

North Dakota

Workforce Review

2014

Labor Market Information Center | Job Service North Dakota

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SUMMARY

North Dakota Workforce Review

Over the course of the past 20 years, North Dakota's economy has shifted from one of long-term consistency to one of extreme dynamism, influenced by powerful economic events occurring within the past decade. Since the mid-2000s, the state has experienced more dramatic workforce fluctuations as a result of both the Great Recession in the United States and the oil boom in the western part of North Dakota. Despite some downturn following the recession, the continuing effects of the oil boom are driving overall employment, wage, and business growth to pre-recession levels and higher. As such, within the last few years, North Dakota has experienced vigorous population growth, an employment surge, and increasingly higher wages.

This publication examines population trends, labor force statistics, occupational group changes, and industry changes for either 10-year or 20-year (or both) time periods. Being several years past from the beginning of the oil boom (2006) and the start of the recession (2008), these landmark events can be studied to some extent, at least with regard to their respective short-term effects.

In addition to general measures of North Dakota's economy, this publication presents individual industry breakouts to examine figures for employment, wages, establishments, and demographic changes in slightly more detail. Although information at either county or regional levels is not included, the figures presented in this publication contribute to a useful perspective of statewide trends. The general measurements and industry-specific details are intended to provide a more nuanced understanding of how industry has developed over 20 years and which trends to expect in the future.

POPULATION

North Dakota Population 1993-2013 | p. 5

Observing North Dakota's population figures over the past 20 years, the clear trend is that of relative stability followed by recent, rapid growth. This dramatic population increase further illustrates the widespread effects of the oil boom in the state, with the majority of growth occurring since 2006. From 1993 to 2013, the population increased from 641,216 to 723,393 (+82,177, or +12.8%). The average growth rate leading up to 2006 was approximately 0.1% per year; since 2006, however, the average growth rate has been approximately 1.6% per year. Using the same 7-year benchmark years for comparison, the oil boom effect on population is made even clearer:

- Pre-boom (1999): population was 644,259 (+3,043, or +0.5%) from 1993.
- Start-boom (2006): population was 649,422 (+5,163, or +0.8%) from 1999.
- Post-boom (2013): population is 723,393 (+73,971, or +11.4%) from 2006.

For a more detailed breakdown of population growth since the oil boom, refer to the following table:

	2006	2007	2008	2009	2010	2011	2012	2013
Population	649,422	652,822	657,569	664,968	672,591	684,867	701,345	723,393
# Change	-	3,400	4,747	7,399	7,623	12,276	16,478	22,048
% Change	-	0.5%	0.7%	1.1%	1.1%	1.8%	2.4%	3.1%

North Dakota Population by Age Groups | p. 5

Breaking out North Dakota's population by age groups clarifies how growth has affected the composition of the population. Continuing with pre-, start-, and post-boom years for comparison (with 2000 substituted for 1999 because of data limitations), the population growth over the past 15 years appears proportionally consistent among all age groups. Looking at the figures, though, indicates a difference between the type of change from 2000-06 and 2006-13 (see tables below).

Prior to 2006, the age groups' proportional changes are linked to numerical change (e.g. the share of 18-24 year-olds changed by +1.9%, the number grew by 12,871). Since 2006, though, all groups have experienced numerical increases, while proportions have remained more constant (e.g. the share 18-24 year-olds changed by -0.4%, the number grew by 6,710). The largest post-boom growth has occurred for 25-44 year-olds, growing in share by 1.4% (+27,637).

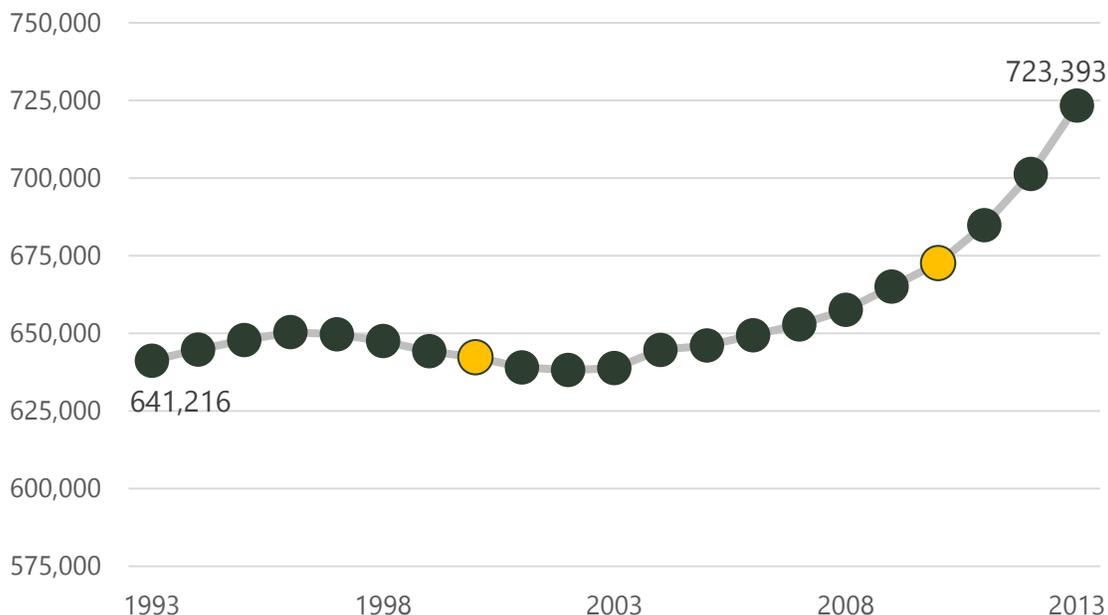
2000-2006	0-17 yrs	18-24 yrs	25-44 yrs	45-64 yrs	65+ yrs
% Change	-2.4%	1.9%	-3.2%	3.9%	-0.2%
# Change	-13,519	12,871	-18,782	26,728	-113

2006-2013	0-17 yrs	18-24 yrs	25-44 yrs	45-64 yrs	65+ yrs
% Change	-0.2%	-0.4%	1.4%	-0.4%	-0.3%
# Change	15,357	6,710	27,637	15,834	8,433

Source: United States Census Bureau, 1993-2013.

POPULATION

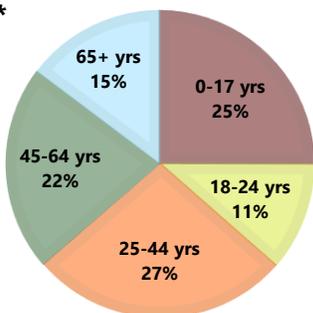
North Dakota Population 1993-2013



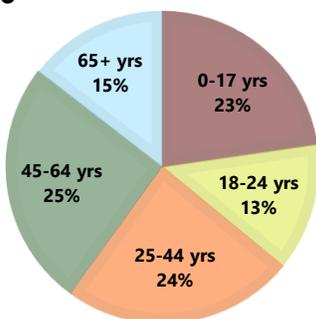
Census years are indicated by gold markers on the graph. The US Census produces actual population figures; for all other years, the US Census Bureau produces July 1 estimates.

North Dakota Population by Age Groups

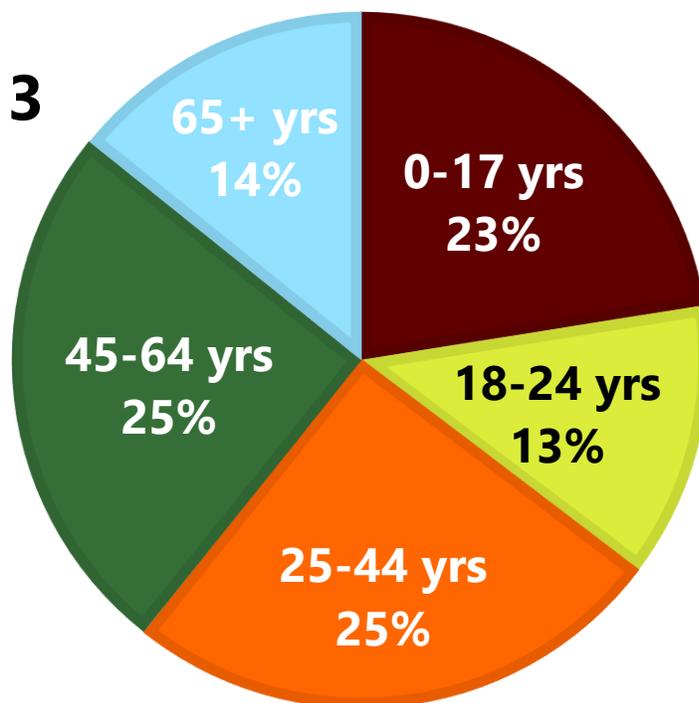
2000*



2006



2013



*Comparable data unavailable for 1999

Source: United States Census Bureau, 1993-2013.

LABOR FORCE

North Dakota Labor Force Figures | p. 7

The labor force encompasses individuals aged 16 and over who are either employed or unemployed and actively seeking employment. From 1993 to 2013, the labor force has grown from 324,336 to 400,521 (+76,185). As with population, the labor force has grown at a higher rate since 2006.

In 1999 (pre-boom), the labor force was at 347,634 (+7.6% from 1993, or +24,426). In 2006 (start-boom), the labor force was at 360,913 (+3.8% from 1999, or +13,279). In 2013 (post-boom), the labor force was at 400,521 (+11.0% from 2006, or +39,675). This pattern follows the population increases and reinforces the growth observed among working-age adults.

Labor Force Participation Rate | p. 8

Historically, North Dakota has had a higher Labor Force Participation rate (LFP) than the national average, with the gap between the two growing since the early 2000s. Following the Great Recession, North Dakota has experienced a dip from a high of 74.2% in 2008 down to its 2013 rate of 71.5%. During the same time period in the U.S., the national LFP has fallen from 66.0% in 2008 to its 2013 rate at 63.3%.

In national rankings, North Dakota is 2nd for LFP in the U.S. with an adjusted rate of 71.5%. Nebraska ranks 1st with 72.0%, West Virginia ranks 50th with 53.5%.

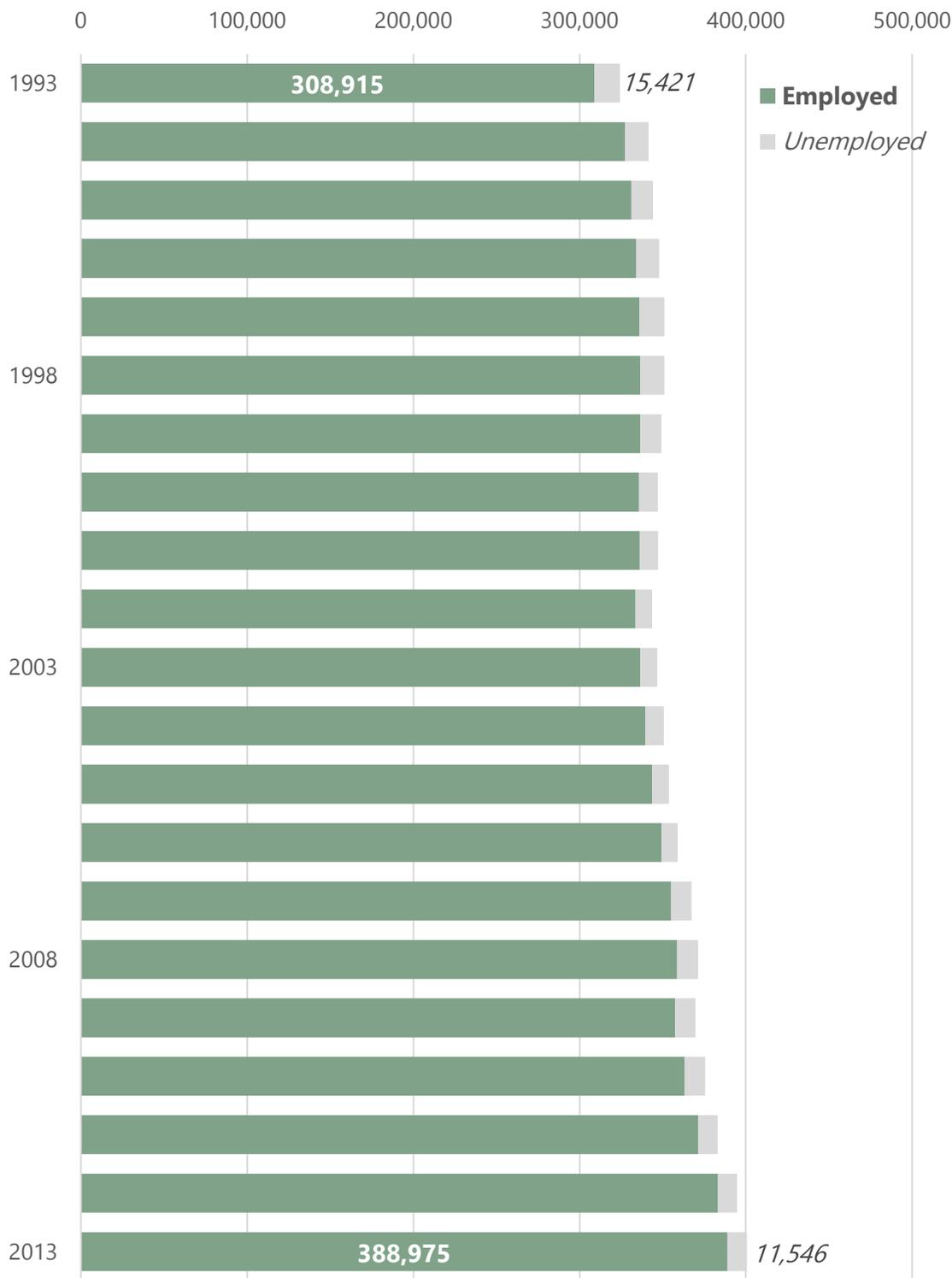
Unemployment Rate | p. 9

With a growing population, a high Labor Force Participation rate, and increased opportunity from the oil boom, North Dakota has maintained a very low unemployment rate. Much like the state's LFP has historically exceeded the national, so has North Dakota's unemployment rate historically remained lower than the national. Since 2006, the two rates have diverged more drastically. Following the Great Recession, North Dakota reached a high point in 2009 at 4.1% and has since dropped to its 2013 rate at 2.9%. The United States reached a high in 2010 at 9.6% and has been dropping as well, with a rate of 7.4% in 2013.

