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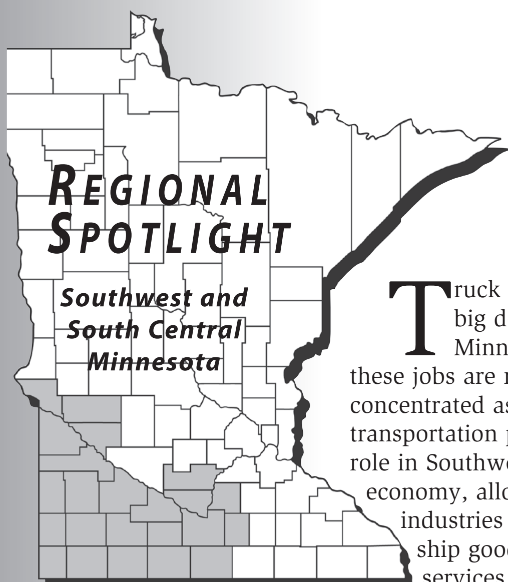


Feature:

Teen Summer Employment

A is for Accountant

B is for Barber

In this issue:

Truck Transportation Helps Drive Southwest Minnesota's Economy

Truck transportation is a big deal in Southwest Minnesota, where these jobs are nearly twice as concentrated as statewide. Truck transportation plays a critical role in Southwest Minnesota's economy, allowing many other industries to produce and ship goods and provide services to consumers.

While there are many different sectors within the transportation industry, including air, water, rail, and pipeline, truck transportation is the largest sector in the region, providing more than half (54 percent in the third quarter of 2015) of transportation and warehousing industry jobs in Southwest Minnesota. In sum, there were 429 truck transportation business establishments providing 3,354 jobs and nearly $34 million in total payroll in the third quarter of 2015.

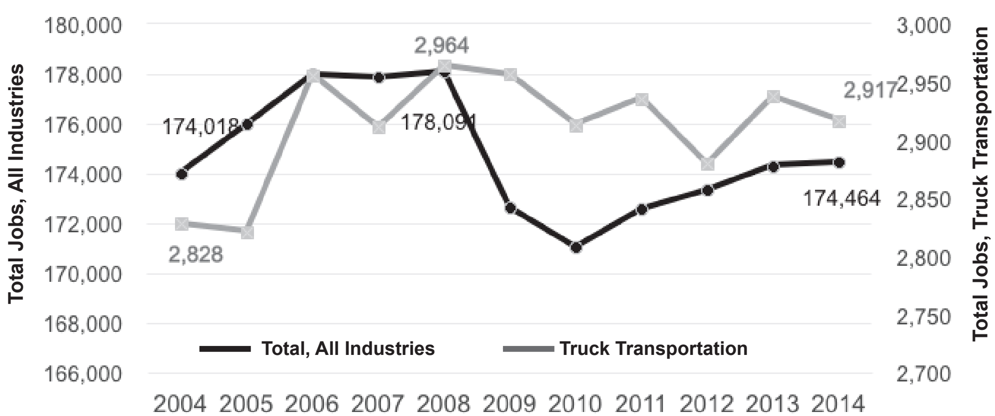
A Bumpy Road

Like the regional economy, the truck transportation sector has certainly experienced its fair share of ups and downs in recent years. In fact, employment levels in Southwest Minnesota have not yet rebounded to their pre-recession peaks, either in truck transportation or the total of all industries.

On an annual basis, truck transportation peaked with 2,964 jobs in 2008, sank as low as 2,880 in 2012, and remained 47 jobs below break-even at 2,917 jobs in 2014. Recent quarterly data show the sector is running ahead of where it was last year, so it may reach a new annual high in 2015. Even though truck transportation lost 1.6 percent of its jobs from 2008 to 2014, the decline was less than the 2 percent overall job decline during the same period (see Figure 1).

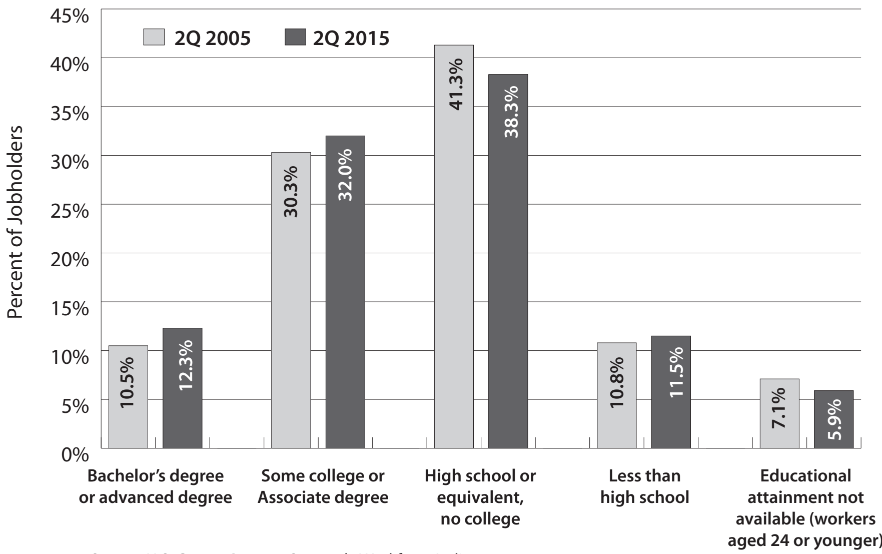
After accelerating to $38,116 in 2014, the highest on record, average annual wages were about 3 percent higher in truck transportation than the

Figure 1: Southwest Minnesota Employment Trends



Source: DEED Quarterly Census of Employment and Wages

Figure 2: Educational Attainment of Truck Transportation Jobholders, 2005-2015



Source: U.S. Census Bureau, Quarterly Workforce Indicators

average for all industries. Wages in truck transportation have typically been higher than the average annual wage in the region, with the 3 percent wage advantage in 2014 being the second smallest gap dating back to 2004.

Similar to the employment fluctuations, average annual wages have also been somewhat inconsistent over time. In 2009 average annual wages for truck transportation actually decreased 2.6 percent compared to a modest gain of 0.7 percent for all industries in Southwest Minnesota.

Shifting Gears

Data from the U.S. Census Bureau's Quarterly Workforce Indicators (QWI) provide a detailed look into how the truck transportation labor force has been changing over time. The most recent QWI data are from the second quarter of 2015, and all comparisons made in this article will use second quarter data to control for seasonal variations.

Perhaps not surprisingly, males hold 87.6 percent of truck transportation jobs in Southwest Minnesota, compared to just 48.3 percent of all jobs in the region. The same gender imbalance holds true in the state as a whole, where 85.4 percent of truck transportation jobs are held by men. The ratio of men to women in the industry has remained virtually unchanged since 1995.

Unlike gender, the educational level of job holders in Southwest Minnesota saw some changes in the past decade. From the second quarter of 2005 to the second quarter of 2015, workers in truck transportation increased their education. The most common education level in truck transportation is a high school diploma or GED, but that share is decreasing. The percentage of jobholders with a high school diploma or less fell from 52.1 percent in 2005 to 49.8 percent in 2015 (see Figure 2).

The share of employees with some college or an an Associate degree expanded to 32 percent, and workers with a Bachelor's degree or higher rose from 10.5 percent to 12.3 percent. Compared to statewide trends, the share of truck transportation jobholders with a Bachelor's degree or higher increased over twice as fast in Southwest Minnesota, and employees with some college or an Associate degree increased more than 4.5 times faster.

Life is a Highway

The biggest changes in workforce composition occurred in age groups. Truck transportation workers are older, with 55 to 64 year olds being the largest cohort, holding almost 27 percent of jobs compared to about 19 percent across all industries. In fact, 38 percent of jobs in truck transportation are held by workers aged 55 years or older, compared to 25 percent for all industries in the region.

The aging of the workforce is occurring in all industries, but it has been much more pronounced in truck transportation. From the second quarter of 2005 to the same quarter in 2015, the share of workers aged 55 to 64 increased 66.2 percent, almost 17 percent faster than the increase across all industries. Even larger was the increased share of workers aged 65 years or older in truck transportation, which jumped almost 25 percent more than all industries (see Figure 3).

Possibly more important than the increased share of workers in the two oldest age cohorts is the decline of jobs held by everyone else. The number of workers younger than 55 decreased 6.9 percent from 2005 to 2015, and the second largest age cohort in truck transportation is currently 45 to 54 years old with 27.4 percent of jobs. This group will be joining the oldest age cohorts in the next decade. Replacing Baby Boomers will be a concern for all industries in Southwest Minnesota, but the need in truck transportation is likely to be even greater.

Changing Lanes

Although the truck transportation sector contains a variety of jobs aside from driving, the most common and well known jobs are heavy and tractor trailer truck drivers and light truck and delivery services drivers. According to data from DEED's Occupational Employment Statistics, there are almost 4,400 of these truck drivers employed in Southwest Minnesota, not including those who are self-employed.

These truck drivers work not only in truck transportation, but many other industries as well, such as wholesale trade, retail trade, and manufacturing. Because of their diverse distribution, demand for truck drivers in Southwest Minnesota remained strong whether overall employment levels were going up or down. Truck drivers are currently ranked in the top 10 occupations in demand in the region.

Other occupations in the truck transportation sector include laborers and freight movers, truck mechanics and diesel engine specialists, dispatchers, office clerks, and supervisors and managers, although these jobs were also found in other industries. Surprisingly, wage data show that several of these jobs earn less in trade, transportation, and utilities than the total of industries (see Table 1).

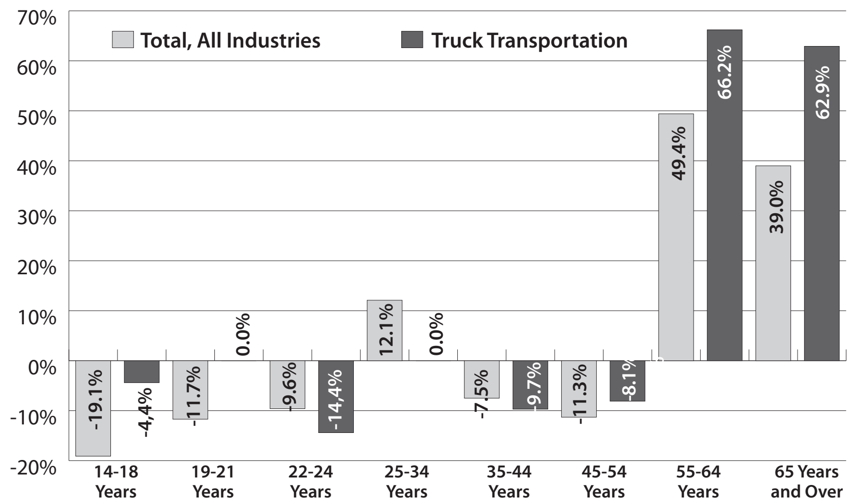
The wage differences may be important when looking at the wages needed to meet basic cost of living needs in the region. According to DEED's Cost of Living tool, a single person in Southwest Minnesota would need to make $10.26 per hour to cover a basic cost of living, which most truck transportation occupations surpass.

However, a partnered couple with one full-time and one part-time job and one child would need to earn $13.25, and a single person with one child would need to make $15.47 per hour (see Table 2). While several occupations earn well above those thresholds, some do not, especially in the Trade, Transportation, and Utilities industry. Truck transportation firms looking for laborers and freight movers, office clerks, industrial truck and tractor operators, and secretaries may need to look at market wages in comparison to the region's cost of living to attract new workers.

The Road Ahead

According to DEED's Job Vacancy Survey (JVS), transportation and warehousing employers in Southwest Minnesota reported 426 vacancies in the second quarter of 2015, more than double the average number of vacancies posted over the past five years. Of these

Figure 3: Change in Share of Employees by Age, 2Q 2005 - 2Q 2015



Source: U.S. Census Bureau, Quarterly Workforce Indicators

Table 1: Largest Occupations in Truck Transportation, Southwest Minnesota

	Total, All Industries		Trade, Transportation, and Utilities Industry	
	Estimated Regional Employment	Median Hourly Wage	Estimated Regional Employment	Median Hourly Wage
Heavy and tractor-trailer truck drivers	3,400	$17.23	2,500	$17.09
Laborers and freight, stock and material movers, hand	2,630	$14.13	1,130	$13.56
Light truck or delivery services drivers	960	$14.81	830	$15.16
Bus and truck mechanics and diesel engine specialists	470	$18.26	190	$17.10
Dispatchers, except police, fire, and ambulance	240	$18.12	130	$18.80
Office clerks, general	3,160	$13.51	460	$11.43
First-line supervisors of transportation and material-moving machine and vehicle operators	190	$20.68	130	$18.90
General and operations managers	2,030	$35.57	570	$33.68
Industrial truck and tractor operators	860	$16.81	200	$12.92
Secretaries and administrative assistants	1,880	$15.65	200	$12.56
Total, All Occupations	**177,030**	**$15.48**	**34,350**	**$12.91**

Source: DEED Occupational Employment Statistics (OES) program openings, less than one-third are part-time, and only 29 percent are temporary or seasonal.

Jobseekers who aren't interested in college may be interested to learn that just 13 percent of the vacancies required postsecondary education, although 65 percent require a certificate or license - most likely a Class A Commercial Driver's License, which can be earned at a variety of technical colleges or truck driver training academies. Work experience also makes an individual more competitive for these vacancies, with 29 percent requiring one or more years of experience.

