people have settled in Cambridge, the county seat.

Economy

Estimates	Isanti County	Minnesota
Population	38,461	5,519,952
Labor Force	20,880	3,066,990
Average Unemployment	3.5% (727 people)	2.6% (80,545 people)
Median Annual Earnings	$32,759	$34,819
Cost of Living, Individual	$34,407 ($16.54 per hour)	$29,856 ($14.35 per hour)
Cost of Living, Average Family*	$62,979 ($20.19 per hour)	$55,200 ($17.69 per hour)

**1 full-time, 1 part-time, and 1 child*
Source: DEED Local Area Unemployment Statistics November 2017; DEED Cost of Living in Minnesota 2017; U.S. Census Bureau, 2016 American Community Survey Estimates

The Great Recession hit Isanti County hard between 2007 and 2010. After peaking at 10,980 jobs in 2007, the county contracted by 7.6 percent, losing 832 jobs through 2010. Since 2010, however, the county has regained 718 jobs, growing by 7.1 percent. The county may be close to surpassing its 2007 level of employment, but stumbled in that effort recently, losing 116 jobs between 2015 and 2016.

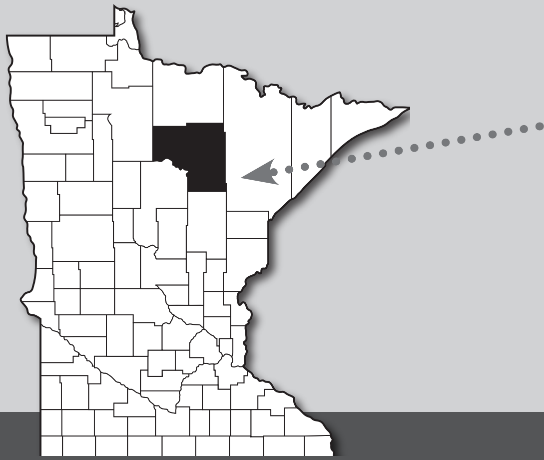
As of second quarter 2017 Isanti County had 778 establishments supplying 10,973 covered jobs. Of these jobs, more than one in five were in Health Care and Social Assistance (2,440 jobs). Other large-employing sectors included Retail Trade (1,714 jobs), Manufacturing (1,432 jobs), and Educational Services (1,296 jobs). Of 20 major industry sectors, Health Care and Social Assistance, Retail Trade, Manufacturing, and Educational Services accounted for 63 percent of the county's total employment.

Over the past five years, between the second quarters of 2012 and 2017, Construction was both Isanti County's largest- and fastest-growing industry. More specifically, Construction employment grew by 89.9 percent, adding 240 jobs. For reference, total county employment grew by 4.7 percent during that time, adding 492 jobs. Other large-growing industries included Retail Trade (156 jobs), Public Administration (83 jobs), Information (52 jobs), and Real Estate, Rental, and Leasing (35 jobs).

Industry

	2016 Annual Data			2010 – 2016 Percent Change	
Top Industries of Employment	Number of Firms	Number of Jobs	Average Wage	Employment	Average Wage
Total, All Industries	749	10,866	$38,480	7.1%	13.3%
Education and Health Services	83	3,785	$41,340	0.6%	12.8%
Trade, Transportation, and Utilities	156	2,264	$31,148	5.5%	3.3%
Manufacturing	68	1,477	$51,324	31.4%	12.7%
Leisure and Hospitality	58	896	$13,156	10.9%	23.4%

Source: DEED Quarterly Census of Employment and Wages (QCEW)



CountySnapshot
Itasca

Established in 1849, Itasca County was one of the first counties to form in Minnesota. Being a county might have been a surprise to some at first, as its population growth remained largely flat through 1900. Between 1900 and 1940, however, the county's population spiked by 622 percent adding more than 28,000 people. Growth seesawed some through the end of the century, but the county managed to add another 11,000 people between 1940 and 2000. Between 2000 and 2016, growth cooled off considerably, with the population total increasing by only 1,364 people. This cooling off may be, in part, from the county's aging population. As of 2016 the median age in Itasca County was 45.9 years, significantly higher than the state's median age of 37.8 years. Further, between 2010 and 2016 Itasca County had more deaths than births, but made up for some of this change with domestic and international migration.

There's plenty of room for all in Itasca County. With an area of 2,665 square miles, Itasca County is Minnesota's third largest county, behind only Saint Louis and Koochiching counties. With such a large area spanning the north central region of the state, Itasca County is home to a rich variety of landscapes and over 1,400 lakes. The county is also home to 21 cities, 42 townships, and five unorganized territories. Grand Rapids, with a population of 11,211, is the county seat.