In national rankings, North Dakota is 1st for lowest unemployment rate at 2.9%. Nevada ranks 50th with 9.8%.

LABOR FORCE

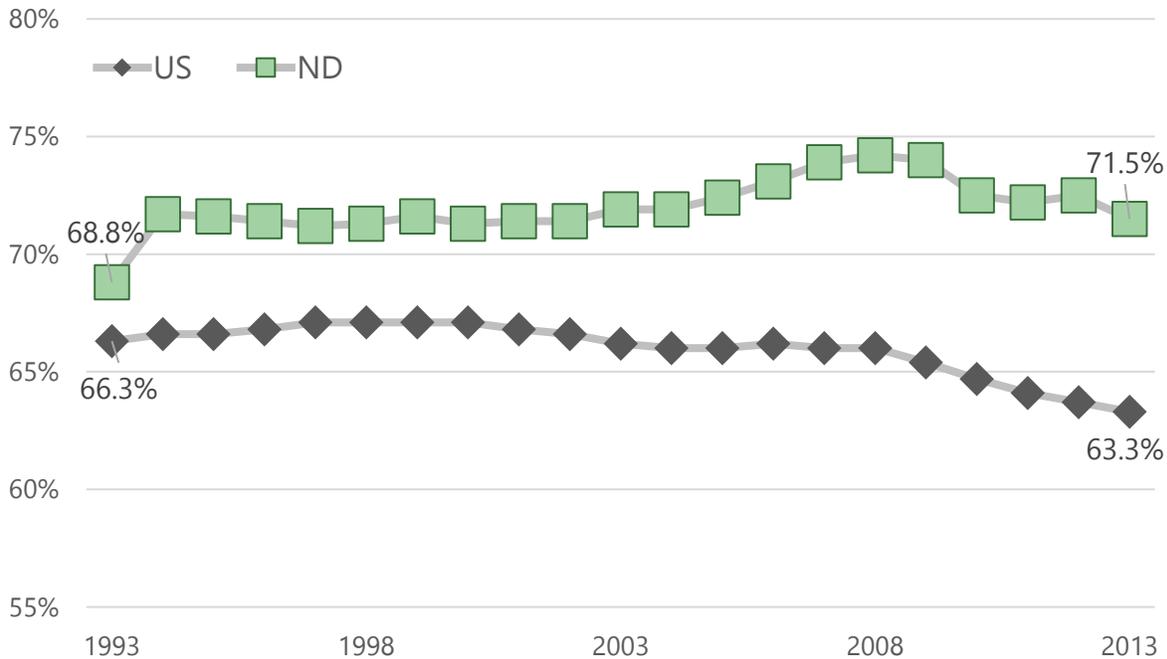
North Dakota Labor Force Figures



Source: Labor Market Information Center, Job Service North Dakota, Local Area Unemployment Statistics (LAUS) Unit.

LABOR FORCE

Labor Force Participation Rate



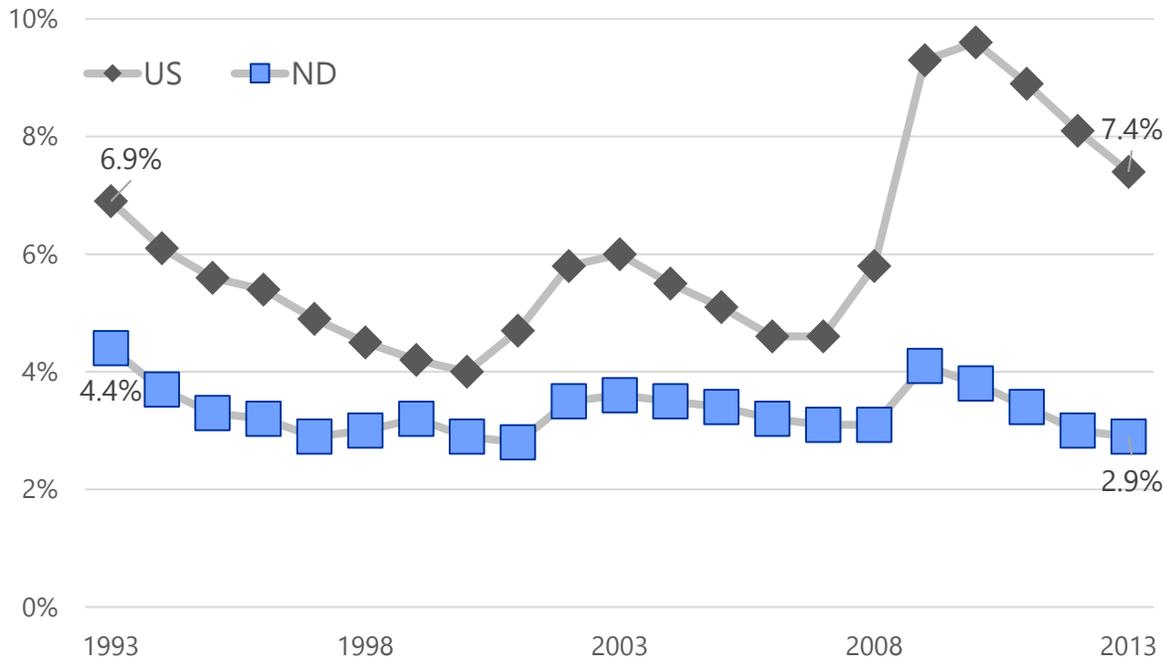
U.S. States Ranked by Labor Force Participation Rate 2013

Rank	State	LFP			LFP			LFP
1	Nebraska	72.0%	18	Maine	65.3%	35	New York	61.5%
2	North Dakota	71.5%	19	Texas	65.2%	36	Oregon	61.4%
3	Minnesota	70.4%	20	Connecticut	65.1%	37	Delaware	60.8%
4	South Dakota	69.9%	21	Massachusetts	64.7%	38	Kentucky	60.7%
5	Iowa	69.5%	21	New Jersey	64.7%	39	Hawaii	60.6%
6	New Hampshire	69.2%	23	Missouri	64.3%	39	Tennessee	60.6%
7	Utah	68.6%	24	Idaho	64.1%	41	Florida	60.2%
8	Vermont	68.5%	24	Montana	64.1%	41	Michigan	60.2%
9	Wisconsin	68.2%	26	Ohio	63.6%	43	Louisiana	59.6%
10	Wyoming	68.1%	26	Washington	63.6%	44	Arizona	59.3%
11	Kansas	67.9%	28	Nevada	63.5%	45	South Carolina	58.8%
12	Alaska	67.8%	28	Pennsylvania	63.5%	46	Arkansas	58.3%
12	Colorado	67.8%	30	Georgia	63.0%	47	New Mexico	58.1%
14	Maryland	67.4%	31	Indiana	62.8%	48	Mississippi	56.9%
15	Virginia	66.4%	32	California	62.7%	49	Alabama	56.8%
16	Rhode Island	65.6%	33	Oklahoma	62.2%	50	West Virginia	53.5%
17	Illinois	65.4%	34	North Carolina	61.9%			

Source: United States Department of Labor, Bureau of Labor Statistics (BLS), LAUS Unit.

LABOR FORCE

Unemployment Rate



U.S. States Ranked by Unemployment Rate 2013

Rank	State	Rate			Rate			Rate
1	North Dakota	2.9%	18	Alabama	6.5%	35	South Carolina	7.6%
2	South Dakota	3.8%	18	Alaska	6.5%	36	New York	7.7%
3	Nebraska	3.9%	18	Missouri	6.5%	36	Oregon	7.7%
4	Utah	4.4%	18	West Virginia	6.5%	38	Connecticut	7.8%
4	Vermont	4.4%	22	Maryland	6.6%	39	Arizona	8.0%
6	Iowa	4.6%	23	Delaware	6.7%	39	North Carolina	8.0%
6	Wyoming	4.6%	23	Maine	6.7%	41	Georgia	8.2%
8	Hawaii	4.8%	23	Wisconsin	6.7%	41	New Jersey	8.2%
9	Minnesota	5.1%	26	Colorado	6.8%	41	Tennessee	8.2%
10	New Hampshire	5.3%	27	New Mexico	6.9%	44	Kentucky	8.3%
11	Kansas	5.4%	28	Washington	7.0%	45	Mississippi	8.6%
11	Oklahoma	5.4%	29	Massachusetts	7.1%	46	Michigan	8.8%
13	Virginia	5.5%	30	Florida	7.2%	47	California	8.9%
14	Montana	5.6%	31	Ohio	7.4%	48	Illinois	9.2%
15	Idaho	6.2%	31	Pennsylvania	7.4%	49	Rhode Island	9.5%
15	Louisiana	6.2%	33	Arkansas	7.5%	50	Nevada	9.8%
17	Texas	6.3%	33	Indiana	7.5%			

Source: Labor Market Information Center, Job Service North Dakota, LAUS Unit.

OCCUPATIONS

Occupations Overview

To gain a better perspective on employment in North Dakota, the following tables (pp. 11-13) display employment, wage, and projection figures by occupational groups using a 10-year comparison.

Occupational groups are categories that are determined by the kind of work an employee does. For example, a bookkeeper and a surgeon work for the same hospital. Though they both work for a medical facility, they fit into different occupational groups (the bookkeeper in Office and Administrative Support; the surgeon in Healthcare Practitioners and Technical) because the nature of their occupations differ.

Occupations by Highest Average Employment | p. 11

Over the course of a decade, occupations classified under Office and Administrative Support have comprised the bulk of occupations held by those in the labor force, with a 10-year change of +12.0% (+6,400). In 10 years, all occupational groups have increased, with the gap closing between Office and Administrative Support and other groups. The occupational groups that have experienced the most dramatic change have been those closely tied to the oil boom: Construction and Extraction (+166.9%, or +27,600) and Transportation and Material Moving (+66.9%, or +16,340).

Occupations by Highest Average Annual Wages | p. 12

Most annual wages in North Dakota grew by approximately 30-40% (average overall increase was 38.3%). The highest paid occupational group in both 2003 and 2013 was Management with an average annual wage of \$95,710 (+56.9%, or +\$34,692); the lowest was Food Preparation and Serving Related with an average annual wage of \$21,670 (+39.4%, or +\$6,125). As with average employment, the occupational groups closely tied to the oil boom experienced above-average growth: Construction and Extraction grew by 46.8% (+\$40,270), and Transportation and Material Moving grew by 48.0% (+\$13,052).

Occupations by Employment Projections 2012-2022 | p. 13

While the employment projections rankings do not necessarily reflect the fastest-growing occupations, they do provide an idea of the types of occupations that will have the greatest need to be filled by 2022. For example, occupations in both Office and Administrative Support and Food Preparation and Serving Related rank highest, with expected increases of over 6,000 each. Similarly, the other occupational groups with high average employment in 2013 are expected to continue increasing the most: Sales and Related (+5,187), Healthcare Practitioners and Technical (+5,016), and Transportation and Material Moving (+4,799).