Not only are there current vacancies, but projections show that the truck transportation sector has a bright future ahead of it. According to DEED's Employment Outlook data, truck transportation in Southwest Minnesota is projected to grow by nearly 200 more jobs, a 6.5 percent increase.

At the occupational level, heavy and tractor-trailer truck drivers are expected to be both the fastest growing and also add the largest number of new jobs from an additional 341 new jobs in addition to the 750 expected replacement openings. Most of the other truck transportation occupations are not expected to see much new growth, but will have significant needs for replacement workers to fill in for Baby Boomers who transition out of the labor force.

Truck driving is currently a high demand occupation in Southwest Minnesota, and is expected to stay that way in the future. So as the famous saying goes, "KEEP ON TRUCKIN'."

Table 2: Cost of Living in Southwest Minnesota

Household Size (Work Status)	Total Yearly Cost	Required Hourly Wage	Monthly Costs						
			Child Care	Food	Health Care	Housing	Trans-portation	Other	Taxes
Single – No Children	$21,348	$10.26	$0	$362	$134	$541	$429	$127	$186
Single – 1 Child	$32,172	$15.47	$418	$471	$283	$701	$539	$164	$105
Partnered (1 FT) – 0 Children	$29,268	$14.07	$0	$616	$293	$550	$594	$163	$223
Partnered (1 FT) – 1 Child	$36,048	$17.33	$0	$766	$398	$701	$711	$205	$223
Partnered (1 FT/1 PT) – 0 Children	$32,064	$10.28	$0	$616	$293	$550	$778	$163	$272
Partnered (1 FT/1 PT) – 1 Child	$41,352	$13.25	$209	$766	$398	$701	$933	$205	$234
Partnered (2 FT) – 0 Children	$32,064	$7.71	$0	$616	$293	$550	$778	$163	$272
Partnered (2 FT) – 1 Child	$45,036	$10.83	$418	$766	$398	$701	$933	$205	$332

Source: DEED, Cost of Living Data Tool

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With his loud question mark-adorned suits and even louder voice, Matthew Lesko became famous by leading people to believe that the government was handing out "free money" for a wide variety of things – ranging from college to health care to retirement. While critics including the New York Consumer Protection Board say that he misrepresented the claims made in his advertisements, no one can argue that he wasn't very effective at getting his message out.

Many people learned about the availability of government grants from his infomercials and books, but it's hard to know how many actually received any government funding. As many grant writers know, and even Lesko himself admitted in a Washington Post interview, "You don't just buy a book and make a phone call and get a check next Tuesday. There's money available, but it takes some effort."[1]

Although most organizations that offer grant funding make their applications as easy to use as possible, applying for grants can be a complicated, difficult, and time-consuming process. To help applicants, the Minnesota Department of Administration's Office of Grants Management is working to "standardize, streamline, and improve state grant-making practices, as well as to increase public information about state grant opportunities."[2]

Both the Office of Grants Management (**www.grants.state.mn.us/public/**) and more specifically DEED have a broad and changing list (**www.mn.gov/deed/about/contracts/**) of grant and contract opportunities available online for organizations to search through and apply for.

Although every grant is different, many grants typically require a statement of need and pertinent background information explaining why the applicant is applying, as well as a list of goals, activities, assessment plans, related experience, and a proposed budget.

For DEED-provided and other grants, research and data experts at DEED are available to help organizations find relevant and timely data on the economy and labor market in Minnesota as well as at the regional, county, and even city level. We also have the characteristics of our population and labor force, as well as unemployed and workforce program customers. DEED staff are available to assist with reasonable data requests, custom reports, and analysis at no cost to the organizations responding to RFPs and grant proposals.


Minnesota
Department of Employment and Economic Development
Research and Data Assistance Available at DEED
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To help aim people in the right direction, DEED has published a brief list of resources and data assistance available online (**www.mn.gov/deed/images/data-assistance-rfps-grants.pdf**). This includes a list of DEED staff contacts and their related areas of expertise, which organizations can use to get in contact with someone who can assist them quickly.

by Cameron Macht

[1]Carlson, Peter (2007-07-15). *"Marked Man: Washington's Infomercial King? Matthew Lesko, No Question."*. Washington Post.
[2]Minnesota Department of Administration Grants Management. **http://mn.gov/admin/government/grants/index.jsp**

Labor Force Estimates

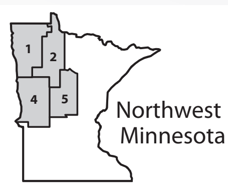
County/Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Feb 2016	Jan 2016	Feb 2015	Feb 2016	Jan 2016	Feb 2015	Feb 2016	Jan 2016	Feb 2015	Feb 2016	Jan 2016	Feb 2015
United States ('000s)												
(Seasonally adjusted)	158,890	158,335	157,002	151,074	150,544	148,297	7,815	7,791	8,705	4.9%	4.9%	5.5%
(Unadjusted)	158,279	157,347	156,213	150,060	149,037	147,118	8,219	8,309	9,095	5.2	5.3	5.8
Minnesota												
(Seasonally adjusted)	3,055,748	3,037,040	2,998,601	2,943,201	2,925,482	2,888,443	112,547	111,558	110,158	3.7	3.7	3.7
(Unadjusted)	3,048,189	3,031,563	2,979,653	2,913,358	2,894,474	2,846,553	134,831	137,089	133,100	4.4	4.5	4.5
Metropolitan Statistical Areas (MSA)*												
Mpls.-St. Paul MSA	1,969,399	1,947,958	1,926,347	1,893,207	1,871,330	1,849,412	76,192	76,628	76,935	3.9	3.9	4.0
Duluth-Superior MSA	143,707	141,975	143,096	134,032	132,319	135,224	9,675	9,656	7,872	6.7	6.8	5.5
Rochester MSA	120,401	120,596	117,661	115,758	115,926	112,822	4,643	4,670	4,839	3.9	3.9	4.1
St. Cloud MSA	113,396	112,728	111,132	108,074	107,349	105,623	5,322	5,379	5,509	4.7	4.8	5.0
Mankato-N Mankato MSA	60,731	60,216	60,037	58,639	58,159	58,002	2,092	2,057	2,035	3.4	3.4	3.4
Fargo-Moorhead MSA	135,473	134,255	128,712	131,367	129,872	124,618	4,106	4,383	4,094	3.0	3.3	3.2
Grand Forks MSA	56,048	56,034	54,678	54,221	54,091	52,655	1,827	1,943	2,023	3.3	3.5	3.7
Region One	**49,346**	**50,160**	**50,171**	**46,086**	**46,674**	**47,192**	**3,260**	**3,486**	**2,979**	**6.6**	**6.9**	**5.9**
Kittson	2,449	2,587	2,457	2,308	2,399	2,336	141	188	121	5.8	7.3	4.9
Marshall	5,736	5,923	5,911	5,173	5,332	5,373	563	591	538	9.8	10.0	9.1
Norman	3,394	3,530	3,555	3,176	3,302	3,340	218	228	215	6.4	6.5	6.0
Pennington	9,180	9,233	9,095	8,555	8,491	8,491	625	742	604	6.8	8.0	6.6
Polk	17,600	17,916	17,821	16,758	16,985	16,947	842	931	874	4.8	5.2	4.9
Red Lake	2,351	2,416	2,316	2,141	2,165	2,136	210	251	180	8.9	10.4	7.8
Roseau	8,636	8,555	9,016	7,975	8,000	8,569	661	555	447	7.7	6.5	5.0
Region Two	**43,560**	**43,487**	**42,668**	**40,405**	**40,264**	**39,675**	**3,155**	**3,223**	**2,993**	**7.2**	**7.4**	**7.0**
Beltrami	24,224	24,060	23,833	22,776	22,565	22,463	1,448	1,495	1,370	6.0	6.2	5.7
Clearwater	4,854	4,912	4,719	4,217	4,264	4,121	637	648	598	13.1	13.2	12.7
Hubbard	9,400	9,384	9,246	8,594	8,577	8,482	806	807	764	8.6	8.6	8.3
Lake of the Woods	2,601	2,635	2,508	2,485	2,518	2,401	116	117	107	4.5	4.4	4.3
Mahnomen	2,481	2,496	2,362	2,333	2,340	2,208	148	156	154	6.0	6.3	6.5
Region Three	**165,366**	**163,669**	**162,491**	**153,404**	**151,599**	**152,981**	**11,962**	**12,070**	**9,510**	**7.2**	**7.4**	**5.9**
Aitkin	6,849	6,817	6,689	6,290	6,249	6,159	559	568	530	8.2	8.3	7.9
Carlton	17,610	17,432	17,607	16,468	16,277	16,559	1,142	1,155	1,048	6.5	6.6	6.0
Cook	3,050	3,062	2,898	2,875	2,881	2,703	175	181	195	5.7	5.9	6.7
Itasca	23,346	23,101	21,808	21,196	21,001	20,287	2,150	2,100	1,521	9.2	9.1	7.0
Koochiching	6,181	6,241	6,173	5,665	5,665	5,632	516	576	541	8.3	9.2	8.8
Lake	5,737	5,664	5,483	5,178	5,103	5,200	559	561	283	9.7	9.9	5.2
St. Louis	102,593	101,352	101,833	95,732	94,423	96,441	6,861	6,929	5,392	6.7	6.8	5.3
City of Duluth	45,310	44,700	45,620	43,225	42,634	43,578	2,085	2,066	2,042	4.6	4.6	4.5
Balance of St. Louis County	57,283	56,652	56,213	52,507	51,789	52,863	4,776	4,863	3,350	8.3	8.6	6.0
Region Four	**127,528**	**128,363**	**126,823**	**121,076**	**121,701**	**120,603**	**6,452**	**6,662**	**6,220**	**5.1**	**5.2**	**4.9**
Becker	18,746	18,884	17,707	17,616	17,708	16,652	1,130	1,176	1,055	6.0	6.2	6.0
Clay	36,819	36,651	36,511	35,264	35,060	35,087	1,555	1,591	1,424	4.2	4.3	3.9
Douglas	20,101	20,110	19,806	19,179	19,176	18,902	922	934	904	4.6	4.6	4.6
Grant	3,334	3,416	3,435	3,098	3,174	3,201	236	242	234	7.1	7.1	6.8
Otter Tail	30,864	31,156	31,240	28,995	29,235	29,407	1,869	1,921	1,833	6.1	6.2	5.9
Pope	6,531	6,657	6,398	6,239	6,335	6,107	292	322	291	4.5	4.8	4.5
Stevens	5,654	5,771	6,098	5,452	5,552	5,884	202	219	214	3.6	3.8	3.5
Traverse	1,792	1,902	1,796	1,699	1,806	1,689	93	96	107	5.2	5.0	6.0
Wilkin	3,687	3,816	3,832	3,534	3,655	3,674	153	161	158	4.1	4.2	4.1
Region Five	**82,719**	**83,073**	**81,556**	**76,525**	**76,701**	**75,356**	**6,194**	**6,372**	**6,200**	**7.5**	**7.7**	**7.6**
Cass	13,650	13,603	13,678	12,383	12,337	12,444	1,267	1,266	1,234	9.3	9.3	9.0
Crow Wing	31,284	31,178	30,266	29,115	28,953	28,033	2,169	2,225	2,233	6.9	7.1	7.4
Morrison	18,082	18,366	17,598	16,660	16,843	16,172	1,422	1,523	1,426	7.9	8.3	8.1
Todd	13,194	13,417	13,698	12,390	12,592	12,924	804	825	774	6.1	6.1	5.7
Wadena	6,509	6,509	6,316	5,977	5,976	5,783	532	533	533	8.2	8.2	8.4
Region Six East	**66,356**	**67,317**	**67,106**	**62,798**	**63,617**	**63,563**	**3,558**	**3,700**	**3,543**	**5.4**	**5.5**	**5.3**
Kandiyohi	24,101	24,424	24,614	22,876	23,140	23,377	1,225	1,284	1,237	5.1	5.3	5.0
McLeod	20,271	20,352	19,745	19,253	19,304	18,734	1,018	1,048	1,011	5.0	5.1	5.1
Meeker	13,507	13,666	13,482	12,713	12,846	12,698	794	820	784	5.9	6.0	5.8
Renville	8,477	8,875	9,265	7,956	8,327	8,754	521	548	511	6.1	6.2	5.5

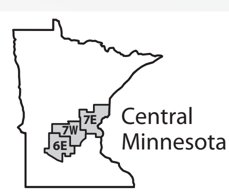
*Minneapolis-St. Paul Metropolitan Statistical Area (MSA) now includes Sherburne County in Minnesota and Pierce County in Wisconsin. St. Cloud MSA is now comprised of Benton and Stearns counties.

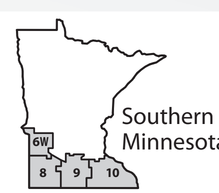
Numbers are unadjusted unless otherwise labeled.
Source: Department of Employment and Economic Development, Local Area Unemployment Statistics, and North Dakota Job Service, 2016.