Economy

Estimates	Itasca County	Minnesota
Population	45,356	5,519,952
Labor Force	21,306	3,066,990
Average Unemployment	6.1% (1,292 people)	2.6% (80,545 people)
Median Annual Earnings	$27,072	$34,819
Cost of Living, Individual	$26,898 ($12.93 per hour)	$29,856 ($14.35 per hour)
Cost of Living, Average Family*	$47,072 ($15.09 per hour)	$55,200 ($17.69 per hour)

***1 full-time, 1 part-time, and 1 child**
Source: DEED Local Area Unemployment Statistics November 2017; DEED Cost of Living in Minnesota 2017; U.S. Census Bureau, 2016 American Community Survey Estimates

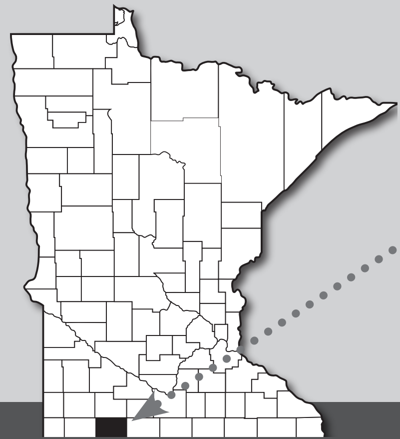
As of annual 2016 1,161 establishments supplied 15,748 jobs in Itasca County. Broken down by major industry sectors, the largest-employing sectors in the county are Health Care and Social Assistance, Retail Trade, Educational Services, Accommodation and Food Services, and Public Administration. Altogether, these five industries account for 65 percent of the county's total employment.

In the last five years of available data, between the second quarters of 2012 and 2017, total employment in Itasca County slipped by a slight 1.7 percent. Bolstering the county during that time was Health Care and Social Assistance, which grew by 19.6 percent, equivalent to over 600 jobs. Other growing industries included Educational Services, Accommodation and Food Services, and Retail Trade. On the other end of the spectrum, Construction employment in Itasca County fell by 37.1 percent, equivalent to 420 jobs lost. Other industries experiencing weakness in the county included Manufacturing, Administrative and Support Services, Public Administration, and Professional, Scientific, and Technical Services.

Industry

	2016 Annual Data			2010 – 2016 Percent Change	
Top Industries of Employment	Number of Firms	Number of Jobs	Average Wage	Employment	Average Wage
Total, All Industries	1,161	15,748	$39,728	1.2%	15.8%
Education and Health Services	187	4,979	$37,596	11.7%	8.7%
Trade, Transportation, and Utilities	268	3,367	$39,780	1.3%	18.4%
Leisure and Hospitality	125	1,744	$16,068	4.5%	19.8%
Public Administration	60	1,327	$46,280	-9.2%	17.4%

Source: DEED Quarterly Census of Employment and Wages (QCEW)



CountySnapshot

Jackson

It's time to head to Minnesota's Deep South in Jackson County. Founded in 1857, Jackson County, named for Henry Jackson, the first merchant in Saint Paul, witnessed a flurry of newcomers between 1860 and 1900. During this span of 40 years, the county added more than 14,600 people, increasing by more than 8000 percent. Growth continued at a much more sustainable pace through 1940, when the county population peaked at 16,805 people. Since 1940, however, Jackson County's population has steadily declined. More specifically, the county population contracted by 39.5 percent through 2016, where it now sits at an estimated 10,163 people.

Like Hubbard and Itasca counties, Jackson County has an older population. As of 2016 the median age in the county was 43.4 years, quite a bit higher than the state's 37.8 years. Also like this issue's tour of Hubbard, Isanti, and Itasca counties, Jackson County has a predominantly white, not Hispanic or Latino population. Where 81.3 percent of Minnesotans self-report as white, not Hispanic or Latino, 93.3 percent do so in Jackson County.[1]

Economy

Estimates	Jackson County	Minnesota
Population	10,163	5,519,952
Labor Force	6,007	3,066,990
Average Unemployment	2.3% (137 people)	2.6% (80,545 people)
Median Annual Earnings	$31,113	$34,819
Cost of Living, Individual	$25,037 ($12.04 per hour)	$29,856 ($14.35 per hour)
Cost of Living, Average Family*	$42,957 ($13.77 per hour)	$55,200 ($17.69 per hour)

**1 full-time, 1 part-time, and 1 child*
Source: DEED Local Area Unemployment Statistics November 2017; DEED Cost of Living in Minnesota 2017; U.S. Census Bureau, 2016 American Community Survey Estimates

Jackson County is home to seven cities and 18 townships. With a population of 3,238 people, Jackson is the largest city in the county and is also the county seat.

As of annual 2016, Jackson County had 337 establishments supplying 5,427 jobs. Over half of these jobs, 55.5 percent, were in Educational and Health Services and Manufacturing. Throughout the 2000s and early 2010s, total Jackson County employment grew at a slow, but steady pace. Between 2000 and 2014 the county added 1,375 jobs, growing by an annual average of 2.2 percent. Between 2014 and 2016 total employment slipped by 5.7 percent, losing 330 jobs.

Mention should also be made of Jackson County's agriculture. According to the U.S. Census of Agriculture, the county had 826 farms in 2012, with an average farm size of 433 acres. With the market value of total products sold north of $376.3 million in 2012, the county is especially known for hogs and pigs.

Industry

	2016 Annual Data			2010 – 2016 Percent Change	
Top Industries of Employment	Number of Firms	Number of Jobs	Average Wage	Employment	Average Wage
Total, All Industries	337	5,427	$35,672	5.6%	19.5%
Educational and Health Services	34	1,615	$24,284	3.7%	12.0%
Manufacturing	13	1,396	$53,040	8.0%	22.3%
Trade, Transportation, and Utilities	86	939	$38,636	19.6%	18.5%
Leisure and Hospitality	33	347	$10,036	6.8%	28.7%

Source: DEED Quarterly Census of Employment and Wages (QCEW)

[1]93.3 percent self-report as white, not Hispanic or Latino in Hubbard County, 94.4 percent in Isanti County, and 92.2 percent in Itasca County. This information comes from the 2012-2016 American Community Survey (ACS) 5-year estimates.

by Tim O'Neill