OCCUPATIONS

Occupations by Highest Average Employment*

Rank	Occupational Group**	2003	2013	# Change	% Change
1	Office and Administrative Support	53,510	59,910	6,400	12.0%
2	Construction and Extraction	16,540	44,140	27,600	166.9%
3	Sales and Related	35,290	42,360	7,070	20.0%
4	Transportation and Material Moving	24,420	40,760	16,340	66.9%
5	Food Preparation and Serving Related	29,460	34,880	5,420	18.4%
6	Production	19,170	24,320	5,150	26.9%
7	Healthcare Practitioners and Technical	17,790	23,560	5,770	32.4%
8	Education, Training, and Library	20,710	22,580	1,870	9.0%
9	Installation, Maintenance, and Repair	14,590	21,670	7,080	48.5%
10	Management	16,170	18,640	2,470	15.3%
11	Business and Financial Operations	8,790	15,890	7,100	80.8%
12	Building and Grounds Cleaning and Maintenance	12,150	15,030	2,880	23.7%
13	Personal Care and Service	10,470	12,710	2,240	21.4%
14	Healthcare Support	10,000	12,310	2,310	23.1%
15	Architecture and Engineering	3,870	6,430	2,560	66.1%
16	Protective Service	3,820	6,190	2,370	62.0%
17	Computer and Mathematical	4,460	6,010	1,550	34.8%
18	Community and Social Service	4,660	4,700	40	0.9%
19	Arts, Design, Entertainment, Sports, and Media	3,420	4,320	900	26.3%
20	Life, Physical, and Social Science	2,580	3,360	780	30.2%
21	Legal	1,480	1,730	250	16.9%
22	Farming, Fishing, and Forestry	1,270	1,420	150	11.8%

* To obtain the average employment and wage figures of occupational groups, only employment covered by Unemployment Insurance is considered. Those who are self-employed, like farmers and entrepreneurs, are not included. As a result, these figures are slightly lower than reality.

** For a definition of Occupational Groups and examples of job titles associated with each group, please refer to Appendix A: Occupational Group Definitions, p. 90.

Source: Labor Market Information Center, Job Service North Dakota, Occupational Employment Statistics (OES) Unit 2003-2013.

OCCUPATIONS

Occupations by Highest Average Annual Wages*

Rank	Occupational Group	2003	2013	# Change	% Change
1	Management	\$61,018	\$95,710	\$34,692	56.9%
2	Legal	\$51,575	\$68,490	\$16,915	32.8%
3	Healthcare Practitioners and Technical	\$47,983	\$65,440	\$17,457	36.4%
4	Architecture and Engineering	\$49,720	\$63,310	\$13,590	27.3%
5	Computer and Mathematical	\$46,739	\$60,350	\$13,611	29.1%
6	Business and Financial Operations	\$43,265	\$56,580	\$13,315	30.8%
7	Life, Physical, and Social Science	\$42,897	\$56,320	\$13,423	31.3%
8	Construction and Extraction	\$32,452	\$47,650	\$15,198	46.8%
9	Education, Training, and Library	\$32,811	\$46,710	\$13,899	42.4%
10	Installation, Maintenance, and Repair	\$33,776	\$46,450	\$12,674	37.5%
11	Community and Social Service	\$28,495	\$42,580	\$14,085	49.4%
12	Transportation and Material Moving	\$27,218	\$40,270	\$13,052	48.0%
13	Protective Service	\$29,454	\$39,400	\$9,946	33.8%
14	Production	\$27,683	\$38,340	\$10,657	38.5%
15	Arts, Design, Entertainment, Sports, and Media	\$27,943	\$36,230	\$8,287	29.7%
16	Sales and Related	\$24,664	\$34,060	\$9,396	38.1%
17	Office and Administrative Support	\$23,847	\$32,700	\$8,853	37.1%
18	Farming, Fishing, and Forestry	\$23,950	\$32,350	\$8,400	35.1%
19	Healthcare Support	\$20,315	\$29,560	\$9,245	45.5%
20	Bldg and Grounds Cleaning and Maintenance	\$18,720	\$25,610	\$6,890	36.8%
21	Personal Care and Service	\$17,875	\$25,050	\$7,175	40.1%
22	Food Preparation and Serving Related	\$15,545	\$21,670	\$6,125	39.4%

* These figures exclude overtime pay. As a result, the wages are slightly lower than reality.

Source: Labor Market Information Center, Job Service North Dakota, OES Unit 2003-2013.

OCCUPATIONS

Occupations by Employment Projections 2012-2022*

Rank	Occupational Group	2012 Estimate	2022 Projection	# Change	% Change
1	Office and Administrative Support	63,138	69,350	6,212	9.8%
2	Food Preparation and Serving Related	36,076	42,100	6,024	16.7%
3	Sales and Related	44,972	50,159	5,187	11.5%
4	Healthcare Practitioners and Technical	24,184	29,200	5,016	20.7%
5	Transportation and Material Moving	42,185	46,984	4,799	11.4%
6	Construction and Extraction	43,637	47,840	4,203	9.6%
7	Production	22,816	26,407	3,591	15.7%
8	Management	50,671	53,932	3,261	6.4%
9	Installation, Maintenance, and Repair	22,480	25,481	3,001	13.3%
10	Business and Financial Operations	16,380	19,368	2,988	18.2%
11	Education, Training, and Library	22,918	25,730	2,812	12.3%
12	Building and Grounds Cleaning and Maintenance	17,744	20,518	2,774	15.6%
13	Personal Care and Service	16,735	19,345	2,610	15.6%
14	Healthcare Support	13,113	15,469	2,356	18.0%
15	Architecture and Engineering	6,457	8,282	1,825	28.3%
16	Computer and Mathematical	7,510	9,074	1,564	20.8%
17	Life, Physical, and Social Science	3,718	4,753	1,035	27.8%
18	Community and Social Service	5,802	6,509	707	12.2%
19	Protective Service	6,293	6,924	631	10.0%
20	Arts, Design, Entertainment, Sports, and Media	5,446	5,807	361	6.6%
21	Legal	2,587	2,882	295	11.4%
22	Farming, Fishing, and Forestry	6,166	6,302	136	2.2%

*These projections are estimated based on total employment in North Dakota, including workers not covered by Unemployment Insurance (e.g. the self-employed). For example, farmers are included in the Management Occupational Group in the projections, but not in the highest average employment, so the occupation employment estimates shown here are higher than the figures in the previous table.

Source: Labor Market Information Center, Job Service North Dakota, Occupational Long-term Employment Projections 2012-2022.

INDUSTRIES

Industries Overview

While the information about occupational groups provides a view of how individuals in certain occupations have been impacted over the past 10 years, the same information provided by industries helps explain the economic growth statewide.

Industries are categories that are determined by the kind of business the employer does. Continuing with the same example (p. 10): a bookkeeper and a surgeon work for the same hospital. They were counted in different occupational groups because the nature of their work differed. Regarding their industry, however, they are counted based on their employer, the hospital, and are thus classified under Health Care and Social Assistance.

Industries by Highest Average Employment | p. 15

Since 2003, businesses classified under Health Care and Social Assistance have comprised the bulk of employment, with a 10-year change of +23.6% (+11,362). In 10 years, nearly all industries have increased employment, but Health Care and Social Assistance and Retail Trade remain far ahead proportionally than others, with a combined total of 25.5% of all employment in those industries. The industries that have experienced the most dramatic change have been those closely tied to the oil boom: Mining (+694.8%), Transportation (+108.6%), and Construction (+97.8%).

Industries by Highest Average Annual Wage | p. 16

Average annual wages have increased across all industries from 2003-2013. In 2003, the average annual wage was \$30,922; in 2013, it was \$50,570 (+\$19,648). The greatest changes were in Real Estate and Rental and Leasing (+155.8%), Professional and Technical Services (+92.4%), and Mining, Quarrying, and Oil and Gas Extraction (+92.3%). The other industries associated with the oil boom, Transportation and Warehousing and Construction, saw dramatic increases, as well, by 86.8% and 84.7%, respectively.

Industries by Employment Projections 2012-2022 | p. 17

When looking to the industry projections for 2012-2022, Health Care and Social Assistance is expected to continue to be the largest industry in the state, and will increase employment the most (+12,420 estimated). Other industries that are projected to increase employment numbers are Accommodation and Food Services (+6,200) and Construction (+6,001). While the 2012 numbers and 2022 projections are both estimates, the intent is to gain a general idea of how the industry will change over the 10-year period. Across all industries, employment is expected to increase by 13.9% (+3,054).

INDUSTRIES

Industries by Highest Average Employment

Rank	Industry*	2003	2013	# Change	% Change
1	Health Care and Social Assistance	48,217	59,579	11,362	23.6%
2	Retail Trade	41,341	49,277	7,936	19.2%
3	Accommodation and Food Services	26,592	35,170	8,578	32.3%
4	Construction	16,911	33,456	16,545	97.8%
5	Educational Services	29,369	33,027	3,658	12.5%
6	Wholesale Trade	17,985	26,407	8,422	46.8%
7	Mining, Quarrying, and Oil and Gas Extraction	3,296	26,198	22,902	694.8%
8	Manufacturing	23,808	25,659	1,851	7.8%
9	Transportation and Warehousing	10,609	22,127	11,518	108.6%
10	Public Administration	19,670	21,283	1,613	8.2%
11	Finance and Insurance	15,007	17,392	2,385	15.9%
12	Professional and Technical Services	10,250	16,300	6,050	59.0%
13	Administrative and Waste Services	11,607	13,958	2,351	20.3%
14	Other Services (except Public Administration)	11,493	12,577	1,084	9.4%
15	Arts, Entertainment, and Recreation	7,378	8,795	1,417	19.2%
16	Information	7,820	7,044	-776	-9.9%
17	Real Estate and Rental and Leasing	3,707	5,597	1,890	51.0%
18	Management of Companies and Enterprises	2,956	5,127	2,171	73.4%
19	Agriculture, Forestry, Fishing and Hunting	2,775	4,273	1,498	54.0%
20	Utilities	3,482	3,863	381	10.9%

*For definitions of the type of businesses included in these industries, please refer to Appendix B, p. 92.

Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1993-2013.

INDUSTRIES

Industries by Highest Average Annual Wages

Rank	Industry	2003	2013	# Change	% Change
1	Mining, Quarrying, and Oil and Gas Extraction	\$50,960	\$98,020	\$47,060	92.3%
2	Utilities	\$61,776	\$84,136	\$22,360	36.2%
3	Management of Companies and Enterprises	\$46,904	\$69,992	\$23,088	49.2%
4	Professional and Technical Services	\$34,944	\$67,236	\$32,292	92.4%
5	Wholesale Trade	\$36,140	\$65,260	\$29,120	80.6%
6	Construction	\$32,604	\$60,216	\$27,612	84.7%
7	Transportation and Warehousing	\$32,188	\$60,112	\$27,924	86.8%
8	Information	\$36,816	\$54,808	\$17,992	48.9%
9	Finance and Insurance	\$36,660	\$54,028	\$17,368	47.4%
10	Real Estate and Rental and Leasing	\$20,332	\$52,000	\$31,668	155.8%
11	Manufacturing	\$34,008	\$48,152	\$14,144	41.6%
12	Public Administration	\$31,928	\$45,916	\$13,988	43.8%
13	Health Care and Social Assistance	\$29,536	\$44,928	\$15,392	52.1%
14	Educational Services	\$28,340	\$40,976	\$12,636	44.6%
15	Agriculture, Forestry, Fishing and Hunting	\$25,220	\$39,884	\$14,664	58.1%
16	Administrative and Waste Services	\$18,408	\$31,928	\$13,520	73.4%
17	Other Services (except Public Administration)	\$18,772	\$30,108	\$11,336	60.4%
18	Retail Trade	\$19,240	\$28,288	\$9,048	47.0%
19	Arts, Entertainment, and Recreation	\$14,040	\$19,032	\$4,992	35.6%
20	Accommodation and Food Services	\$9,620	\$16,380	\$6,760	70.3%

Source: Labor Market Information Center, Job Service North Dakota, QCEW, 1993-2013.

INDUSTRIES

Industries by Employment Projections 2012-2022

Rank	Industry	2012 Estimate	2022 Projection	# Change	% Change
1	Health Care and Social Assistance	55,014	67,434	12,420	22.6%
2	Accommodation and Food Services	34,118	40,318	6,200	18.2%
3	Construction	29,854	35,855	6,001	20.1%
4	Retail Trade	47,078	52,784	5,706	12.1%
5	Educational Services	38,077	42,060	3,983	10.5%
6	Professional and Technical Services	14,337	18,237	3,900	27.2%
7	Manufacturing	25,214	28,800	3,586	14.2%
8	Wholesale Trade	25,151	28,658	3,507	13.9%
9	Administrative and Waste Services	13,455	16,297	2,842	21.1%
10	Finance and Insurance	16,573	19,262	2,689	16.2%
11	Mining, Quarrying, and Oil and Gas Extraction	24,377	26,512	2,135	8.8%
12	Government	37,101	39,127	2,026	5.5%
13	Transportation and Warehousing	23,016	24,930	1,914	8.3%
14	Management of Companies and Enterprises	4,759	6,319	1,560	32.8%
15	Real Estate and Rental and Leasing	4,666	5,660	994	21.3%
16	Other Services (except Public Administration)	16,610	17,433	823	5.0%
17	Arts, Entertainment, and Recreation	3,953	4,510	557	14.1%
18	Utilities	3,502	3,768	266	7.6%
19	Agriculture, Forestry, Fishing and Hunting	34,266	34,384	118	0.3%
20	Information	6,942	6,793	-149	-2.1%

Source: Labor Market Information Center, Job Service North Dakota, Industry Long-term Employment Projections 2012-2022.