Labor Force Estimates

County/Area	Labor Force			Employment			Unemployment			Rate of Unemployment		
	Feb 2016	Jan 2016	Feb 2015	Feb 2016	Jan 2016	Feb 2015	Feb 2016	Jan 2016	Feb 2015	Feb 2016	Jan 2016	Feb 2015
Region Six West	**24,137**	**25,021**	**24,095**	**22,675**	**23,328**	**22,775**	**1,462**	**1,693**	**1,320**	**6.1%**	**6.8%**	**5.5%**
Big Stone	2,677	2,816	2,618	2,492	2,610	2,460	185	206	158	6.9	7.3	6.0
Chippewa	6,968	7,065	7,131	6,528	6,586	6,777	440	479	354	6.3	6.8	5.0
Lac Qui Parle	3,757	3,938	3,706	3,542	3,712	3,499	215	226	207	5.7	5.7	5.6
Swift	5,166	5,465	5,044	4,821	4,977	4,733	345	488	311	6.7	8.9	6.2
Yellow Medicine	5,569	5,737	5,596	5,292	5,443	5,306	277	294	290	5.0	5.1	5.2
Region Seven East	**87,975**	**87,535**	**86,550**	**82,039**	**81,495**	**80,743**	**5,936**	**6,040**	**5,807**	**6.7**	**6.9**	**6.7**
Chisago	29,640	29,420	29,084	28,058	27,790	27,539	1,582	1,630	1,545	5.3	5.5	5.3
Isanti	21,002	20,819	20,621	19,778	19,587	19,415	1,224	1,232	1,206	5.8	5.9	5.8
Kanabec	8,991	8,978	9,000	8,096	8,076	8,125	895	902	875	10.0	10.0	9.7
Mille Lacs	13,265	13,201	13,037	12,198	12,111	12,011	1,067	1,090	1,026	8.0	8.3	7.9
Pine	15,077	15,117	14,808	13,909	13,931	13,653	1,168	1,186	1,155	7.7	7.8	7.8
Region Seven West	**237,982**	**236,280**	**232,835**	**226,621**	**224,742**	**221,341**	**11,361**	**11,538**	**11,494**	**4.8**	**4.9**	**4.9**
Benton	22,531	22,366	22,040	21,254	21,068	20,731	1,277	1,298	1,309	5.7	5.8	5.9
Sherburne	50,846	50,428	49,758	48,316	47,813	47,197	2,530	2,615	2,561	5.0	5.2	5.1
Stearns	90,865	90,362	89,092	86,820	86,281	84,892	4,045	4,081	4,200	4.5	4.5	4.7
Wright	73,740	73,124	71,945	70,231	69,580	68,521	3,509	3,544	3,424	4.8	4.8	4.8
Region Eight	**66,673**	**68,360**	**66,968**	**63,423**	**65,017**	**63,883**	**3,250**	**3,343**	**3,085**	**4.9**	**4.9**	**4.6**
Cottonwood	5,903	6,058	5,876	5,564	5,712	5,620	339	346	256	5.7	5.7	4.4
Jackson	6,327	6,503	6,541	6,052	6,223	6,267	275	280	274	4.3	4.3	4.2
Lincoln	3,358	3,517	3,462	3,176	3,330	3,271	182	187	191	5.4	5.3	5.5
Lyon	15,254	15,453	15,438	14,567	14,760	14,774	687	693	664	4.5	4.5	4.3
Murray	5,090	5,268	5,010	4,731	4,908	4,630	359	360	380	7.1	6.8	7.6
Nobles	11,682	11,974	11,605	11,137	11,390	11,146	545	584	459	4.7	4.9	4.0
Pipestone	4,933	5,087	5,137	4,676	4,833	4,888	257	254	249	5.2	5.0	4.8
Redwood	8,177	8,400	8,078	7,747	7,945	7,630	430	455	448	5.3	5.4	5.5
Rock	5,949	6,100	5,821	5,773	5,916	5,657	176	184	164	3.0	3.0	2.8
Region Nine	**133,999**	**134,859**	**132,655**	**127,878**	**128,638**	**126,532**	**6,121**	**6,221**	**6,123**	**4.6**	**4.6**	**4.6**
Blue Earth	40,105	39,733	39,729	38,679	38,319	38,320	1,426	1,414	1,409	3.6	3.6	3.5
Brown	14,613	14,885	14,464	13,846	14,080	13,677	767	805	787	5.2	5.4	5.4
Faribault	7,380	7,608	7,384	6,983	7,221	6,979	397	387	405	5.4	5.1	5.5
Le Sueur	16,162	16,172	15,990	15,145	15,125	14,960	1,017	1,047	1,030	6.3	6.5	6.4
Martin	10,421	10,682	10,257	9,926	10,180	9,747	495	502	510	4.8	4.7	5.0
Nicollet	20,626	20,483	20,308	19,960	19,840	19,682	666	643	626	3.2	3.1	3.1
Sibley	8,708	8,956	8,684	8,244	8,449	8,219	464	507	465	5.3	5.7	5.4
Waseca	9,681	9,808	9,474	9,166	9,282	8,956	515	526	518	5.3	5.4	5.5
Watonwan	6,303	6,532	6,365	5,929	6,142	5,992	374	390	373	5.9	6.0	5.9
Region Ten	**281,537**	**282,041**	**278,347**	**270,074**	**270,432**	**266,595**	**11,463**	**11,609**	**11,752**	**4.1**	**4.1**	**4.2**
Dodge	11,694	11,804	11,445	11,113	11,226	10,880	581	578	565	5.0	4.9	4.9
Fillmore	11,572	11,850	11,409	10,942	11,202	10,746	630	648	663	5.4	5.5	5.8
Freeborn	16,225	16,498	16,361	15,510	15,758	15,618	715	740	743	4.4	4.5	4.5
Goodhue	27,193	27,484	27,056	25,979	26,209	25,848	1,214	1,275	1,208	4.5	4.6	4.5
Houston	10,773	10,735	10,737	10,175	10,116	10,158	598	619	579	5.6	5.8	5.4
Mower	20,689	20,764	20,575	19,914	19,994	19,718	775	770	857	3.7	3.7	4.2
Olmsted	84,904	84,459	82,792	82,040	81,606	79,736	2,864	2,853	3,056	3.4	3.4	3.7
City of Rochester	62,285	61,968	60,848	60,229	59,911	58,605	2,056	2,057	2,243	3.3	3.3	3.7
Rice	36,079	35,828	35,446	34,562	34,290	33,923	1,517	1,538	1,523	4.2	4.3	4.3
Steele	20,537	20,597	20,547	19,666	19,726	19,655	871	871	892	4.2	4.2	4.3
Wabasha	12,231	12,483	12,015	11,663	11,892	11,460	568	591	555	4.6	4.7	4.6
Winona	29,640	29,539	29,964	28,510	28,413	28,853	1,130	1,126	1,111	3.8	3.8	3.7
Region Eleven	**1,681,008**	**1,661,406**	**1,643,911**	**1,620,354**	**1,600,268**	**1,581,793**	**60,654**	**61,138**	**62,118**	**3.6**	**3.7**	**3.8**
Anoka	194,170	192,027	190,704	186,270	184,016	182,634	7,900	8,011	8,070	4.1	4.2	4.2
Carver	55,946	55,508	54,264	53,888	53,442	52,210	2,058	2,066	2,054	3.7	3.7	3.8
Dakota	237,712	234,953	232,682	228,973	226,176	223,862	8,739	8,777	8,820	3.7	3.7	3.8
Hennepin	688,592	680,086	673,475	665,255	656,555	649,183	23,337	23,531	24,292	3.4	3.5	3.6
City of Bloomington	47,418	46,795	46,855	45,679	45,081	45,071	1,739	1,714	1,784	3.7	3.7	3.8
City of Minneapolis	235,198	232,263	228,598	227,289	224,316	220,325	7,909	7,947	8,273	3.4	3.4	3.6
Ramsey	284,339	281,019	278,020	273,705	270,266	267,099	10,634	10,753	10,921	3.7	3.8	3.9
City of St. Paul	155,897	154,123	152,710	149,875	147,992	146,533	6,022	6,131	6,177	3.9	4.0	4.0
Scott	80,403	79,498	78,084	77,472	76,549	75,142	2,931	2,949	2,942	3.6	3.7	3.8
Washington	139,846	138,315	136,682	134,791	133,264	131,663	5,055	5,051	5,019	3.6	3.7	3.7







Industrial Analysis

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

Overview

Minnesota added 9,000 jobs (0.3 percent) on a seasonally adjusted basis in February. Gains were present among both Service Providers (up 6,100 or 0.3 percent) and Goods Producers (up 2,900, 0.7 percent), although all were concentrated among private employers, as Government employment dipped by 1,000 (0.2 percent) for the month. Employment growth continued over the year as well, as Minnesota added 42,137 jobs from February of 2015. Annual gains were also broad-based, with Service Providers adding 38,079 jobs (1.6 percent) and Goods Producers adding 4,058 (1 percent). Government employment growth was less robust, however, with private employers accounting for 41,513 of the new jobs (up 1.8 percent) and the government payrolls adding just 624 employees (0.1 percent) over the previous 12 months.

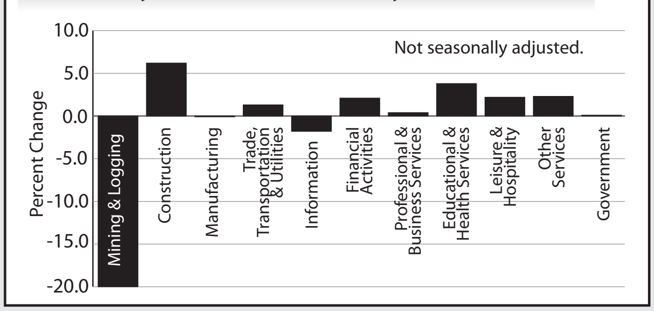
Mining and Logging

The Mining and Logging supersector continued to struggle in February, down another 100 seasonally adjusted jobs (1.7 percent) from January estimates. The situation remained dire on an annual basis as well, with the supersector shedding a full 20 percent of its employment (1,379 jobs) since February of 2015, thanks to a string of mine layoffs on the Iron Range over the previous year.

Construction

Employment in Construction was up by 3,200 (2.7 percent) in February on a seasonally adjusted basis. Over the year the supersector added 5,847 jobs (6.2 percent). The lion's share of that gain came in Specialty Trade Contractors which added 5,542 jobs (9.1 percent). This subsector is comprised of businesses that perform specific construction-related activities such as plumbing or electrical work but are not responsible for entire construction projects. Heavy and Civil Engineering Construction also saw good proportional gains, growing by 3.6 percent on the year, although that translates to only an additional 360 jobs.

MN Employment Growth
February 2015 to February 2016



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

Manufacturing

Manufacturers lost 200 jobs (0.1 percent) in February, as a loss of 500 (0.2 percent) in Durable Goods Manufacturing overcame the addition of 300 jobs (0.3 percent) in Non-Durable Goods. Annually Minnesota manufacturers lost 410 jobs (0.1 percent), with both component sectors losing employment. Transportation Equipment Manufacturing lost 451 jobs (3.8 percent), and Printing and Related Support Activities continued its long slide, down 763 jobs (3.3 percent) for the year. One bright spot in the supersector was Food Manufacturing which added 1,182 jobs (2.6 percent) after having posted over-the-year losses as recently as October.

Trade, Transportation, and Utilities

Employment in the Trade, Transportation, and Utilities supersector was up by 3,600 (0.7 percent) in February. Retail Trade carried the load for the supersector largely by itself, adding 4,100 jobs (1.4 percent) while Transportation, Warehousing, and Utilities chipped in 600 jobs (0.6 percent). Wholesale Trade lost 1,100 jobs (0.8 percent). Over the year the supersector added 6,376 jobs (1.3 percent), again largely on the back of strong growth in Retail Trade (up 5,847 jobs or 2.1 percent), with Wholesale Trade employment off slightly on the year as well, down 313 (0.2 percent).

Information

Employment in the Information supersector recovered slightly from a down January wherein it lost 1,800 jobs to add 300 (0.6 percent) in February. That marked the first time since October that the supersector added employment for the month. The trend is reflected in the over-the-year estimates as well, with Information employment dipping by 907 (1.8 percent) since February of 2015 with losses in both published component sectors.

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

Financial Activities

The Financial Activities supersector added 1,400 jobs (0.8 percent) in February. Finance and Insurance added 900 jobs (0.6 percent) while Real Estate and Rental and Leasing added 500 (1.2 percent). Annually, the supersector added 3,800 jobs (2.1 percent) with growth in both of its major component sectors.

Professional and Business Services

The Professional and Business Services supersector lost 1,600 jobs (0.4 percent) in February. It was the third straight month with losses of 1,500 or more for the supersector. Administrative and Support and Waste Management and Remediation Services lost 3,000 jobs (2.3 percent), driving all of the month's decline as the other two component sectors saw moderate growth in February. While the supersector added employment over the year (up 1,323, or 0.4 percent), the Administrative and Support and Waste Management and Remediation Services component sector lost 4,676 jobs (3.7 percent) on the year and has been showing over-the-year losses since July, a situation which may be worth monitoring going forward.

Educational and Health Services

Employment in Educational and Health Services increased again in February as the supersector added 4,900 jobs (0.9 percent). Both component sectors grew, with Educational Services adding 1,200 jobs (1.7 percent) and Health Care and Social Assistance adding 3,700 (0.8 percent). It was the third consecutive month that the supersector added more than 1,000 jobs. Annually, Educational and Health Services added 19,039 jobs (3.8 percent) with both component sectors remaining in the black over the year as well.