INDUSTRIES

All Industries
All Ownerships

All-Industry Figures | p. 19

These breakdowns provide benchmark figures for employment, annual wage, and establishment counts, giving a general overview of all industries over 20 years.

	1993	2003	2013
Average Employment			
From 1993-2013, average employment grew by 61.2% (+162,106); 2003-2013 growth was 35.9% (+112,835). Overall employment is concentrated in the private sector (84.2%).			
Avg Emp	265,003	314,274	427,109
Private	80.0%	80.1%	84.2%
Govt.	20.0%	19.9%	15.8%
Average Annual Wage			
From 1993-2013, All-Industry wages grew by 146.5% (+\$28,397); 2003-2013 wage growth was 72.9% (+\$20,150). Average private sector wages are higher (+\$6,065).			
Avg Wage	\$19,382	\$27,629	\$47,779
Private	\$18,798	\$27,198	\$48,740
Govt.	\$21,716	\$29,360	\$42,675
Establishments			
From 1993-2013, total establishments grew by 39.5% (+9,423); 2003-2013 growth was 31.3% (+7,926). Nearly all establishments are in the private sector (93.4%).			
Total Est	23,844	25,341	33,267
Private	91.4%	92.2%	93.4%
Govt.	8.6%	7.8%	6.6%

All-Industry Demographics | p. 20

This 10-year demographic information helps explain how both the Great Recession and post-boom growth translate into composition changes within the total North Dakota workforce.

Composition by Sex

In 2003, the employment composition was 48.3% Male to 51.7% Female. In 2013, it shifted to 54.6% Male, 45.4% Female. Both sexes experienced numerical increases, with a significantly higher increase in male workers.

Composition by Age Group

Since 2003, the proportions among age groups in All-Industry employment have changed by small percentages. The biggest proportional changes were among 14-18 year-olds (-1.6%), 45-64 year-olds (+1.6), and 65+ years (+0.9%). 25-44 year-olds comprise the majority of employment (42.6%).

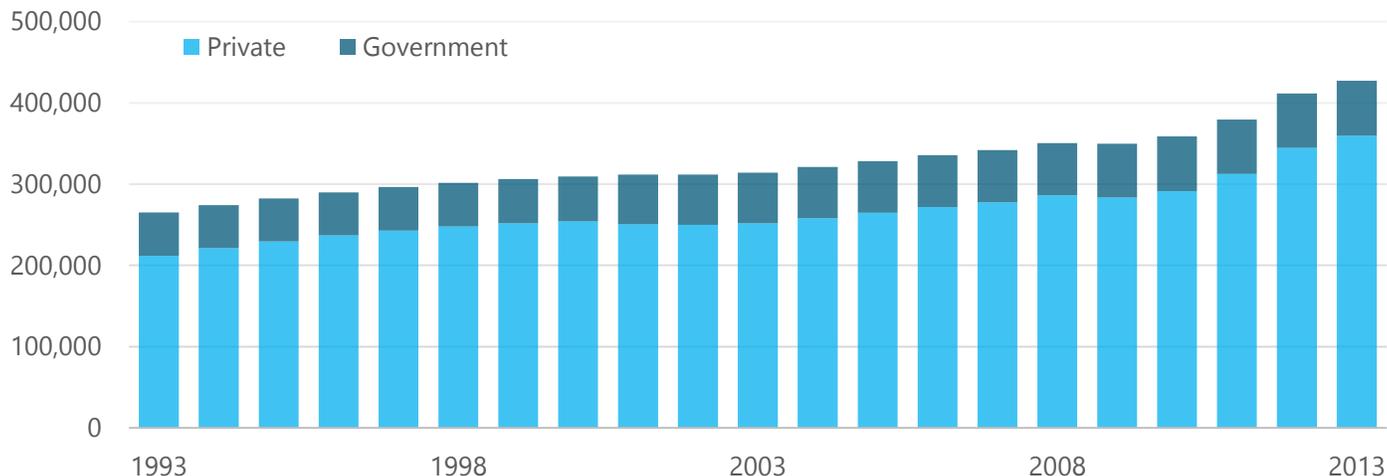
Ten-Year % Change by Age Group 2003-2013

The most significant increases were those among 25-44 year-olds (+34.2%) and 45-64-year-olds (+41.4%). Because 25-64 year-olds comprise 78.3% of the total workforce, high numerical increases in these populations suggest that labor force growth is a result of more working-age people entering the workforce. Workers aged 65+ years saw the highest percentage increase (+73.0%), which, though small numerically, suggests aging workers may be remaining in the workforce longer than retiring.

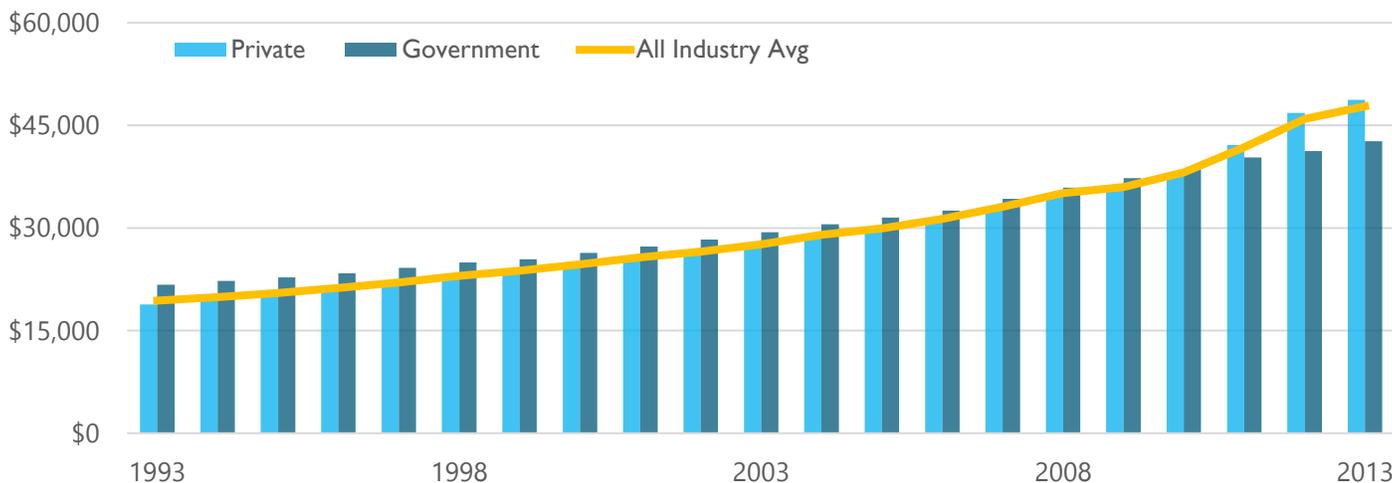
INDUSTRIES

ALL INDUSTRIES
All Ownerships

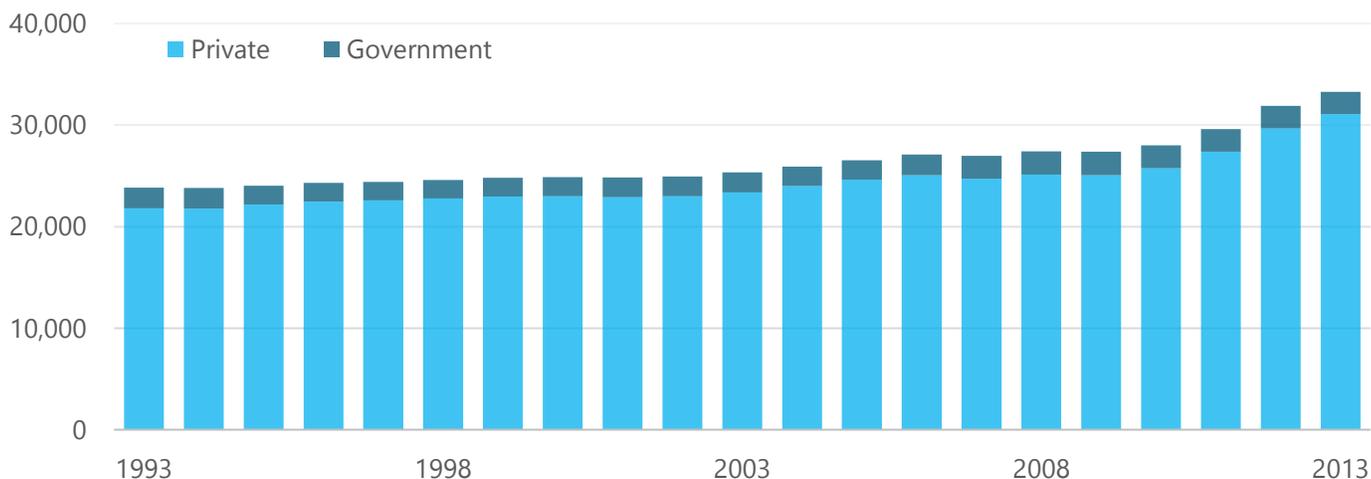
Average Employment



Average Annual Wage



Establishments

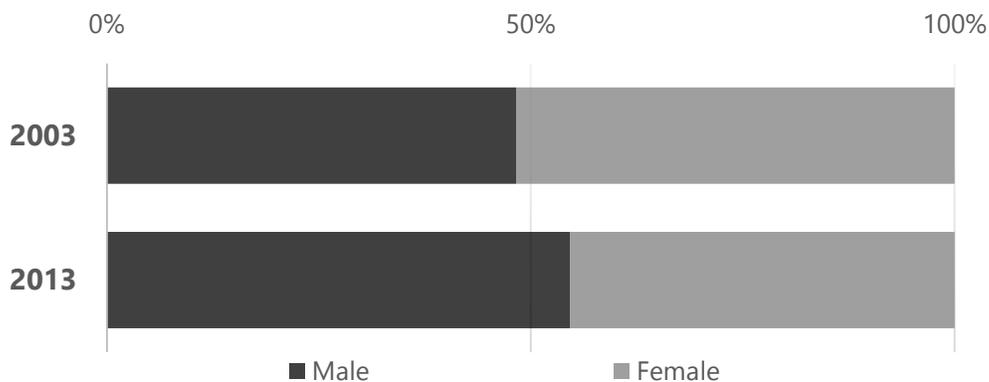


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

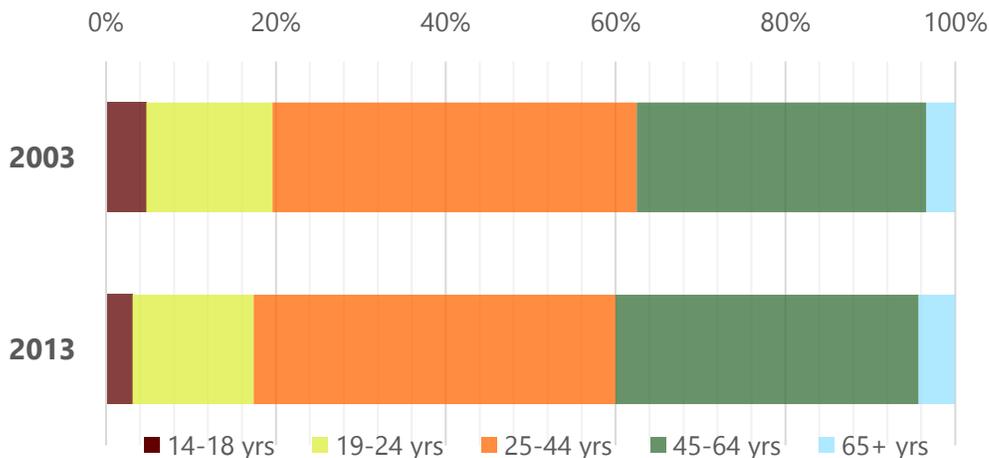
INDUSTRIES

ALL INDUSTRIES
All Ownerships

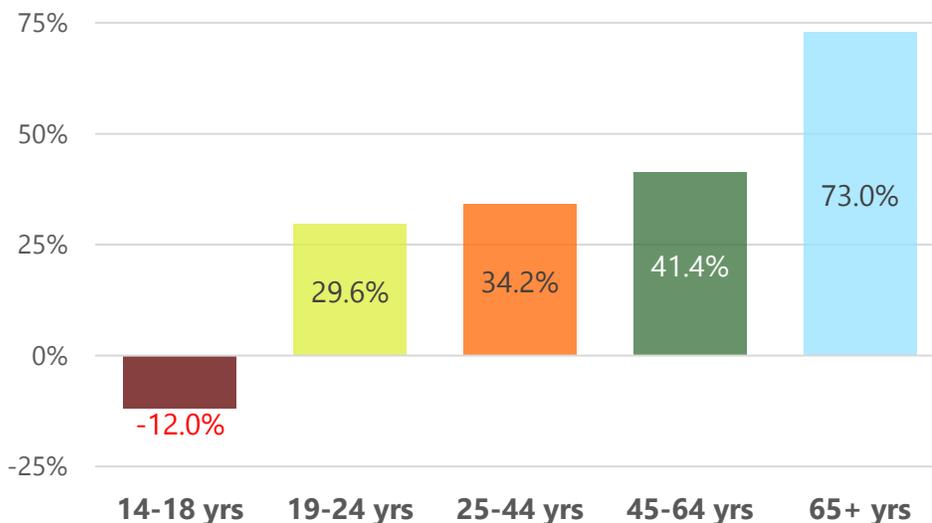
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

Employment Distributions By Age Groups

Ages 14-18 | p. 22

The Retail Trade (27.6%, +2.3%) and Accommodation and Food Services (33.0%, -1.5%) industries continue to have the highest concentration of 14-18 year-old employees, and also experienced two of the largest percentage shifts. For the youngest and largely unskilled workers, employment is dense in these industries because of a reliance on seasonal and part-time entry-level work; retail stores, restaurants, hotels, etc. All other industry shares changed by a figure between -1.8% and +0.9%.