Leisure and Hospitality

Leisure and Hospitality employment dipped in February, losing 1,000 jobs (0.4 percent) from January estimates. Both component sectors, Arts, Entertainment, and Recreation and Accommodation and Food Services, lost jobs for the month. Annually, the supersector added 5,236 jobs (2.2 percent). The only published subsector that did not grow was Accommodation, which lost 35 jobs (0.1 percent).

Other Services

Employment in Other Services was off by 500 (0.4 percent) in February. Annually, the supersector added 2,588 jobs (2.3 percent) with gains of greater than 1 percent in all three published component sectors – Repair and Maintenance; Personal and Laundry Services; and Religious, Grantmaking, Civic, Professional, and Similar Organizations.

Government

Government employers lost 1,000 jobs (0.2 percent) in February, with State Government shedding 1,100 jobs (1.1 percent) and driving the decline. Annually, public sector employment remains just barely up, supporting an additional 624 jobs (0.1 percent) from February 2015 estimates.

by Nick Dobbins

Seasonally Adjusted Nonfarm Employment

In 1,000's

Industry	February 2016	January 2016	December 2015
Total Nonagricultural	**2,879.7**	**2,870.7**	**2,875.7**
Goods-Producing	**443.2**	**440.3**	**439.4**
Mining and Logging	5.8	5.9	6.0
Construction	120.9	117.7	115.8
Manufacturing	316.5	316.7	317.6
Service-Providing	**2,436.5**	**2,430.4**	**2,436.3**
Trade, Transportation, and Utilities	525.9	522.3	524.4
Information	50.3	50.0	51.8
Financial Activities	184.2	182.8	183.0
Professional and Business Services	354.6	356.2	357.8
Educational and Health Services	524.0	519.1	516.1
Leisure and Hospitality	262.2	263.2	262.3
Other Services	115.3	115.8	116.1
Government	420.0	421.0	424.8

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

Regional Analysis

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

Employment in the Minneapolis-St. Paul MSA was up in February as the metro area added 7,579 jobs (0.4 percent). The growth was widespread as goods producers and service providers, as well as private and public sector employers, all added jobs. However, the lion's share of the monthly growth came from the Government supersector, which added 5,506 jobs (2.2 percent). Most of that increase came in Educational Services at both the State (up 3,647 or 5.5 percent) and Local (up 2.034, 2.2 percent) levels. The private sector Educational and Health Services group saw similar growth, adding 4,647 jobs or 1.5 percent, with 3,346 of those jobs coming in Educational Services (up 7.4 percent). For the year, employment in the metro area grew by 33,571 (1.8 percent). The only supersector not to gain jobs was Information, which was largely unchanged on the year, losing two jobs (0.0 percent). Educational and Health Services added 12,499 jobs (4 percent), the largest growth both proportionally and in total jobs gained for the year. Leisure and Hospitality had the second largest proportional job growth, adding 4,219 jobs or 2.5 percent.

Duluth -Superior MSA

The Duluth-Superior MSA added 900 jobs (0.7 percent) in February. As was the case in other MSAs, the growth was driven by Government employment (up 865 or 3.4 percent), with growth in State and Local Governments leading the way (up 557 jobs or 7.9 percent and 300 jobs or 1.8 percent, respectively). Leisure and Hospitality chipped in as well, up 270 or 2.3 percent. A handful of supersectors in Duluth lost employment as well, the most notable of which was Trade, Transportation, and Utilities, which shed 210 jobs (0.8 percent). Annually, employment in the Duluth area was down 2,723 jobs (2 percent). It was the seventh straight month of over-the-year job loss for Duluth, a streak that dates back to August 2015. Mining, Logging, and Construction had the worst of it, down 928 jobs (10.9 percent) on the year, with Manufacturing close behind (down 718 or 9.7 percent). Leisure and Hospitality also took a hit, down 407 jobs or 3.2 percent, from February of 2015.

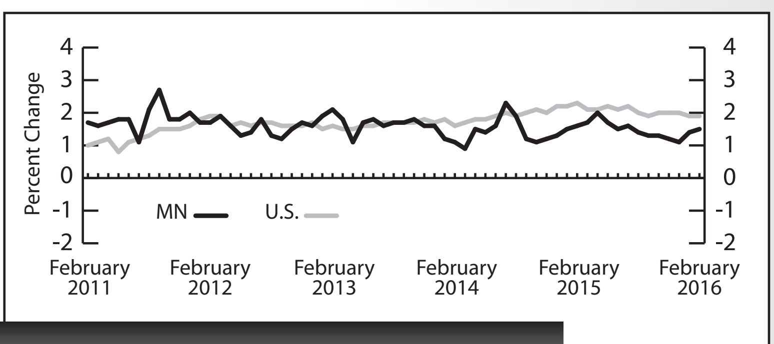
Rochester MSA

Employment in the Rochester MSA was off slightly in February, losing 58 jobs (0.1 percent) from January estimates. Most of that loss came from goods producers, who shed 430 jobs (2.9 percent) on the month, with losses of 323 (3 percent) in Manufacturing and 107 (2.8 percent) in Mining, Logging, and Construction. On the positive side, Professional and Business Services added 297 jobs (5.6 percent) in February, making a dent in longer term declines in that supersector. Annually, employment in the Rochester MSA remained up in February, supporting 2,740 (2.4 percent) more jobs than in February of 2015. Educational and Health Services remained the driving force behind the long term gains in Rochester, adding 2,186 jobs (4.8 percent) over the previous 12 months. Other areas of strength included Trade, Transportation, and Utilities (up 650 jobs, 3.7 percent) and Mining, Logging, and Construction (up 217 jobs, 6.1 percent).

St. Cloud MSA

The St. Cloud MSA added 969 jobs (0.9 percent) in February, ending its streak of three consecutive months of job losses. Government employers added 589 jobs (3.8 percent), and Educational and Health Services added 471 (2.2 percent), accounting for most of the gains. Annually, employment in St. Cloud was up by 2,660 (2.5 percent). Most supersectors added employment over the year, with the only significant drag on the total estimate coming from Manufacturing which dropped 223 jobs (1.5 percent).

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



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

Mankato-North Mankato MSA

Employment in the Mankato-North Mankato MSA was up by 628 jobs (1.1 percent) in February. Private employers added 209 jobs (0.4 percent) while Government employers added 419 (4.7 percent). All of that gain came from service providers, however, as goods producers lost 90 jobs (0.9 percent) on the month. Annually, employment in the MSA was up by 755 (1.4 percent). Goods producers lost employment here as well, down 269 jobs (2.8 percent). Government employment was also off for the year, down by 56 jobs (0.6 percent).

Fargo-Moorhead MSA

Employment in the Fargo-Moorhead MSA was up by 934 (0.7 percent) in February. As was common in February, Government employment led the way with 550 new jobs (up 3.1 percent), most of that growth coming in State and Local Governments. Professional and Business Services also had a strong February, adding 258 jobs (1.6 percent) for the month. Annually, the Fargo-Moorhead MSA added 2,797 jobs (2.1 percent). Professional and Business Services added 1,233 jobs (7.9 percent) over that time, the largest numerical or proportional growth for any supersector. The most notable decline came in Manufacturing which dropped 480 jobs (4.7 percent) for the year.

Grand Forks-East Grand Forks MSA

Employment in the Grand Forks-East Grand Forks MSA grew slightly in February, adding 172 jobs (0.3 percent) for the month, once again driven by growth in Government Employment. Losses in Leisure and Hospitality employment tempered the growth, with the supersector shedding 133 jobs (2.2 percent) in February. Annually, employment in the MSA was down by 178 jobs, with Government employers reversing their role and losing 358 jobs (2.4 percent) over the previous 12 months. Trade, Transportation, and Utilities also had significant declines, down 299 jobs (2.4 percent) on the year.

by Nick Dobbins

Employer Survey of Minnesota Nonfarm Payroll Jobs, Hours and Earnings

Numbers are unadjusted.

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

Industry	Jobs* (Thousands)			Percent Change From**		Production Workers Hours and Earnings					
						Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
	Jan 2016	Dec 2015	Jan 2015	Dec 2015	Jan 2015	Jan 2016	Jan 2015	Jan 2016	Jan 2015	Jan 2016	Jan 2015
TOTAL NONFARM WAGE AND SALARY	**2,827.4**	**2,813.9**	**2,785.3**	**0.5%**	**1.5%**	—	—	—	—	—	—
GOODS-PRODUCING	**417.3**	**417.2**	**413.3**	**0.0**	**1.0**	—	—	—	—	—	—
Mining, Logging, and Construction	**105.3**	**104.7**	**100.8**	**0.6**	**4.4**	—	—	—	—	—	—
Mining and Logging	**5.5**	**5.5**	**6.9**	**-0.4**	**-20.0**	—	—	—	—	—	—
Construction	**99.8**	**99.1**	**93.9**	**0.6**	**6.2**	—	—	—	—	—	—
Specialty Trade Contractors	66.3	65.8	60.8	0.8	9.1	$1,158.91	$1,073.27	38.4	34.7	$30.18	$30.93
Manufacturing	**312.0**	**312.5**	**312.4**	**-0.2**	**-0.1**	**795.93**	**816.85**	**40.3**	**40.7**	**19.75**	**20.07**
Durable Goods	199.0	199.6	199.0	-0.3	0.0	800.61	819.10	39.4	41.6	20.32	19.69
Wood Product Manufacturing	10.3	10.5	10.1	-2.4	1.3	—	—	—	—	—	—
Fabricated Metal Production	42.3	42.1	42.5	0.5	-0.4	—	—	—	—	—	—
Machinery Manufacturing	32.9	32.9	32.7	0.0	0.6	—	—	—	—	—	—
Computer and Electronic Product	46.1	46.2	45.7	-0.2	0.9	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	25.7	25.8	25.5	-0.2	1.2	—	—	—	—	—	—
Transportation Equipment	11.4	11.3	11.8	1.2	-3.8	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	15.9	15.9	15.4	0.3	3.3	—	—	—	—	—	—
Nondurable Goods	113.1	113.0	113.4	0.1	-0.3	790.23	815.19	41.9	39.4	18.86	20.69
Food Manufacturing	46.5	46.3	45.3	0.4	2.6	—	—	—	—	—	—
Paper Manufacturing	31.9	32.1	32.8	-0.6	-2.6	—	—	—	—	—	—
Printing and Related	22.5	22.7	23.3	-0.7	-3.3	—	—	—	—	—	—
SERVICE-PROVIDING	**2,410.1**	**2,396.6**	**2,372.0**	**0.6**	**1.6**	—	—	—	—	—	—
Trade, Transportation, and Utilities	**516.0**	**520.1**	**509.6**	**-0.8**	**1.3**	—	—	—	—	—	—
Wholesale Trade	130.0	130.7	130.3	-0.5	-0.2	877.50	967.54	37.5	39.8	23.40	24.31
Retail Trade	288.2	291.2	282.3	-1.0	2.1	424.65	411.04	28.5	28.0	14.90	14.68
Motor Vehicle and Parts	33.8	33.7	33.2	0.3	1.9	—	—	—	—	—	—
Building Material and Garden Equipment	24.2	24.1	24.1	0.5	0.2	—	—	—	—	—	—
Food and Beverage Stores	51.4	52.3	49.7	-1.8	3.4	—	—	—	—	—	—
Gasoline Stations	24.5	24.7	24.0	-0.4	2.1	—	—	—	—	—	—
General Merchandise Stores	58.3	60.6	58.0	-3.9	0.4	320.65	291.30	27.5	26.7	11.66	10.91
Transportation,Warehouse, Utilities	97.9	98.2	97.0	-0.3	0.9	—	—	—	—	—	—
Transportation and Warehousing	85.4	85.6	84.2	-0.3	1.4	706.81	646.38	35.5	34.2	19.91	18.90
Information	**50.3**	**50.6**	**51.2**	**-0.6**	**-1.8**	**1,064.54**	**858.12**	**37.3**	**37.1**	**28.54**	**23.13**
Publishing Industries	19.7	19.7	19.9	-0.3	-1.3	—	—	—	—	—	—
Telecommunications	12.3	12.3	12.5	-0.2	-1.7	—	—	—	—	—	—
Financial Activities	**182.5**	**181.8**	**178.7**	**0.4**	**2.1**	—	—	—	—	—	—
Finance and Insurance	142.8	142.3	141.0	0.4	1.3	936.86	867.15	36.2	35.7	25.88	24.29
Credit Intermediation	54.6	54.6	55.0	0.0	-0.7	734.65	703.05	35.0	35.1	20.99	20.03
Securities, Commodity Contracts, and Other	19.5	19.5	18.9	0.3	3.4	—	—	—	—	—	—
Insurance Carriers and Related	67.5	67.3	66.0	0.4	2.3	—	—	—	—	—	—
Real Estate and Rental and Leasing	39.7	39.5	37.7	0.3	5.2	—	—	—	—	—	—
Professional and Business Services	**349.4**	**348.4**	**348.0**	**0.3**	**0.4**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	150.3	147.5	143.6	1.9	4.6	—	—	—	—	—	—
Legal Services	17.9	17.8	18.0	0.1	-1.0	—	—	—	—	—	—
Accounting, Tax Preparation	18.9	17.9	19.0	5.5	-0.5	—	—	—	—	—	—
Computer Systems Design	37.0	36.4	35.1	1.8	5.5	—	—	—	—	—	—
Management of Companies and Enterprises	77.8	77.3	78.5	0.6	-0.9	—	—	—	—	—	—
Administrative and Support Services	121.3	123.6	125.9	-1.9	-3.7	—	—	—	—	—	—
Educational and Health Services	**524.4**	**515.5**	**505.4**	**1.7**	**3.8**	—	—	—	—	—	—
Educational Services	73.7	67.3	69.1	9.6	6.8	—	—	—	—	—	—
Health Care and Social Assistance	450.7	448.3	436.4	0.5	3.3	—	—	—	—	—	—
Ambulatory Health Care	149.7	147.5	140.9	1.5	6.3	1,292.40	1,256.64	35.9	35.7	36.00	35.20
Offices of Physicians	69.8	69.7	66.9	0.1	4.3	—	—	—	—	—	—
Hospitals	105.8	105.8	104.2	0.0	1.6	—	—	—	—	—	—
Nursing and Residential Care Facilities	107.2	107.5	105.9	-0.3	1.1	452.03	428.78	28.7	28.7	15.75	14.94
Social Assistance	88.0	87.4	85.4	0.6	3.1	—	—	—	—	—	—
Leisure and Hospitality	**246.1**	**246.7**	**240.9**	**-0.2**	**2.2**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	36.9	36.9	35.6	0.1	3.7	—	—	—	—	—	—
Accommodation and Food Services	209.2	209.8	205.2	-0.3	1.9	—	—	—	—	—	—
Food Services and Drinking Places	185.7	186.2	181.7	-0.2	2.2	260.65	257.67	20.3	21.0	12.84	12.27
Other Services	**114.7**	**114.8**	**112.1**	**0.0**	**2.3**						
Religious, Grantmaking, Civic, Professional Organizations	64.4	64.6	62.9	-0.3	2.5						
Government	**426.6**	**418.7**	**426.0**	**1.9**	**0.1**						
Federal Government	31.4	31.4	31.2	-0.1	0.5						
State Government	103.3	97.8	105.0	5.6	-1.6						
State Government Education	64.7	59.5	67.1	8.8	-3.6						
Local Government	292.0	289.5	289.8	0.9	0.7						
Local Government Education	150.1	146.9	148.1	2.2	1.4						

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

* Totals may not add because of rounding.

** Percent change based on unrounded numbers.

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

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

Numbers are unadjusted.

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

Industry	Jobs* (Thousands)			Percent Change From**		Production Workers Hours and Earnings					
						Average Weekly Earnings		Average Weekly Hours		Average Hourly Earnings	
	Feb 2016	Jan 2016	Feb 2015	Jan 2016	Feb 2015	Feb 2016	Feb 2015	Feb 2016	Feb 2015	Feb 2016	Feb 2015
TOTAL NONFARM WAGE AND SALARY	**1,916.5**	**1,909.0**	**1,883.0**	**0.4%**	**1.8%**	—	—	—	—	—	—
GOODS-PRODUCING	**258.3**	**258.2**	**255.7**	**0.0**	**1.0**	—	—	—	—	—	—
Mining, Logging, and Construction	**65.6**	**65.4**	**64.2**	**0.4**	**2.2**	—	—	—	—	—	—
Construction of Buildings	15.9	16.1	15.6	-1.1	2.2	—	—	—	—	—	—
Specialty Trade Contractors	46.7	46.3	42.9	0.8	8.8	$1,221.11	$1,138.13	38.1	35.5	$32.05	$32.06
Manufacturing	**192.7**	**192.8**	**191.5**	**-0.1**	**0.6**	**856.94**	**860.81**	**41.1**	**40.7**	**20.85**	**21.15**
Durable Goods	132.2	132.5	130.8	-0.2	1.1	844.19	838.42	41.1	41.2	20.54	20.35
Fabricated Metal Production	29.5	29.4	29.4	0.6	0.5	—	—	—	—	—	—
Machinery Manufacturing	19.9	19.9	19.6	-0.1	1.3	—	—	—	—	—	—
Computer and Electronic Product	37.0	37.1	36.6	-0.4	1.0	—	—	—	—	—	—
Navigational, Measuring, Electromedical and Control	23.9	24.0	23.8	-0.4	0.4	—	—	—	—	—	—
Medical Equipment and Supplies Manufacturing	14.5	14.5	14.0	0.4	3.5	—	—	—	—	—	—
Nondurable Goods	60.4	60.3	60.7	0.3	-0.5	883.65	908.63	41.1	39.8	21.50	22.83
Food Manufacturing	14.7	14.6	14.5	0.5	1.4	—	—	—	—	—	—
Printing and Related	14.9	15.0	15.3	-0.9	-2.9	—	—	—	—	—	—
SERVICE-PROVIDING	**1,658.2**	**1,650.8**	**1,627.2**	**0.5**	**1.9**	—	—	—	—	—	—
Trade, Transportation, and Utilities	**344.7**	**346.2**	**339.6**	**-0.4**	**1.5**	—	—	—	—	—	—
Wholesale Trade	96.9	96.9	95.4	0.0	1.6	872.54	938.45	37.4	39.2	23.33	23.94
Merchant Wholesalers - Durable Goods	48.1	47.8	47.0	0.7	2.5	—	—	—	—	—	—
Merchant Wholesalers - Nondurable Goods	27.0	27.1	27.1	-0.5	-0.5	—	—	—	—	—	—
Retail Trade	181.8	183.0	178.1	-0.7	2.0	452.69	452.17	29.3	29.4	15.45	15.38
Food and Beverage Stores	31.3	31.9	29.4	-1.8	6.4	—	—	—	—	—	—
General Merchandise Stores	36.8	38.4	36.2	-4.1	1.7	323.47	308.26	28.3	28.1	11.43	10.97
Transportation, Warehouse, Utilities	66.0	66.3	66.1	-0.3	0.0	—	—	—	—	—	—
Utilities	7.5	7.5	7.8	0.0	-2.9	—	—	—	—	—	—
Transportation and Warehousing	58.5	58.7	58.3	-0.4	0.4	743.18	765.44	36.7	38.6	20.25	19.83
Information	**38.5**	**38.6**	**38.5**	**-0.3**	**0.0**						
Publishing Industries	15.8	15.9	15.9	-0.2	-0.3	—	—	—	—	—	—
Telecommunications	9.0	9.0	9.1	-0.4	-0.7	—	—	—	—	—	—
Financial Activities	**148.6**	**148.1**	**145.8**	**0.3**	**1.9**	—	—	—	—	—	—
Finance and Insurance	115.8	115.2	114.4	0.5	1.3	939.25	857.84	34.8	33.8	26.99	25.38
Credit Intermediation	39.4	39.4	39.4	0.2	0.2	—	—	—	—	—	—
Securities, Commodity Contracts, and Other	17.6	17.5	17.0	0.2	3.0	—	—	—	—	—	—
Insurance Carriers and Related	57.9	57.9	56.9	0.1	1.8	—	—	—	—	—	—
Real Estate and Rental and Leasing	32.8	32.8	31.4	-0.1	4.3	—	—	—	—	—	—
Professional and Business Services	**298.6**	**297.7**	**296.1**	**0.3**	**0.9**	—	—	—	—	—	—
Professional, Scientific, and Technical Services	130.0	128.5	124.1	1.1	4.7	—	—	—	—	—	—
Legal Services	15.3	15.2	15.3	0.4	-0.5	—	—	—	—	—	—
Architectural, Engineering, and Related	17.1	17.1	16.5	0.1	3.5	—	—	—	—	—	—
Computer Systems Design	33.8	33.6	32.4	0.4	4.2	—	—	—	—	—	—
Management of Companies and Enterprises	70.4	70.1	71.3	0.4	-1.3	—	—	—	—	—	—
Administrative and Support Services	98.3	99.1	100.7	-0.8	-2.4	—	—	—	—	—	—
Employment Services	46.2	46.6	48.1	-0.9	-3.9	—	—	—	—	—	—
Educational and Health Services	**324.0**	**319.4**	**311.5**	**1.5**	**4.0**	—	—	—	—	—	—
Educational Services	48.4	45.0	45.7	7.4	5.9	—	—	—	—	—	—
Health Care and Social Assistance	275.7	274.4	265.9	0.5	3.7	—	—	—	—	—	—
Ambulatory Health Care	90.5	88.8	85.4	1.9	6.0	—	—	—	—	—	—
Hospitals	62.4	62.5	61.0	-0.2	2.3	—	—	—	—	—	—
Nursing and Residential Care Facilities	58.6	58.9	58.6	-0.6	0.0	—	—	—	—	—	—
Social Assistance	64.2	64.1	60.9	0.1	5.4	—	—	—	—	—	—
Leisure and Hospitality	**171.3**	**172.9**	**167.1**	**-0.9**	**2.5**	—	—	—	—	—	—
Arts, Entertainment, and Recreation	29.2	29.2	28.2	-0.1	3.7	—	—	—	—	—	—
Accommodation and Food Services	142.1	143.6	138.9	-1.1	2.3	293.11	273.64	21.6	21.7	13.57	12.61
Food Services and Drinking Places	130.4	131.2	126.2	-0.6	3.3	278.67	268.60	21.0	21.1	13.27	12.73
Other Services	**79.2**	**80.1**	**77.4**	**-1.2**	**2.3**	—	—	—	—	—	—
Repair and Maintenance	15.0	15.1	14.5	-0.4	3.6	—	—	—	—	—	—
Religious, Grantmaking, Civic, Professional Organizations	41.8	42.3	41.3	-1.1	1.2	—	—	—	—	—	—
Government	**253.3**	**247.8**	**251.3**	**2.2**	**0.8**						
Federal Government	20.8	20.8	20.5	0.1	1.4						
State Government	69.6	66.0	70.2	5.5	-0.8						
State Government Education	43.5	39.9	44.6	8.8	-2.6						
Local Government	162.8	161.0	160.5	1.1	1.5						
Local Government Education	94.3	92.3	92.0	2.2	2.6						

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

* Totals may not add because of rounding.

** Percent change based on unrounded numbers.

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

Employer Survey

Industry	Duluth-Superior MSA					Rochester MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Feb 2016	Jan 2016	Feb 2015	Jan 2016	Feb 2015	Feb 2016	Jan 2016	Feb 2015	Jan 2016	Feb 2015
TOTAL NONFARM WAGE AND SALARY	**130,621**	**129,721**	**133,344**	**0.7%**	**-2.0%**	**115,299**	**115,357**	**112,559**	**-0.1%**	**2.4%**
GOODS-PRODUCING	**14,282**	**14,278**	**15,928**	**0.0**	**-10.3**	**14,272**	**14,702**	**14,249**	**-2.9**	**0.2**
Mining, Logging, and Construction	7,600	7,663	8,528	-0.8	-10.9	3,783	3,890	3,566	-2.8	6.1
Manufacturing	6,682	6,615	7,400	1.0	-9.7	10,489	10,812	10,683	-3.0	-1.8
SERVICE-PROVIDING	**116,339**	**115,443**	**117,416**	**0.8**	**-0.9**	**101,027**	**100,655**	**98,310**	**0.4**	**2.8**
Trade, Transportation, and Utilities	24,718	24,928	25,166	-0.8	-1.8	18,004	18,240	17,354	-1.3	3.7
Wholesale Trade	3,178	3,202	3,342	-0.7	-4.9	2,982	3,025	2,694	-1.4	10.7
Retail Trade	15,395	15,527	15,488	-0.9	-0.6	12,302	12,481	11,814	-1.4	4.1
Transportation, Warehouse, Utilities	6,145	6,199	6,336	-0.9	-3.0	2,720	2,734	2,846	-0.5	-4.4
Information	1,485	1,493	1,412	-0.5	5.2	1,976	1,977	1,982	-0.1	-0.3
Financial Activities	5,631	5,604	5,472	0.5	2.9	2,682	2,664	2,653	0.7	1.1
Professional and Business Services	7,917	7,913	8,147	0.1	-2.8	5,584	5,287	5,661	5.6	-1.4
Educational and Health Services	31,701	31,809	31,925	-0.3	-0.7	47,270	47,057	45,084	0.5	4.8
Leisure and Hospitality	12,267	11,997	12,674	2.3	-3.2	9,228	9,247	9,483	-0.2	-2.7
Other Services	5,974	5,918	5,867	0.9	1.8	3,736	3,726	3,742	0.3	-0.2
Government	26,646	25,781	26,753	3.4	-0.4	12,547	12,457	12,351	0.7	1.6