Ages 19-24 | p. 23

This age group was broken out specifically to observe the effects of the oil boom on employment; workers aged 19-24 years are usually students or recent graduates with some skill, some experience, and more flexibility. While most employment is still concentrated in the Retail Trade (18.1%, -2.7%) and Accommodation industries (17.7%, -1.3%), those shares have dropped since 2003. The Mining, Quarrying, and Oil and Gas Extraction industry experienced the largest growth in share (+5.5%); Construction (+1.6%) and Transportation and Warehousing (+1.3%) grew by smaller percentages. All other industry shares changed by a figure between -1.9% and +1.1%.

Ages 25-44 | p. 24

The industry employment distribution for 25-44 year-old workers is more dispersed than younger cohorts; the highest concentration of employment is in Health Care and Social Assistance (13.8%), second highest is in Retail Trade (9.4%). The oil boom effect is also visible here; Mining, Quarrying, and Oil and Gas Extraction (8.5%) grew by 7.3%, Construction (8.6%) grew by 2.7, and Transportation and Warehousing (4.7%) grew by 1.8%. All other industries changed by a figure between -2.7% and +1.0%.

Ages 45-64 | p. 25

For this age group, the distribution follows a similar pattern as that of the 25-44 year-old group; Health Care and Social Assistance is again the densest (15.2%), with Educational Services (10.3%) and Retail Trade (9.7%) at the next-highest. The oil boom effect here is also present, albeit more evenly spread; Mining, Quarrying, and Oil and Gas Extraction (4.6%) grew by 3.1%, Construction (7.1%) grew by 2.2%, and Transportation and Warehousing (5.9%) grew by 2.8%. Educational Services experienced the greatest change in share (-3.6%), while all other industries changed by a figure between -2.0% and +0.9%

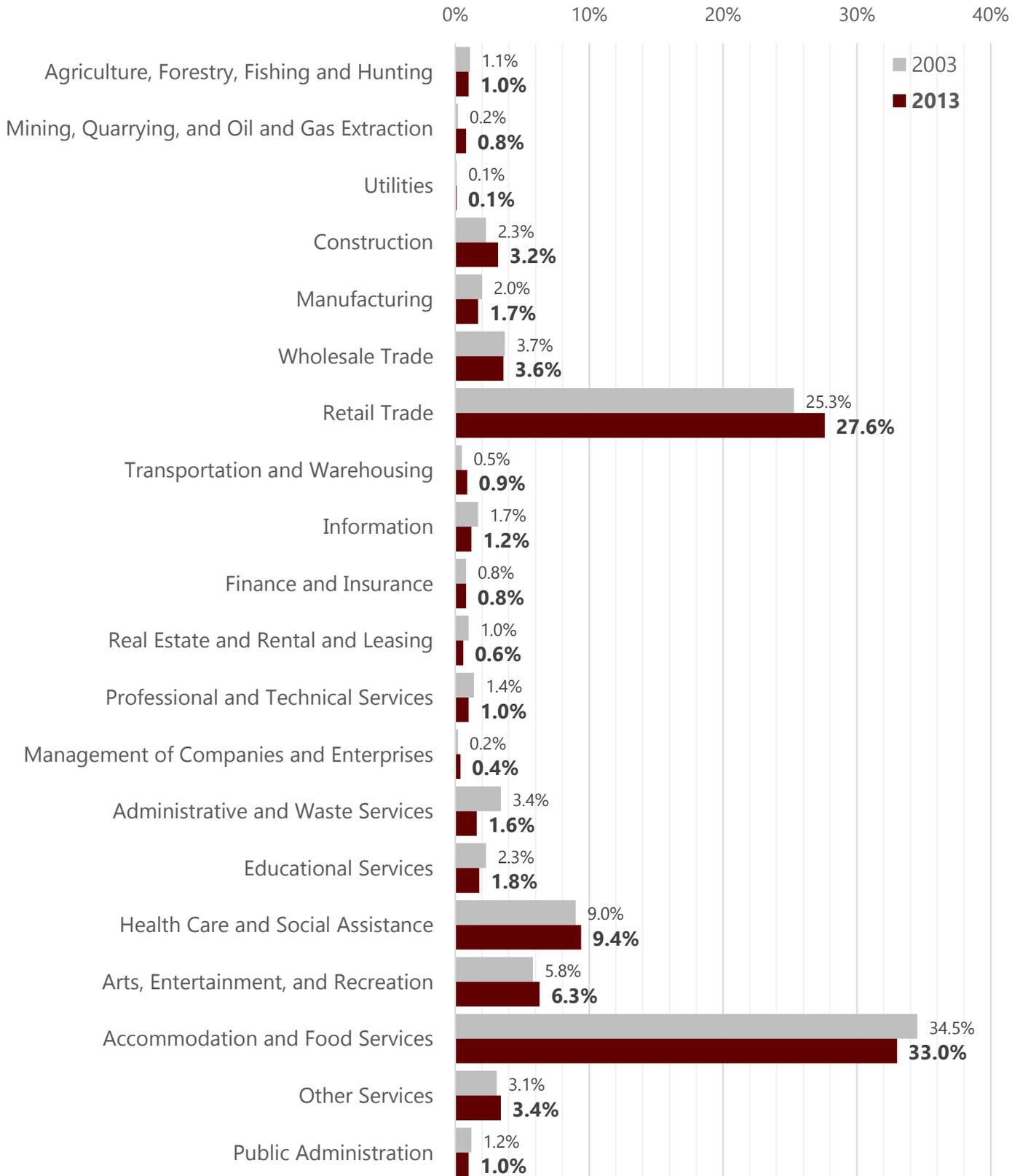
Ages 65+ | p. 26

For the oldest age group, employment was most concentrated in Health Care and Social Assistance (16.1%), Retail Trade (14.7%), and Educational Services (12.4%). The biggest percentage share changes were in Health Care and Social Assistance (-1.7%), Other Services (-1.7%), and Transportation and Warehousing (+1.3%). All other industries changed by a figure between -0.8% and +1.0%.

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ALL INDUSTRIES
All Ownerships

Employment Distribution | Ages 14-18

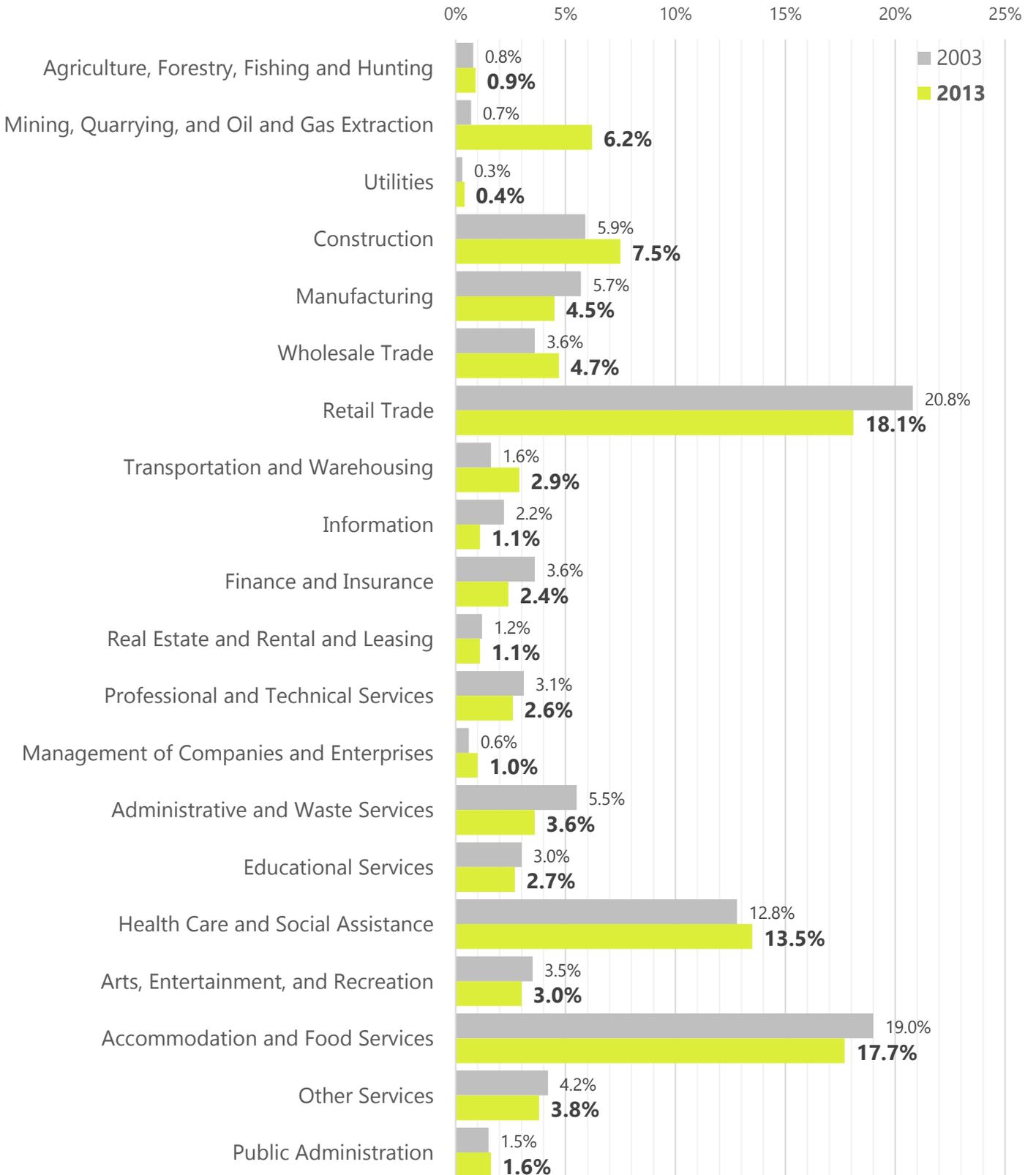


Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

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ALL INDUSTRIES
All Ownerships