Employer Survey

Industry	St. Cloud MSA					Mankato MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Feb 2016	Jan 2016	Feb 2015	Jan 2016	Feb 2015	Feb 2016	Jan 2016	Feb 2015	Jan 2016	Feb 2015
TOTAL NONFARM WAGE AND SALARY	**107,651**	**106,682**	**104,991**	**0.9%**	**2.5%**	**56,157**	**55,529**	**55,402**	**1.1**	**1.4%**
GOODS-PRODUCING	**20,411**	**20,596**	**19,995**	**-0.9**	**2.1**	**9,442**	**9,532**	**9,711**	**-0.9**	**-2.8**
Mining, Logging, and Construction	5,728	5,755	5,089	-0.5	12.6	--	--	--	--	--
Manufacturing	14,683	14,841	14,906	-1.1	-1.5	--	--	--	--	--
						--	--	--	--	--
SERVICE-PROVIDING	**87,240**	**86,086**	**84,996**	**1.3**	**2.6**	**46,715**	**45,997**	**45,691**	**1.6**	**2.2**
Trade, Transportation, and Utilities	21,832	22,024	21,144	-0.9	3.3	--	--	--	--	--
Wholesale Trade	4,658	4,663	4,522	-0.1	3.0	--	--	--	--	--
Retail Trade	13,027	13,197	12,743	-1.3	2.2	--	--	--	--	--
Transportation, Warehouse, Utilities	4,147	4,164	3,879	-0.4	6.9	--	--	--	--	--
Information	1,621	1,623	1,640	-0.1	-1.2	--	--	--	--	--
Financial Activities	4,960	4,950	4,779	0.2	3.8	--	--	--	--	--
Professional and Business Services	8,723	8,641	8,366	0.9	4.3	--	--	--	--	--
Educational and Health Services	21,937	21,466	21,173	2.2	3.6	--	--	--	--	--
Leisure and Hospitality	8,446	8,275	8,450	2.1	0.0	--	--	--	--	--
Other Services	3,679	3,654	3,642	0.7	1.0	--	--	--	--	--
Government	16,042	15,453	15,802	3.8	1.5	9,407	8,988	9,463	4.7	-0.6

Employer Survey

Industry	Fargo-Moorhead MSA					Grand Forks-East Grand Forks MSA				
	Jobs			% Chg. From		Jobs			% Chg. From	
	Feb 2016	Jan 2016	Feb 2015	Jan 2016	Feb 2015	Feb 2016	Jan 2016	Feb 2015	Jan 2016	Feb 2015
TOTAL NONFARM WAGE AND SALARY	**139,120**	**138,186**	**136,323**	**0.7%**	**2.1%**	**56,505**	**56,333**	**56,683**	**0.3%**	**-0.3%**
GOODS-PRODUCING	**17,672**	**17,847**	**17,978**	**-1.0**	**-1.7**	**6,922**	**6,989**	**6,514**	**-1.0**	**6.3**
Mining, Logging, and Construction	8,025	8,186	7,851	-2.0	2.2	2,973	3,017	2,667	-1.5	11.5
Manufacturing	9,647	9,661	10,127	-0.1	-4.7	3,949	3,972	3,847	-0.6	2.7
SERVICE-PROVIDING	**121,448**	**120,339**	**118,345**	**0.9**	**2.6**	**49,583**	**49,344**	**50,169**	**0.5**	**-1.2**
Trade, Transportation, and Utilities	30,366	30,516	30,257	-0.5	0.4	12,099	12,130	12,398	-0.3	-2.4
Wholesale Trade	9,018	9,030	8,977	-0.1	0.5	1,861	1,850	1,919	0.6	-3.0
Retail Trade	16,028	16,169	15,957	-0.9	0.4	7,943	7,986	8,293	-0.5	-4.2
Transportation, Warehouse, Utilities	5,320	5,317	5,323	0.1	-0.1	2,295	2,294	2,186	0.0	5.0
Information	3,157	3,133	3,108	0.8	1.6	616	616	603	0.0	2.2
Financial Activities	10,807	10,791	10,627	0.2	1.7	1,803	1,807	1,804	-0.2	-0.1
Professional and Business Services	16,902	16,644	15,669	1.6	7.9	3,016	3,013	2,873	0.1	5.0
Educational and Health Services	22,564	22,384	21,829	0.8	3.4	9,515	9,429	9,554	0.9	-0.4
Leisure and Hospitality	14,015	13,814	13,422	1.5	4.4	6,025	6,158	6,123	-2.2	-1.6
Other Services	5,219	5,189	5,286	0.6	-1.3	2,156	2,133	2,103	1.1	2.5
Government	18,418	17,868	18,147	3.1	1.5	14,353	14,058	14,711	2.1	-2.4

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

Minnesota Economic Indicators

Highlights

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

Adjusted **Wage and Salary Employment** pulled a U-turn in February as 9,000 jobs were added after 5,000 were lost in January. All job growth was in the private sector which added 10,000 jobs, the highest private sector monthly gain in over three years. Half of the increase in private sector payrolls was in Educational and Health Services. Hiring was also robust in Trade, Transportation, and Utilities, Construction, and Financial Activities. Job cutbacks were over 1,000 each in Government, Professional and Business Services, and Leisure and Hospitality.

Minnesota's unadjusted over-the-year job growth ticked up to 1.5 percent in February, the highest level since last July. U.S. job growth was 1.9 percent for the second straight month, making last month the 19th consecutive month Minnesota job growth has lagged behind national job growth.

Minnesota's unemployment rate on an annual basis was 3.7 percent last year, the lowest annual average in 15 years and tied with 1996 for fifth lowest since 1976 when the current method of estimating Minnesota's unemployment rate was established. The years with lower unemployment rates were from 1997 to 2000: 3.3 percent in 1997, 2.7 percent in 1998, 2.8 percent in 1999, and 3.2 percent in 2000.

The Minnesota unemployment rate continued to run well below the U.S. rate last year even though the U.S rate dropped to its lowest rate since 2007, 5.3 percent. The gap between Minnesota and the national unemployment rate was above 2 percent between 2010 and 2014 but fell to 1.6 percent in 2015. The 1.6 percent gap is very close to the 1.5 percent historical average. Minnesota's unemployment rate has averaged 4.9 percent since 1976 while the U.S average rate over the 40-year period is 6.4 percent.

Minnesota's unemployment rate has been cut in half over the last six years after peaking in 2009 at 7.8 percent. The decline has been caused by moderate job growth combined with slow labor force growth. Labor force growth, however, accelerated last year, increasing 0.9 percent after having average 0.4 percent between 2002 and 2014. Labor force participation rates increased in 2015 for the first time in 15 years last year as the strong hiring demand drew workers back into the labor force.

Online Help-Wanted Ads ticked down slightly in February from January's record high to 144,100. February's decline was 0.5 percent in Minnesota while nationally online job advertising slipped by 2.9 percent. Minnesota's share of online help-wanted advertising increased to its highest level, 2.7 percent, in February.

Minnesota's **Purchasing Managers' Index (PMI)** continued to rebound, increasing for the second straight month to 52.1 in February. Any reading above 50 indicates expanding economic activity over the next six months.

The Mid-America Index, a nine-state region ranging from Arkansas to Minnesota, was 50.5 last month while the U.S. index was 49.5.

Adjusted **Manufacturing Hours**, after increasing for three consecutive months, tanked in February, dropping off to 40.5 hours. Manufacturing activity seems still to be dealing with the headwinds of a strong U.S. dollar and a slow-growing global economy. Average weekly **Manufacturing Earnings** dipped for the third month in a row, tailing off to $803.78, the smallest factory paycheck in over three years. February's earnings were 6.9 percent smaller in real terms than the all-time $857.77 average weekly paycheck earned in May 2006.

Adjusted **Residential Building Permits** jumped again in February, moving to 2,192. That is the highest monthly total since last January. After getting off to a slow start in January, permit numbers through the first two months of 2016 are roughly the same as last year.

Adjusted **Initial Claims for Unemployment Benefits (UB)** inched down for the third straight month, declining to 18,716. February's level is slightly below the 18,807 monthly average recorded last year. The low level of initial claims points towards another year of job growth hovering around 1.5 percent which should help spur more workers to join the labor force and keep the state's labor force growth expanding at a clip similar to last year.

by Dave Senf

Minnesota Index

INA

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

% Chg From
Month Ago
Year Ago

Source: The Federal Reserve Bank of Philadelphia, 2016

United States Index

INA

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

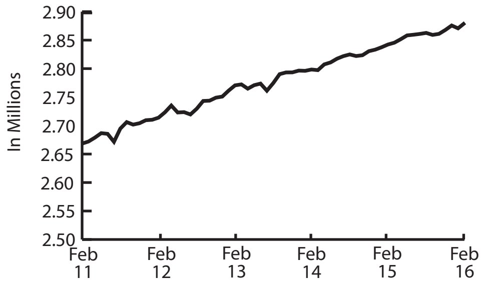
% Chg From
Month Ago
Year Ago

Source: The Federal Reserve Bank of Philadelphia, 2016

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

Minnesota Economic Indicators

Wage and Salary Employment



seasonally adjusted

2015	Sep	2.8592
	Oct	2.8610
	Nov	2.8678
	Dec	2.8757
2016	Jan	2.8707
	Feb	2.8797

% Chg From Month Ago 0.3

unadjusted

2015	Feb	2.7843
2016	Feb	2.8274

% Chg From Year Ago 1.5%

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

Minnesota Leading Index

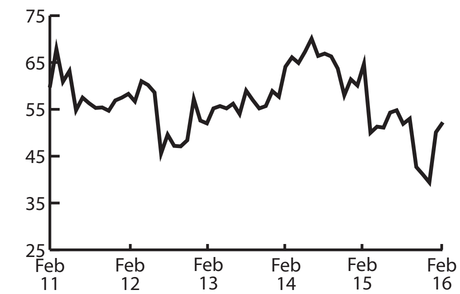
INA

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

% Chg From Month Ago
Year Ago

Source: The Federal Reserve Bank of Philadelphia, 2016

Purchasing Managers' Index

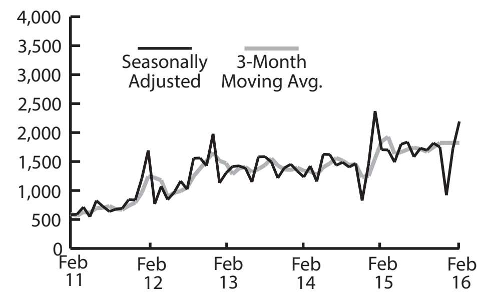


2015	Feb	64.7
	Mar	50.0
	Apr	51.3
	May	51.1
	Jun	54.3
	Jul	54.8
	Aug	51.9
	Sep	53.0
	Oct	42.7
	Nov	41.1
	Dec	39.4
2016	Jan	50.1
	Feb	52.1

% Chg From Month Ago 4.0
Year Ago -19.5

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

Residential Building Permits



seasonally adjusted

2015	Sep	1,696
	Oct	1,819
	Nov	1,749
	Dec	920
2016	Jan	1,722
	Feb	2,192

% Chg From Month Ago 27.3

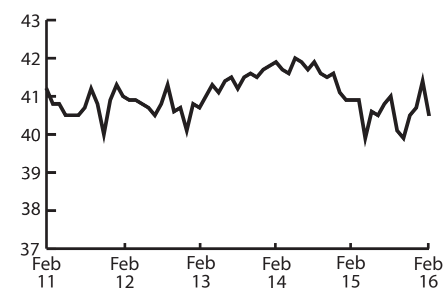
unadjusted

2015	Feb	775
2016	Feb	1,076

% Chg From Year Ago 38.8%

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

Average Weekly Manufacturing Hours



seasonally adjusted

2015	Sep	40.1
	Oct	39.9
	Nov	40.5
	Dec	40.7
2016	Jan	41.4
	Feb	40.5

% Chg From Month Ago -2.2

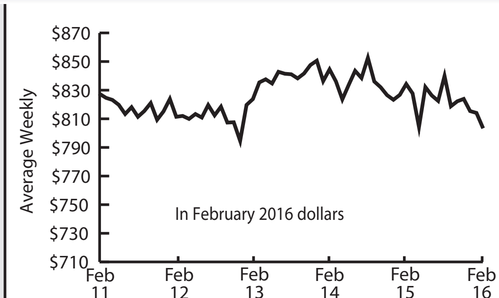
unadjusted

2015	Feb	40.7
2016	Feb	40.6

% Chg From Year Ago -0.2%

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

Manufacturing Earnings



seasonally adjusted

2015	Sep	818.77
	Oct	822.23
	Nov	823.89
	Dec	815.39
2016	Jan	814.10
	Feb	803.78

% Chg From Month Ago -1.3

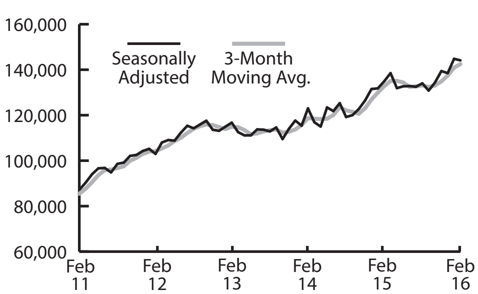
unadjusted

2015	Feb	826.16
2016	Feb	795.93

% Chg From Year Ago -3.7%

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

Online Help-Wanted Advertising

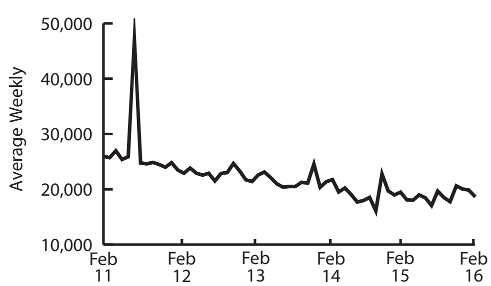


2015	Feb	134,900
	Mar	138,500
	Apr	131,900
	May	132,700
	Jun	132,800
	Jul	132,500
	Aug	134,000
	Sep	130,800
	Oct	134,400
	Nov	139,400
	Dec	138,500
2016	Jan	144,800
	Feb	144,100

% Chg From Month Ago -0.5
Year Ago 6.8

Source: The Conference Board Inc., 2016

Initial UB Claimants



seasonally adjusted

2015	Sep	18,514
	Oct	17,759
	Nov	20,625
	Dec	20,051
2016	Jan	19,871
	Feb	18,716

% Chg From Month Ago -5.8

unadjusted

2015	Feb	17,795
2016	Feb	17,987

% Chg From Year Ago 1.1%

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

Minnesota Employment **Review**

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mn.gov/deed/lmi

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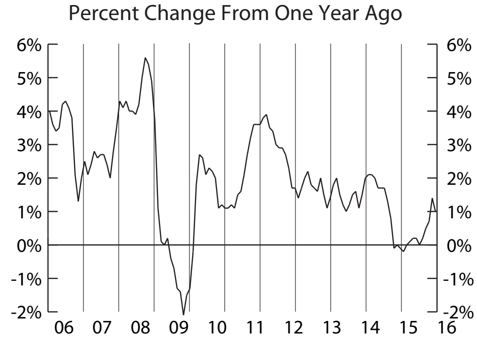
U.S. Consumer Price Index for All Urban Consumers (CPI-U)

The Consumer Price Index for All Urban Consumers (CPI-U) declined 0.2 percent in February on a seasonally adjusted basis the U.S. Bureau of Labor Statistics reported. The energy index continued to decrease and was the major cause of the seasonally adjusted decline in the all items index. The index for all items less food and energy rose 0.3 percent. Increases in the indices for shelter, apparel, and medical care were the largest contributors to the rise, but almost all major components increased in February.

Percent Change From One Year Ago



The all items index rose 1.0 percent over the last 12 months, a smaller increase than the 1.4-percent change for the 12 months ending January.

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

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

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What's Going On?

Bethany *Beyond Limits* and Bethel *Build*

DEED's Vocational Rehabilitation Services (VRS) is supporting a pair of post-secondary education programs for persons with developmental cognitive disabilities. The focus of these two-year programs is on the vocational aspects and goals of competitive integrated employment. Both programs focus on integrated paid work experiences – both on- and off-campus.

The **Beyond Limits** program at Bethany College in Bloomington is now in its second year, with five students enrolled in the first year and another five in year two. The **Bethel Build** program got started last fall at Bethel College in Arden Hills. There are 12 students attending in the first year with another 12 students slated to begin next year.

Minnesota
Department of Employment and Economic Development

Teen Summer Employment, 2016

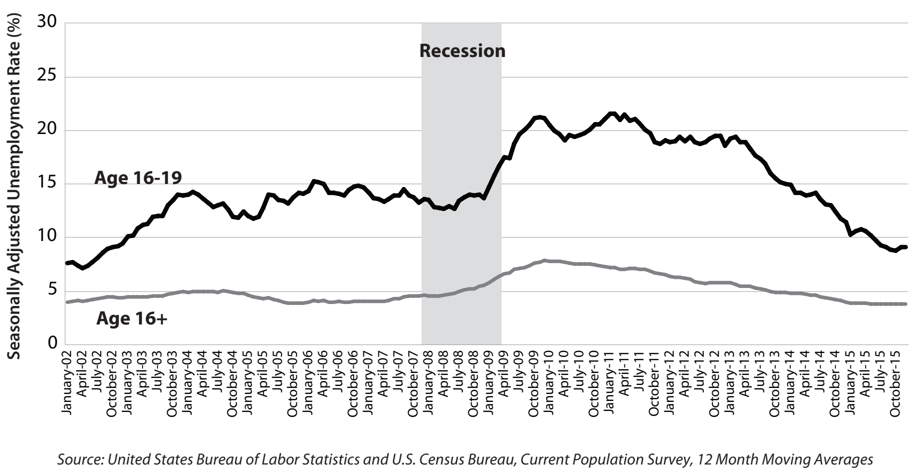
The youngest members of Minnesota's workforce are approaching their debut. As the school year ends and summer begins, teenagers turn their attention towards potential jobs as retail clerks, lifeguards, and fast food restaurant employees to earn their first paychecks and begin their working lives. Whether it's students taking advantage of their time off to earn some extra pocket money or recent high-school graduates looking for their first ever full-time job as they enter the adult world, this is the time of year when many of Minnesota's teenagers make their official entrance into the labor market.

Unemployment and Participation

In the years following the recession unemployment rates for young workers spiked. Not only were jobs harder to come by for all demographics, but many older, more experienced workers were forced into entry-level positions which previously may have gone to teenagers. However, that situation has since turned around completely. As Figure 1 illustrates, in recent years the labor market in Minnesota has recovered to the point that unemployment is no longer the serious issue it once was with rates for 16 to 19 year olds falling below 10 percent last year. By the end of 2015 the unemployment rate for this age group reached its lowest point since the summer of 2002, well before the recession hit in 2007. This trend coincides with a wider labor force tightening in the state. Unemployment for all workers in Minnesota reached 3 percent in late 2015, the lowest rate in 15 years.[1] More than at any other time in recent years, Minnesota teens who wanted a job in 2015 were able to find one, a sign that healthy market figures should carry over into the summer of 2016.

While unemployment rates are important for understanding a labor market, looking at labor force participation for that particular market as well provides a much more complete picture as the two can exert influence on each other. For example, if having a job became less

Figure 1: Minnesota Unemployment Rates by Age, 2005-2015



Source: United States Bureau of Labor Statistics and U.S. Census Bureau, Current Population Survey, 12 Month Moving Averages

[1]United States Bureau of Labor Statistics, Local Area Unemployment Statistics. **https://apps.deed.state.mn.us/lmi/laus/**

desirable for teens and large numbers of them decided they didn't want to work, more jobs would be available than there would be teens to fill them, and it's likely that unemployment rates would drop. But that would be less indicative of a high demand for teenaged employees, and more indicative of a shifting supply and demand relationship. However, this does not appear to be the reason for our recent decline in unemployment rates among 16-19 year olds.

Nationally labor force participation among teens plateaued and began a slow if steady decline in the 1970s. This decline became even more precipitous over the past decade plus. In Minnesota the labor force participation rate for 16 to 19 year-olds plummeted from 63.5 percent at the end of 2001 to 45.1 percent at the end of 2012.[2] That trend is mirrored at the national level with more and more young people choosing to enter the workforce later in life as they pursued higher education in greater numbers. However, the past couple of years have brought a marked departure from the trend of declining participation among young people. As Figure 2 illustrates, Minnesota youths' participation in the labor market has been steadily increasing since 2013, a rather dramatic change from the long-term trend of declining participation.

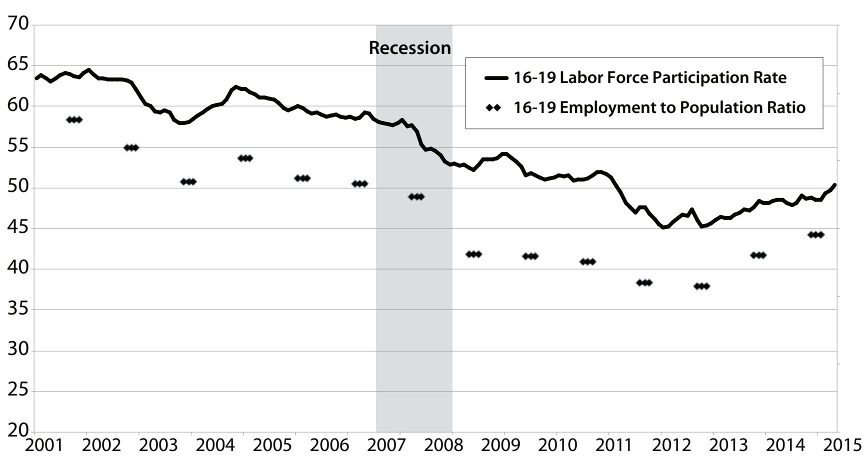
Teen Employment and the Minimum Wage

In 2014 Minnesota instituted a widely-publicized increase in the minimum wage. The first changes to our minimum wage went into effect in August of 2014, when it rose from $6.15 an hour ($5.25 for smaller companies) to $8.00 ($6.50 for smaller companies). That was the first phase of the new law, and increases continue through 2016 when the large-employer minimum will settle at $9.50 per hour.

Because teenagers lack the knowledge and experience of older workers, they are more likely to find themselves in entry-level positions as they join the workforce. Consequently, they are also more likely than the general population to find themselves working in jobs that pay the minimum allowable wage. A DEED analysis done in 2013 showed that in the previous year, jobs paying less than the new minimum wage were most concentrated in one of two industries: Accommodation and Food Service, in which 58.5 percent of jobs would be affected by Minnesota's new minimum, and Retail Trade, where 44.1 percent of jobs would be affected.[3] Unsurprisingly, those two industries employ a disproportionate number of 16 to 19 year-old workers.

When looking at the spike in labor force participation among teens, it is tempting to conclude that there is a direct cause-and-effect relationship with the recent wage hike, although there are also other possible explanations including the low unemployment rate for all workers in the state and the generally tight labor market as well as Minnesota teens' history of labor force participation, which is traditionally much higher than elsewhere in the country as we will explore next. However, given the low unemployment rate and high participation rates for teen workers, this new higher wage floor does not seem to be making it exceedingly difficult for them to find summer jobs so far.

Figure 2: Minnesota Teen Labor Force Participation Rate and Employment to Population Ratio



Source: United States Bureau of Labor Statistics and U.S. Census Bureau, Current Population Survey, 12 Month Moving Averages

Labor Force Participation in Minnesota and the Nation

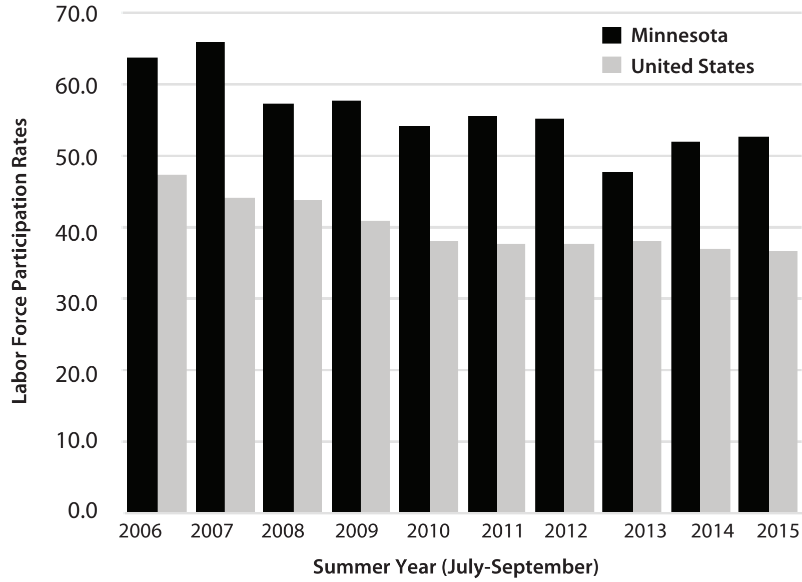
As mentioned previously, Minnesota's teens are much more likely to be active members of the workforce than their counterparts across the country. As Figure 3 shows, summer participation in the labor market is much higher in Minnesota than in the rest of the United States. Likewise, we have seen a distinct uptick in participation since 2013, while U.S. participation rates have remained largely flat.

[2] United States Bureau of Labor Statistics and U.S. Census Bureau. 2015 Current Population Survey, 12-month moving averages www.bls.gov/cps/
[3] Minnesota Department of Employment and Economic Development, December 2013 "*Minnesota's Low-Wage Sector*" Oriane Casale and Mustapha Hammida, Minnesota Economic Trends. https://mn.gov/deed/images/Minimum%20wage.pdf

This high participation rate is not unique to Minnesota, however. In fact, while we had the second highest labor force participation rate for 16 to 19 year olds in the country in 2014, most of the other top rates occurred among our neighboring Midwestern states, suggesting a possible broader cultural reason for the disparity.

Nine of the top 10 states for teen labor force participation also have above average labor force participation rates for all employees with Maine as the sole outlier. The national labor force participation rate for all employees in 2014 was 63.3 percent, 6.4 percentage points lower than Minnesota's rate. The difference between Minnesota and the nation is even more pronounced among 16 to 19 year-olds, where Minnesota's 53.4 percent participation is 15.8 percentage points higher than the national rate of 37.6 percent. Likewise, of the 10 states with the lowest teen labor force participation rates, eight of them have below average rates for the entire population.