Employment Distribution | Ages 19-24

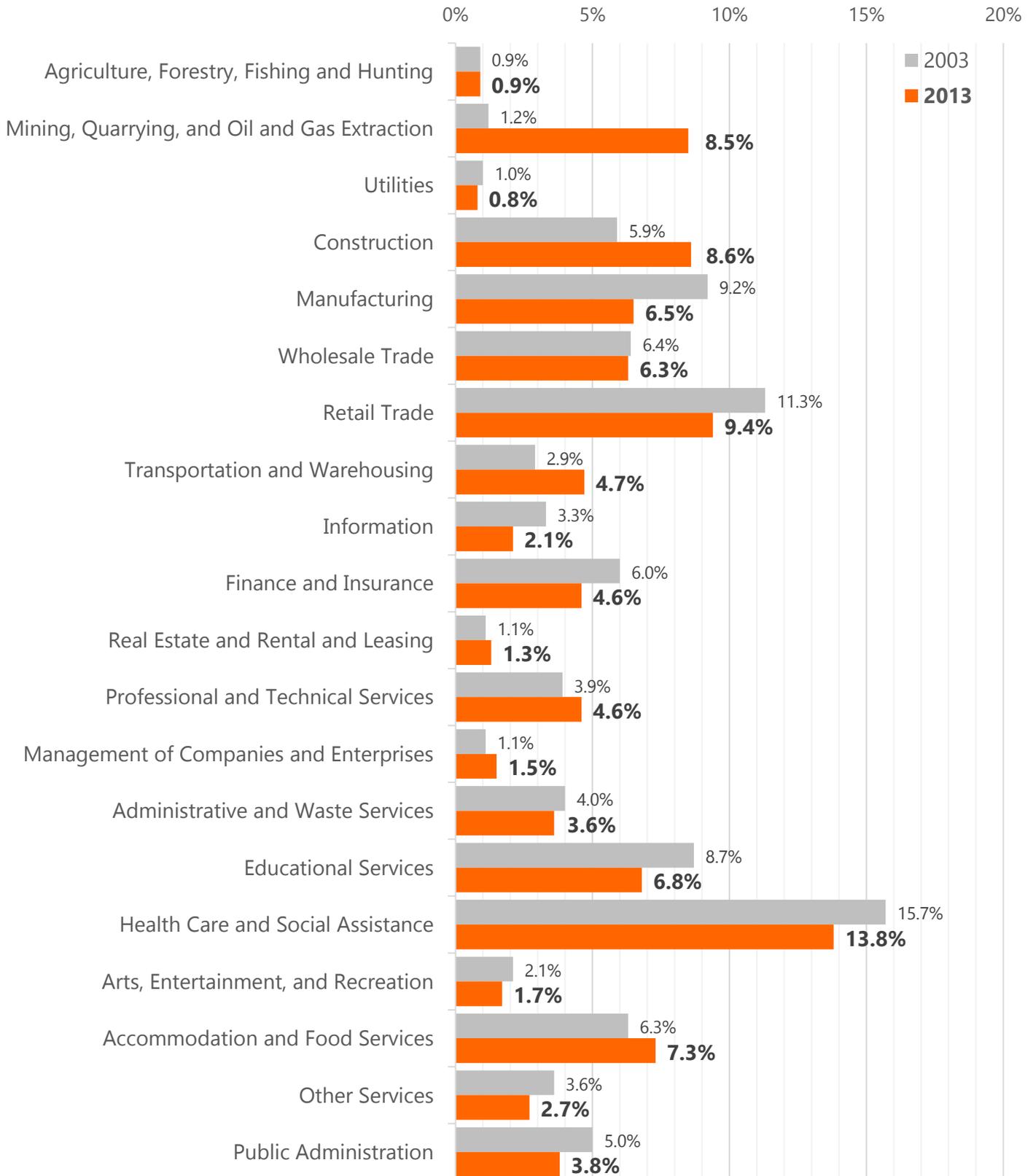


Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

ALL INDUSTRIES
All Ownerships

Employment Distribution | Ages 25-44

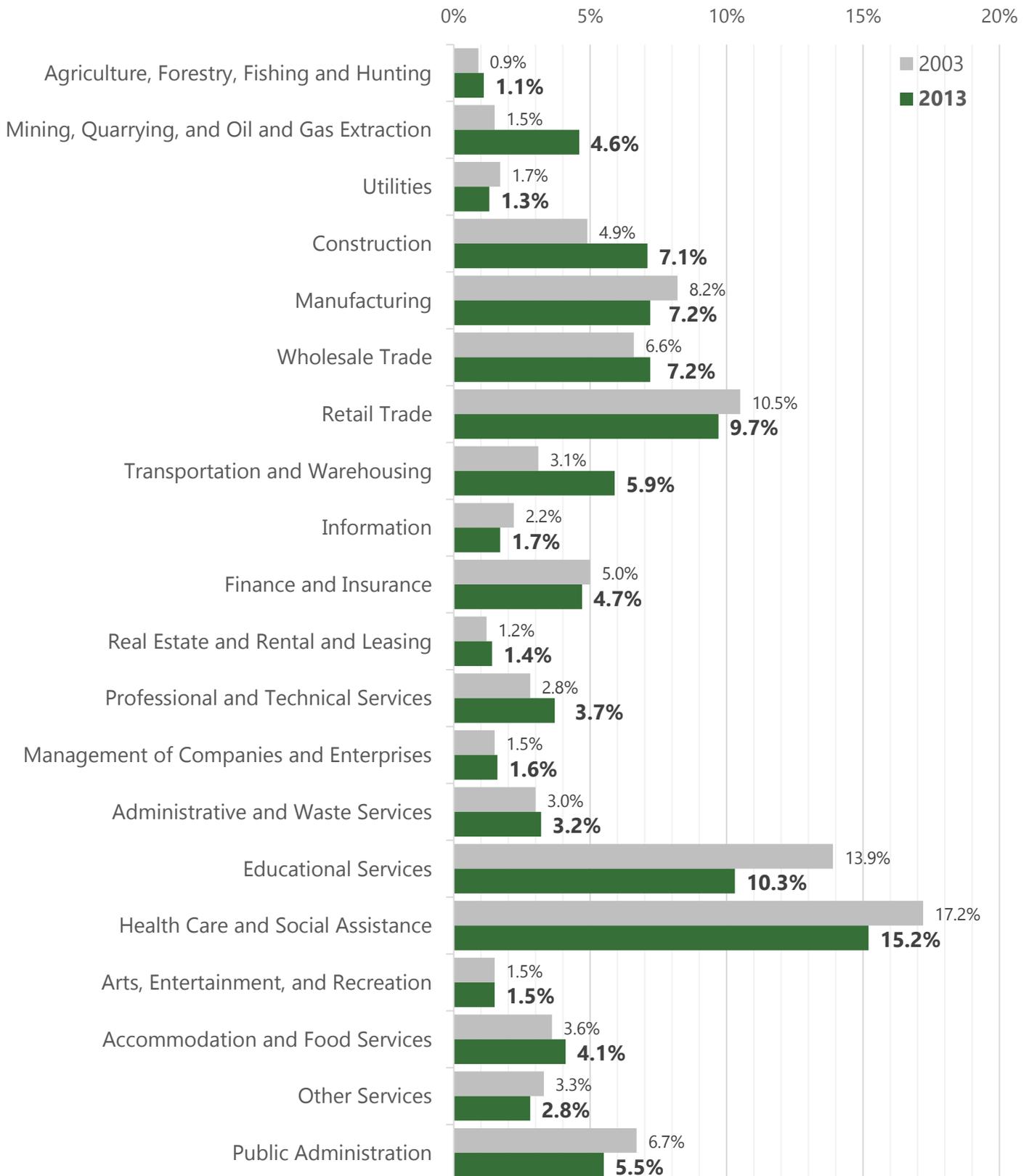


Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

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All Ownerships

Employment Distribution | Ages 45-64

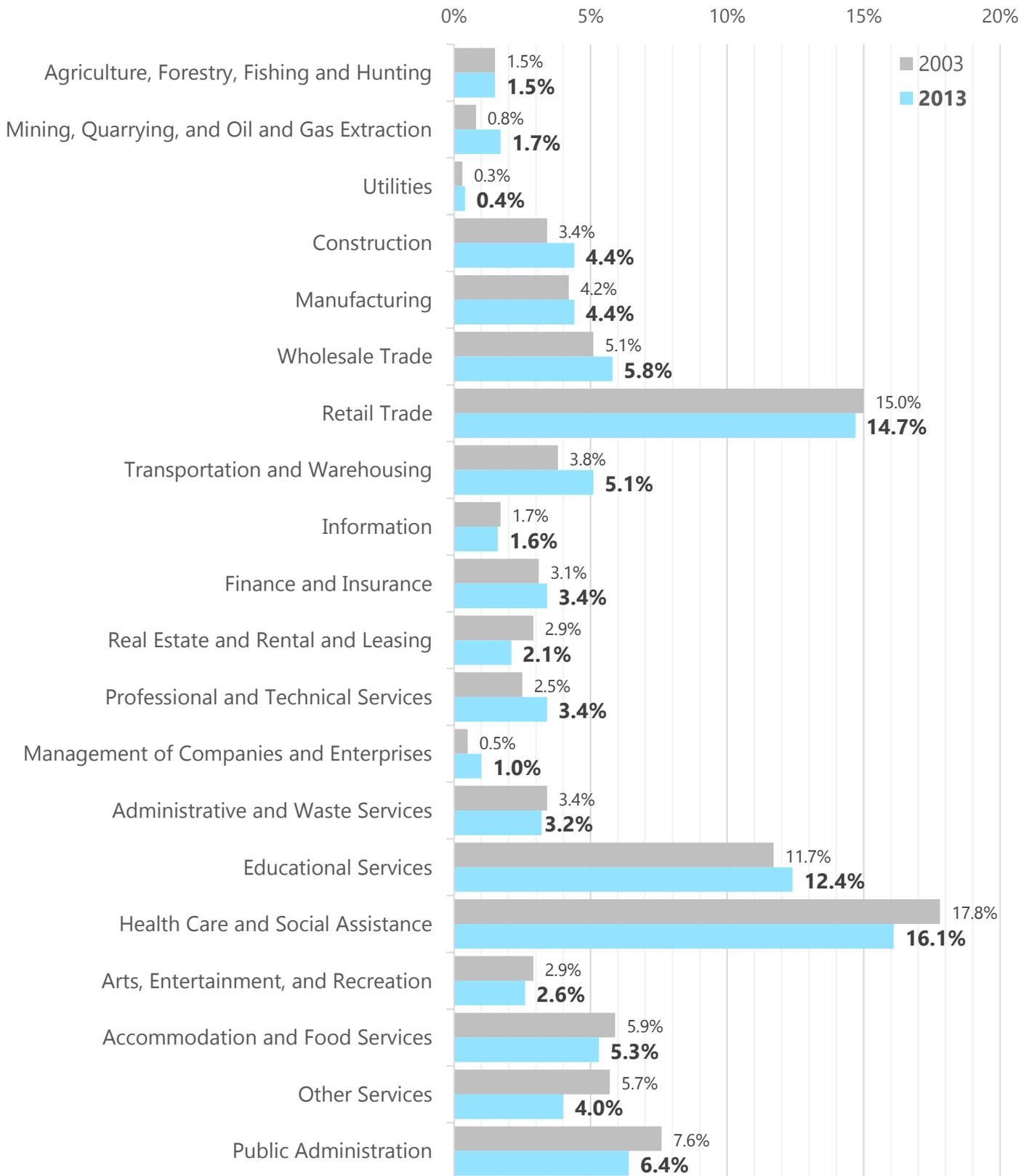


Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

ALL INDUSTRIES
All Ownerships

Employment Distribution | Ages 65+



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

AGRICULTURE, FORESTRY, FISHING, AND HUNTING

All Ownerships

Agriculture, Forestry, Fishing and Hunting Figures | p. 28

The figures about employment, wage, and establishments come from Quarterly Census of Employment and Wages (QCEW) data, which only counts workers covered by Unemployment Insurance. Those who are self-employed are excluded (e.g. farmers, entrepreneurs, etc.). Though these figures limit the view of this industry, they do provide a general picture.

	1993	2003	2013
Average Employment			
From 1993-2013, average employment grew by 114.6% (+2,282); 2003-2013 growth was 54.0% (+1,498). Nearly all employment is concentrated in the private sector (99.8%).			
Avg Emp	1,991	2,775	4,273
Private	100.0%	100.0%	99.8%
Govt.	0.0%	0.0%	0.2%
Average Annual Wage			
From 1993-2013, wages grew by 146.7% (+\$23,703); 2003-2013 wage growth was 58.2% (+\$14,664). Government wages are higher (+\$2,165), but based on 9 employees.			
Avg Wage	\$16,173	\$25,212	\$39,876
Private	\$16,173	\$25,212	\$39,871
Govt.	\$0	\$0	\$42,036
Establishments			
From 1993-2013, total establishments grew by 122.4% (+475); 2003-2013 growth was 70.5% (+357). Nearly all establishments are privately-owned (99.8%).			
Total Est	388	506	863
Private	100.0%	100.0%	99.8%
Govt.	0.0%	0.0%	0.2%

Agriculture, Forestry, Fishing and Hunting Demographics | p. 29

Composition by Sex

In 2003, employment composition was 77.3% Male to 22.7% Female. In 2013, it shifted to 79.5% Male, 20.5% Female. Both sexes experienced numerical increases, with a significantly higher increase in the number of male workers.

Composition by Age Group

Since 2003, the proportions among age groups have changed by small percentages. The biggest proportional changes were among 45-64 year-olds (+4.2%), 14-18 year-olds (-2.7%), and 25-44 year-olds (-2.1%). 25-44 year-olds (39.3%) and 45-64 year-olds (38.4%) comprise large proportions of employment.