Figure 3: Summer Labor Force Participation Rate, Age 16 to 19



Source: U.S. Census Bureau, Current Population Survey, 16-19 year olds

Table 1:
Top Ten States for Teen Labor Force Participation Rate, 2014

State	16-19 LFP	16-19 Rank	16+ LFP	16+ Rank
South Dakota	56.5%	1	69.6%	4
Minnesota	**53.4%**	**2**	**69.7%**	**3**
Nebraska	51.1%	3	70.3%	1
Iowa	50.8%	4	67.8%	11
Wisconsin	50.4%	5	66.9%	15
New Hampshire	48.6%	6	68.0%	10
Maine	48.5%	7	63.1%	32
Utah	48.2%	8	67.6%	12
North Dakota	47.8%	9	69.4%	5
Kansas	47.4%	10	66.0%	19

Source: U.S. Census Bureau - American Community Survey, 2014 1-year estimates

Help for Teens Entering the Job Market

Summer jobs offer young Minnesotans a chance to learn the basic job skills that employers will look for as the teens move forward in their careers. For young people who aren't pursuing additional education, they represent their first full-time job, and the vital income and experience that come with it. These early jobs help teens develop connections with employers, bolster their resumes for future job and college applications, and begin to understand the working world, setting the foundation for adult life as productive citizens of Minnesota.

There are a number of organizations in the state that strive to help young Minnesotans find suitable jobs. Many have a specific focus, such as sales, environmental stewardship, or carpentry. In addition to the programs listed below, DEED provides avenues of assistance for people who come from low income families or have other barriers to employment. The MN Youth Program, Youthbuild Program, and Workforce Investment Act Youth Programs all provide services to young job seekers. You can find more information on these programs, including searchable lists of service providers, at: **http://mn.gov/deed/job-seekers/find-a-job/targeted-services/youth-employment/**

If you're a young person, or really anyone who is looking to join the

Selected Minnesota Youth Employment Programs and Services

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

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

Elpis Enterprises: woodworking, screen printing, and experiential workshops, St. Paul
http://www.elpisenterprises.org/

EMERGE StreetWerks: summer employment program and youth services, Minneapolis
http://www.emerge-mn.org/OurServices/YouthPrograms.aspx

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

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

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

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

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

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

YouthLead: services for low-income Ramsey County youth ages 14-21. Includes skill training and employment opportunities.
https://www.ramseycounty.us/residents/assistance-support/youth-resources

workforce, you can improve your chances by having a well written resume that is proofread by at least one additional person, finding as many references as possible from people you know already in the workforce, and being sure to pursue whatever opportunities you're able to find. Finding the right job now could have positive effects through the rest of your working life.

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

Minnesota
Department of Employment and Economic Development

A *is for Accountant*

What Exactly Do Accountants Do?

Accounting is not so much math as understanding the concept of "debit and credit". According to Occupational Employment Statistics (OES), accountants examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. They also install or advise on systems of recording costs or other financial and budgetary data, analyze financial information, and prepare financial reports to determine or maintain record of assets, liabilities, profit and loss, tax liability, or other financial activities within an organization.

Degrees and Certificates Available in Accounting

There are many colleges in Minnesota that offer many different certificates and awards in accounting with curricula that give a solid foundation in accounting

Types of Accountants

Jobs	Functions	Degree Required
Bookkeeper	•post the transactions and reconcile the accounts of the business •Accounts Receivable/Payable	High School (Entry Level Position)
Controller	•financial statement preparation and analysis •budgeting and planning, cost control •risk assessment •internal control, segregation of duties, and industry knowledge	Bachelors Degree
Technical Accountant/ Certified Public Accountant (CPA)	•payroll tax (although a good bookkeeper or controller will know how to do this, too) and year-end requirements (W-2s and 1099s) •Sales tax compliance and filing	Bachelors Degree + State Certification
Chief Financial Officer (CFO)	•complex strategies such as IPOs and financing for the larger company •manage cash flow, debt ratios, and financing options. •highest level of accounting executive	Bachelors Degree + Experience in a related position

Source: www.onetonline.org

Degrees and Certificates Available in Accounting

Awards	Instructional Program	Graduates	Median Hourly Wage (1 Year After)	Median Hourly Wage (2 Years After)	Top Industry of Employment
All Awards	Accounting and Related Services	2,104	$19.54	$21.64	Professional and Technical Services
Certificates (less than Bachelor's Degrees)	Accounting and Related Services	160	$14.73	$16.14	Retail Trade
Associate Degree	Accounting and Related Services	584	$15.58	$17.10	Finance and Insurance
Bachelor Degree	Accounting and Related Services	1,281	$21.75	$24.04	Professional and Technical Services
Graduate Degree	Accounting and Related Services	79	$24.86	$26.41	Professional and Technical Services

Source: DEED, Labor Market Information Office, Graduate Employment Outcomes in Minnesota principles and practices for entry-level accounting positions in nearly every industry. The higher the educational attainment in accounting, the better the compensation. Above is a table showing wages for graduates who obtained a range of accounting certificates and awards between 2012 and 2013.

Where do Accountants Work in Minnesota?

Since the primary goal of any business is to make a profit and stay in business without the threat of liquidation for the foreseeable future, all businesses need skilled accounting services. Accountants in Minnesota work in industries from Professional and Business Services to Natural Resource and Mining. Below is a table showing the industries in which accountants are employed, total employment, and median wage in Minnesota.

Wage and Employment Outlook

Currently there are over 25,000 accountants employed in Minnesota. Statewide employment projections show that this occupation is set to grow by 7.2 percent between 2012 and 2022, opening up 1,854 new accounting jobs over the 10-year period. An additional 7,620 accounting job openings will result from retirements, changes of careers, occupation change, or workers who leave the geographical area. This will result in an estimated 9,470 total openings according to the 10 year projection. Most accountants in Minnesota are hired in the Seven-County Minneapolis-Saint Paul area. The table below shows areas, projections, and median wage distributions.

Conclusion

Regardless of the size of an organization, a good bookkeeping and accounting presence is very pertinent to business continuity. Accounting is a system that identifies, records, and communicates information that is relevant, reliable, and comparable to other firms', to help both internal and external users make informed decisions. Accounting's influence in operating, financing, and investing is critical to the survival and growth of any business.

First Quarter 2015 Employment Estimates

Industry	OES Employment	OES Median Wage
Professional and Business Services	11,320	$31.17/hr
Financial Activities	3,800	$30.03/hr
Trade, Transportation, and Utilities	2,340	$30.67/hr
Manufacturing	2,170	$32.56/hr
Educational and Health Services	1,910	$28.48/hr
Public Administration	1,330	$30.43/hr
Construction	790	$33.34/hr
Other Services	460	$28.78/hr
Leisure and Hospitality	320	$23.02/hr
Natural Resources and Mining	50	$29.26/hr

Source: DEED, Labor Market Information Office, Occupational Employment Statistics

First Quarter 2015 Employment Estimates

Geography	OES Employment	Median Wage	Projections % Change 2012-2022
Minnesota	24,490	$30.60/hr	7.20%
Seven County Metro	18,950	$31.55/hr	6.90%
Central Minnesota	1,760	$27.89/hr	11.90%
Southwest Minnesota	1,190	$27.21/hr	3.80%
Northwest Minnesota	890	$28.35/hr	11.40%
Northeast Minnesota	810	$27.58/hr	4.50%
Southeast Minnesota	N/A	$28.62/hr	1.50%

Source: DEED, Labor Market Information Office, Occupational Employment Statistics

by Charles Lartey
Labor Market Information Office
Minensota Department of Employment and Economic Development

Minnesota
Department of Employment and Economic Development

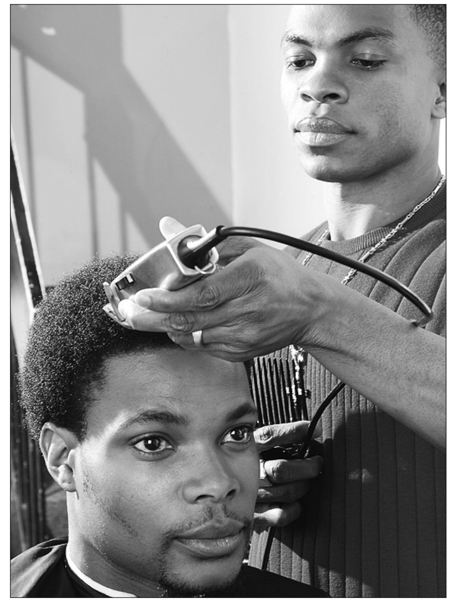
B is for Barber

A projected 5.8 percent increase in beautician/cosmetologist jobs according DEED's Occupational Employment Statistics (OES) reflects the value society puts on "looking good". A beautician/cosmetologist provides beauty services such as shampooing, cutting, coloring, and styling hair, and massaging and treating the scalp according to the OES definition. Beauticians also refer to themselves as Barber Stylist, Cosmetologist, Hairdresser, Hairstylist, Manager Stylist, or Nail Technician.

Barbers focus more on precision cuts with straight razors, trimming, styling hair, trimming beards, or giving shaves. Below is a list of areas in Minnesota with their employment and wages for beautician/cosmetologists.

Education

To earn a license as a barber or beautician/cosmetologist in the state of Minnesota, those who are interested are required by law to have formal training. To enter these programs, candidates may be required to have a high school diploma or the equivalent. There are different certification programs candidates can go through which can last between nine months and three year depending on the type of school and certifications of interest. Students must complete the requirements listed below by the Minnesota State Board of Cosmetologist Examiners and Board of Barber Examiners to earn the certification. To meet the qualifications candidates must attend a licensed school with a



qualified curriculum, complete the state of Minnesota's minimum required training hours, and then take board exams. The exam consists of a written, oral, and practical test, and the candidate

Tasks for Hairdressers, Hairsylists, and Cosmetologists

Cuts, trims, and shapes hair or hair pieces using clippers, scissors, trimmers, and razors
Attaches wig or hairpiece to model head and dresses wigs and hairpieces according to instructions, samples, sketches, or photographs
Massages and treats scalp for hygienic and remedial purposes using hands, fingers, or vibrating equipment
Analyzes patron's hair and other physical features or reads makeup instructions to determine and recommend beauty treatment
Updates and maintains customer information records, such as beauty services provided
Cleans, shapes, and polishes fingernails and toenails using files and nail polish
Shapes and colors eyebrows or eyelashes and removes facial hair using depilatory cream and tweezers
Recommends and applies cosmetics, lotions, and creams to patron to soften and lubricate skin and enhance and restore natural appearance
Administers therapeutic medication and advises patron to seek medical treatment for chronic or contagious scalp conditions
Combs, brushes, and sprays hair or wigs to set style
Shampoos, rinses, and dries hair and scalp or hairpieces with water, liquid soap, or other solutions
Bleaches, dyes, or tints hair using applicator or brush
Applies water, setting, or waving solutions to hair and winds hair on curlers or rollers

Source: DEED, Labor Market Information Office, Occupational Employment Statistics

Unemployment Insurance for both barbers and beautician/cosmetologists is spotty in Minnesota. The state UI law excludes truly independent contractors from coverage. This is determined on a case by case basis by the agency, but most barbers and beautician/cosmetologists who rent chairs in a shop they do not own are found to be independent and therefore not covered by Unemployment Insurance. As a result they do not appear in our numbers.

must make the minimum score to pass it. Below is a table of licenses and their requirements.

Training programs typically include education on hair cutting and grooming services, business management, hygiene as prescribed by public safety regulations, and licensing requirements. Barbers are eligible to be apprentice barbers for four years. They must prepare for and take the Registered (Master) Barber examination within the four year once they have completed the 1500 hour period holding an apprentice barber license and working under a master barber. If apprentice barbers fail to attain the master barber certification during their time as apprentice, they will have to retake the apprentice test. After candidates have earned enough hours during their apprenticeship, they can take the board test. A minimum score of 75 percent is required on all parts of the exam to pass. However, a pending bill before the Legislature will change the apprentice program or take it away completely if it passes. No changes can or will go into effect unless a bill is ultimately passed.

First Quarter 2015 Employment Estimates

Geography	OES Employment	Projections % Change 2012-2022	Median Wage
Minnesota	10,210	5.80%	$11.11/hr
Seven County Metro	7,720	5.90%	$11.38/hr
Central Minnesota	980	10.70%	$9.55/hr
Northeast Minnesota	480	4.20%	$10.78/hr
Southeast Minnesota	220	1.10%	$11.10/hr
Southwest Minnesota	220	4.10%	$11.72/hr
Northwest Minnesota	20	8.80%	$9.23/hr

Source: DEED, Labor Market Information Office, Occupational Employment Statistics

Minnesota Board of Cosmetology and Barbers License Requirements (2015)

License	Training
Cosmetologist License	1550 Hours
Cosmetology Instructor License	Cosmetology License 1400 Hours Work Experience 38 Training Hours 3 Exams
Minnesota Board of Barbers Examiners	
Barber License	Apprentice Barber -1500 hrs
Master Barber	Apprentice Barber -1500 hrs Apprenticeship under a Master Barber

Source: Minnesota Board off Cosmetologist Examiners and Minnesota Board of Barber Examiners

First Quarter 2015 Employment Estimates

Industry	OES Employment	OES Median Wage
Other Services	9,550	$11.00/hr
Trade, Transportation, and Utilities	500	$12.73/hr
Education and Health Services	110	$13.47/hr

Source: DEED, Labor Market Information Office, Occupational Employment Statistics

Under what conditions do Beautician/Cosmetologists and Barbers Work in Minnesota?

According to the 2014 American Community Survey's detailed staffing pattern, more than 75 percent of barbers and over 35% of beautician/cosmetologists are self-employed. Beautician/cosmetologists and barbers is a major industry sector that includes among others people who work in beauty salons, hair, nail and skin care services, barber shops, and other personal care services. Industries with the highest published employment and median wages for this occupation can be found in the table above.

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