Ten-Year % Change by Age Group 2003-2013

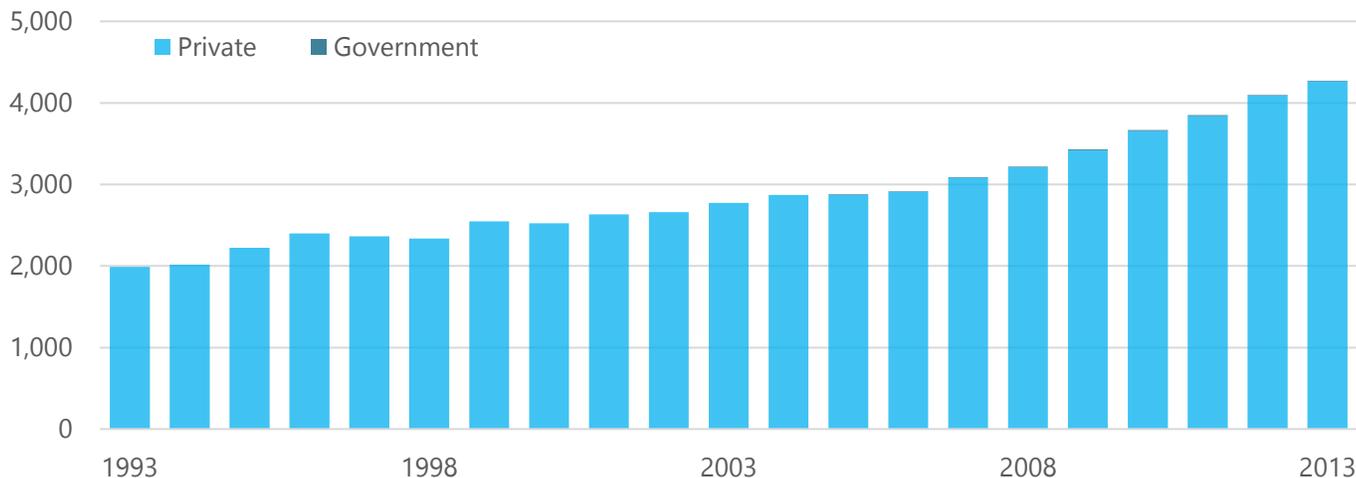
Because employment is small relative to other industries, the 10-year percent changes reflect numerical changes in the hundreds or less. For instance, the most significant increases were those among 45-64-year-olds (+68.4%) and 25-44 year-olds (+42.1%), a combined increase of 1,000+ workers. Workers aged 65+ years saw the highest percentage increase (+76.5%), about 100 more workers.

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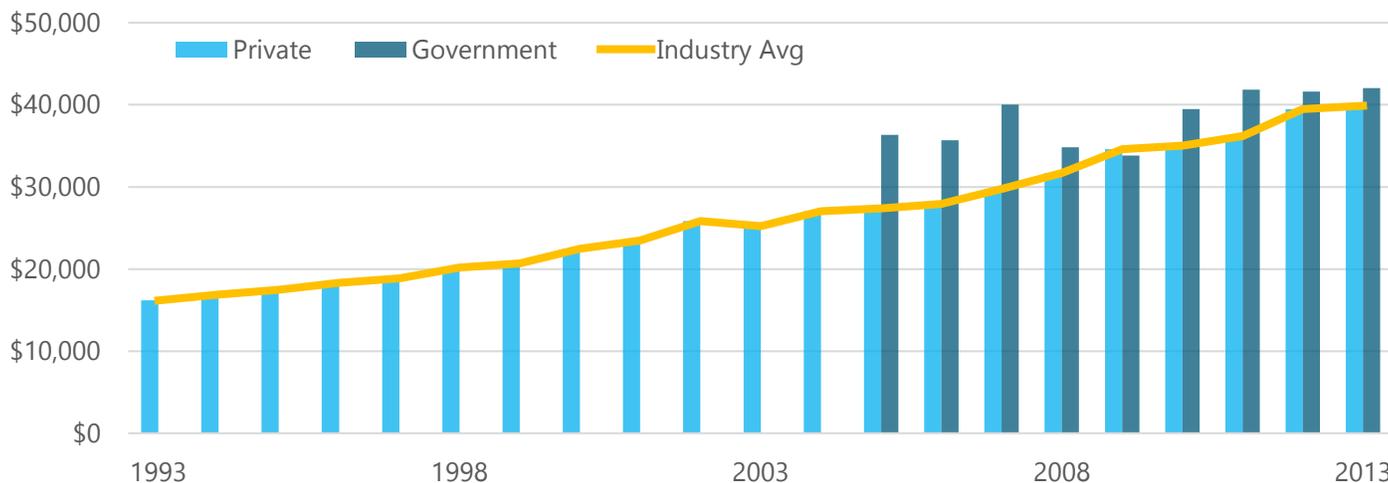
AGRICULTURE, FORESTRY, FISHING, AND HUNTING

All Ownerships

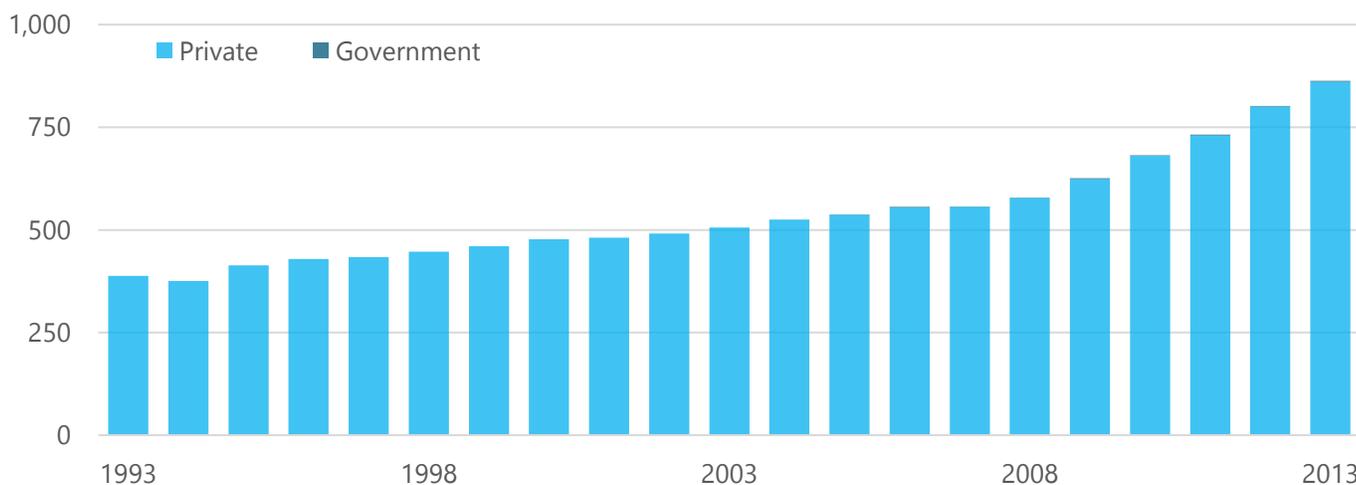
Average Employment



Average Annual Wage



Establishments



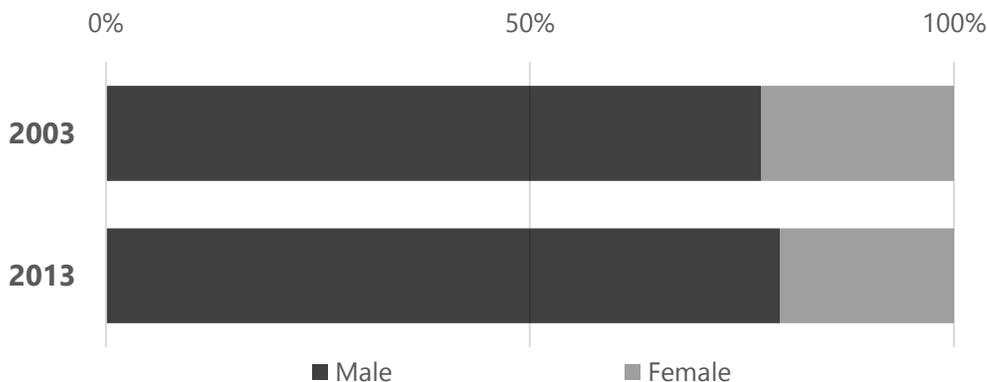
Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

INDUSTRIES

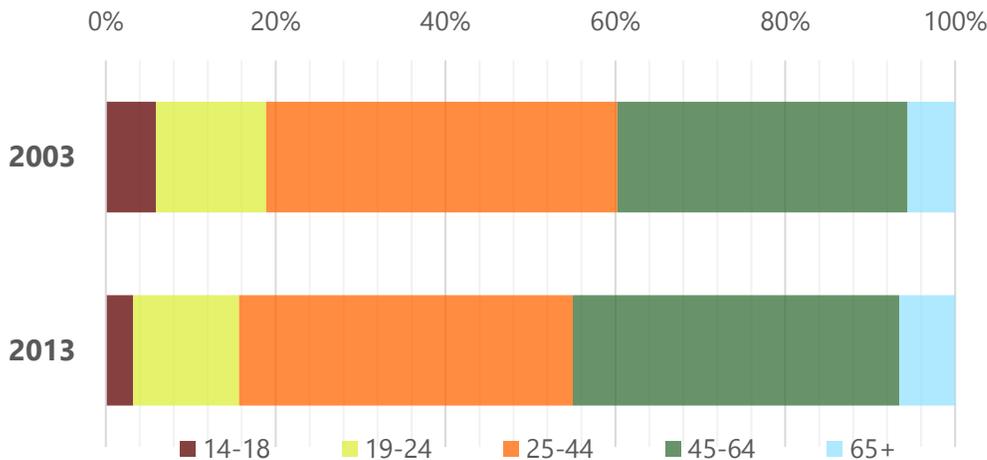
AGRICULTURE, FORESTRY, FISHING, AND HUNTING

All Ownerships

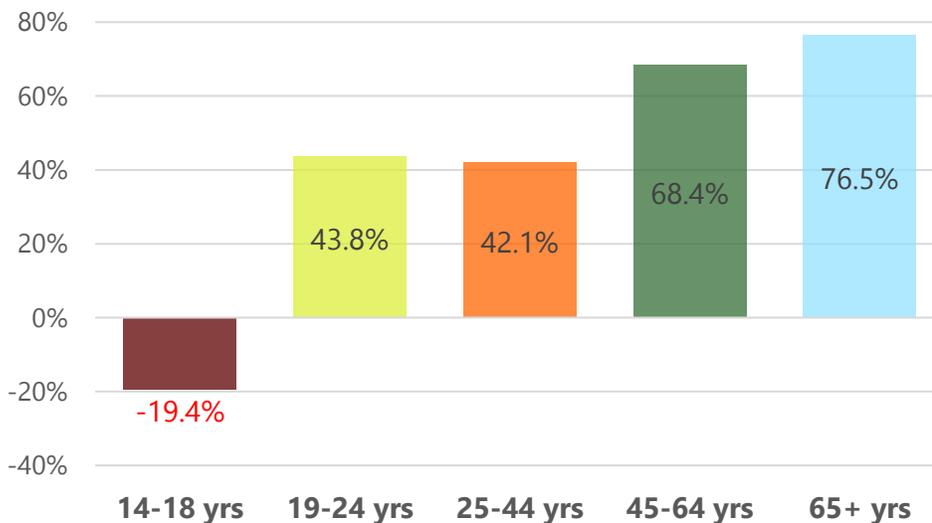
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

MINING, QUARRYING, AND OIL AND GAS EXTRACTION

All Ownerships

Mining, Quarrying, & Oil and Gas Extraction Figures | p. 31

This is one of a few industries where the oil boom has had a powerful impact, as is reflected in the well-above-average growth in all areas—employment, wages, and establishments—in the past 10 years.

Average Employment		1993	2003	2013
From 1993-2013, average employment grew by 702.4% (+22,933); 2003-2013 growth was 694.5% (+22,902). Nearly all employment is concentrated in the private sector (100.0%*).		3,265	3,296	26,198
Avg Emp				
Private		100.0%	100.0%	100.0%
Govt.		0.0%	0.0%	0.0%*
<i>*There were only 2 Govt. Employees in 2013.</i>				
Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 168.6% (+\$61,536); 2003-2013 wage growth was 92.3% (+\$47,072). Average private sector wages are higher (+\$4,479).		\$36,506	\$50,970	\$98,042
Avg Wage				
Private		\$36,506	\$50,970	\$98,042
Govt.		\$0	\$0	\$93,563
Establishments		1993	2003	2013
From 1993-2013, total establishments grew by 211.3% (+596); 2003-2013 growth was 348.0% (+682). Nearly all establishments are privately-owned (99.9%).		282	196	878
Total Est				
Private		100.0%	100.0%	99.9%
Govt.		0.0%	0.0%	0.1%

Mining, Quarrying, & Oil and Gas Extraction Demographics | p. 32

This industry is male-dominated, with a majority of workers being of a younger working-age. Because of its recent rapid employment growth, this industry may help explain the changing demographics of the All-Industry employment composition.

Composition by Sex

In 2003, the employment composition was 90.6% Male to 9.4% Female. In 2013, it shifted to 93.0% Male, 7.0% Female. Both sexes experienced high numerical increases, with a significantly higher increase in male workers.

Composition by Age Group

Since 2003, proportions among age groups have changed in favor of younger workers. The biggest proportional changes were among 45-64 year-olds (-18.3%), 25-44 year-olds (+15.1%), and 19-24 year-olds (+4.7%). 25-44 year-olds comprise a majority of employment (58.1%).

Ten-Year % Change by Age Group 2003-2013

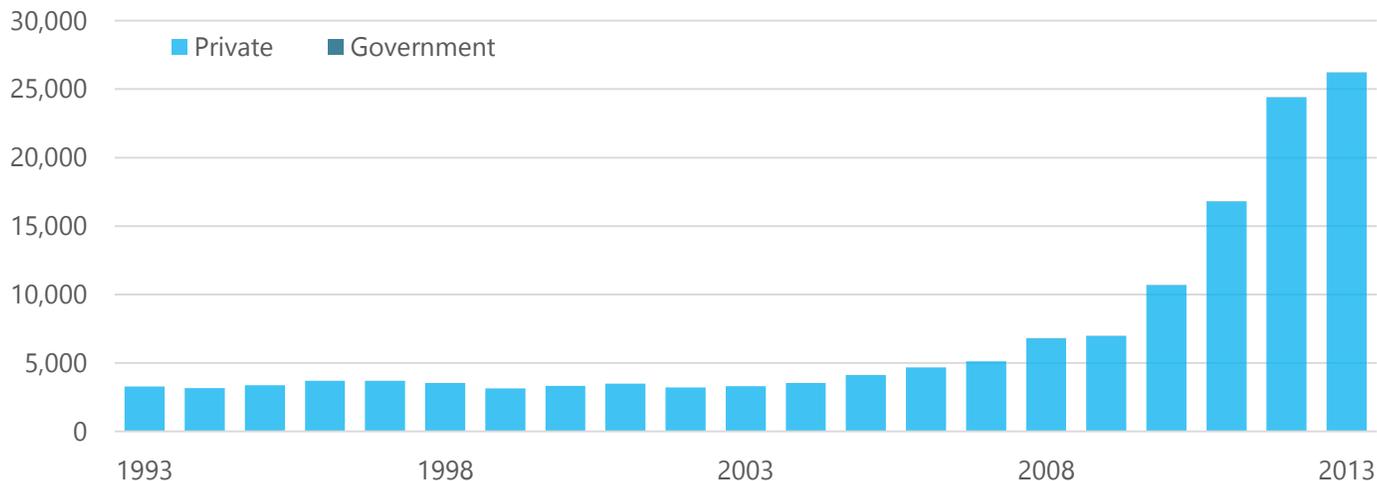
The oil boom increased employment for every age group by more than 200%. For the smallest proportional groups (14-18 year-olds, 65+ years), the combined numerical growth was less than 250 workers. The most significant increases were those among 25-44 year-olds (+876.7%), reflecting an increase of 10,000+ workers.

INDUSTRIES

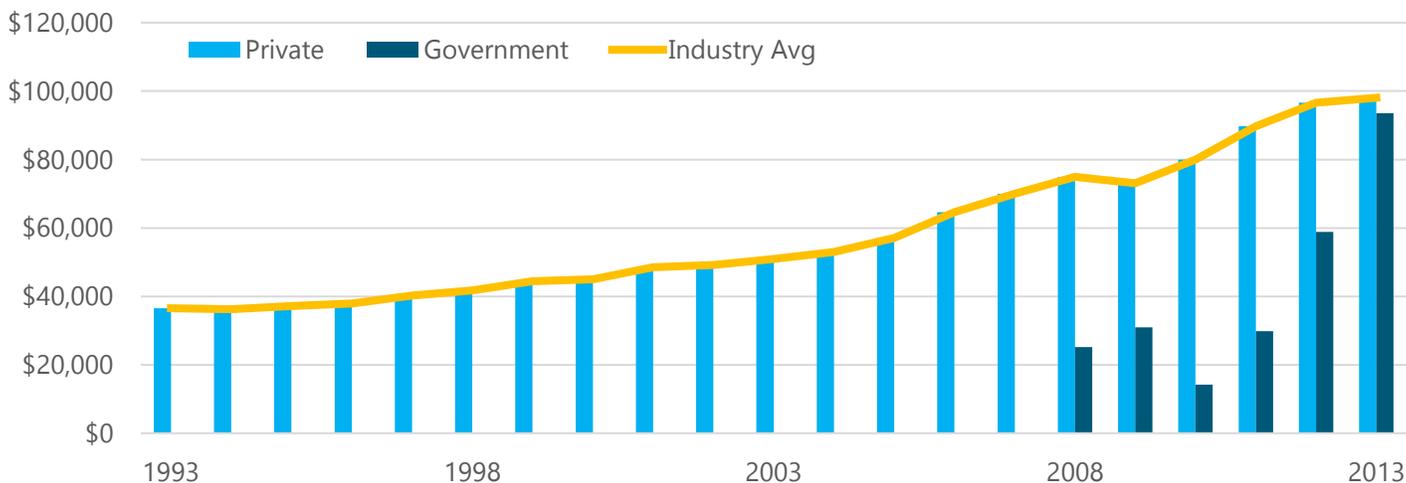
MINING, QUARRYING, AND OIL AND GAS EXTRACTION

All Ownerships

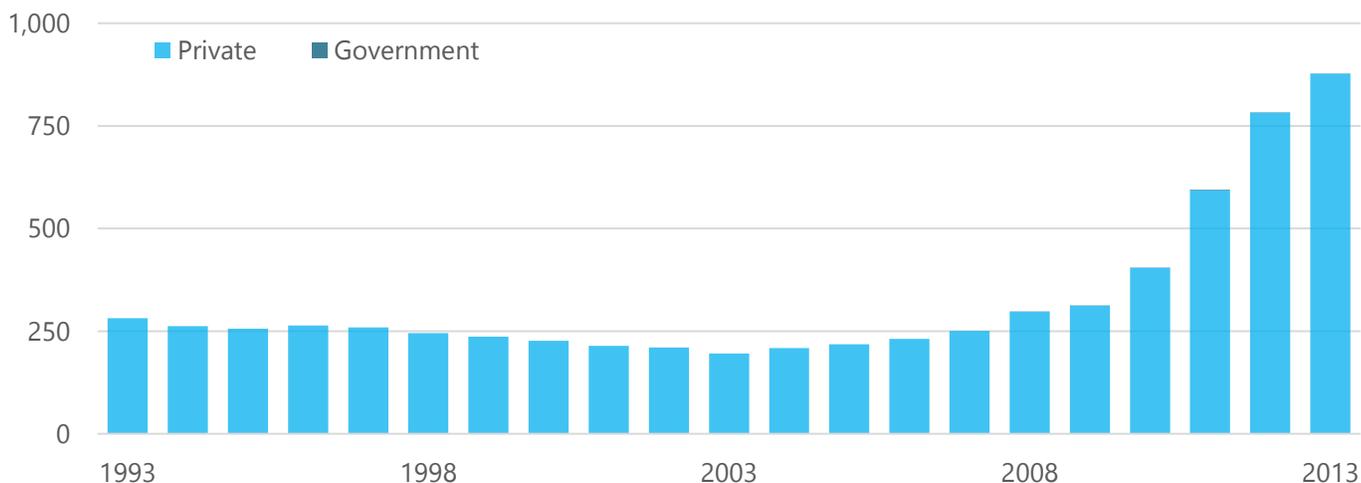
Average Employment



Average Annual Wage



Establishments



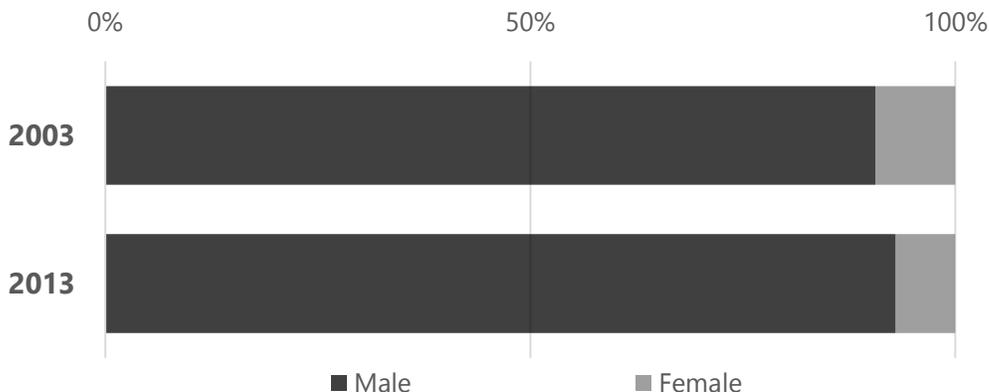
Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

INDUSTRIES

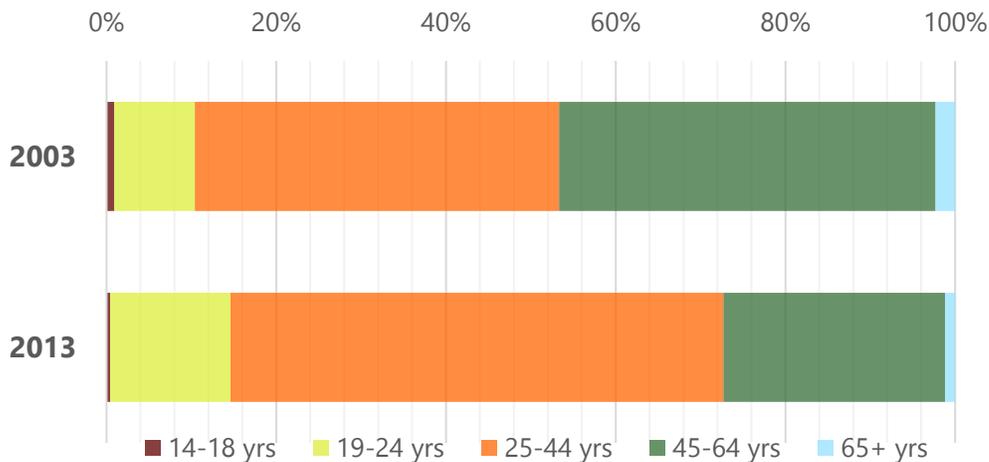
MINING, QUARRYING, AND OIL AND GAS EXTRACTION

All Ownerships

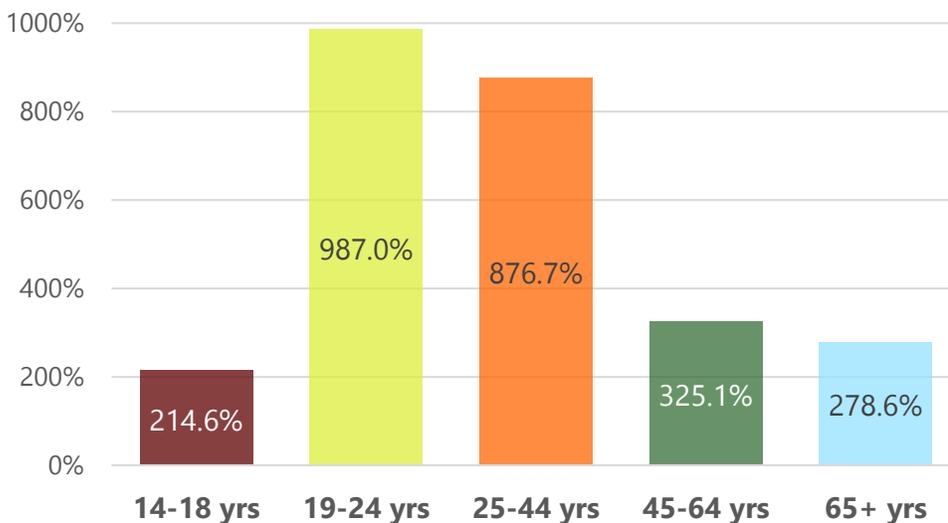
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

UTILITIES All Ownerships

Utilities Figures | p. 34

This industry seems to be the steadiest over the past 20 years. Both average employment and establishment counts remain nearly level over the time period, with a gradually increasing average wage.

Average Employment		1993	2003	2013
From 1993-2013, average employment fell by 2.8% (-113); 2003-2013 growth was 10.9% (+381). Nearly all employment is concentrated in the private sector (93.0%).	Avg Emp	3,976	3,482	3,863
	Private	97.3%	95.9%	93.0%
	Govt.	2.7%	4.1%	7.0%

Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 105.9% (+\$43,283); 2003-2013 wage growth was 36.4% (+\$22,441). Average private sector wages are higher (+\$33,207).	Avg Wage	\$40,857	\$61,699	\$84,140
	Private	\$40,928	\$62,051	\$86,478
	Govt.	\$38,327	\$53,523	\$53,271

Establishments		1993	2003	2013
From 1993-2013, total establishments grew by 17.9% (+27); 2003-2013 growth was 17.1% (+26). Most establishments are privately-owned (83.1%).	Total Est	151	152	178
	Private	91.4%	86.2%	83.1%
	Govt.	8.6%	13.8%	16.9%

Utilities Demographics | p. 35

Composition by Sex

In 2003, employment composition was 80.4% Male to 19.6% Female. In 2013, it shifted to 82.1% Male, 17.9% Female. Male workers experienced a small numerical increase, while female workers slightly decreased.

Composition by Age Group

Since 2003, the proportions among age groups have changed by small percentages. The biggest proportional changes were among 25-44 year-olds (-3.4%), and 19-24 year-olds (+2.8%). 45-64 year-olds comprise a majority of employment (53.9%).

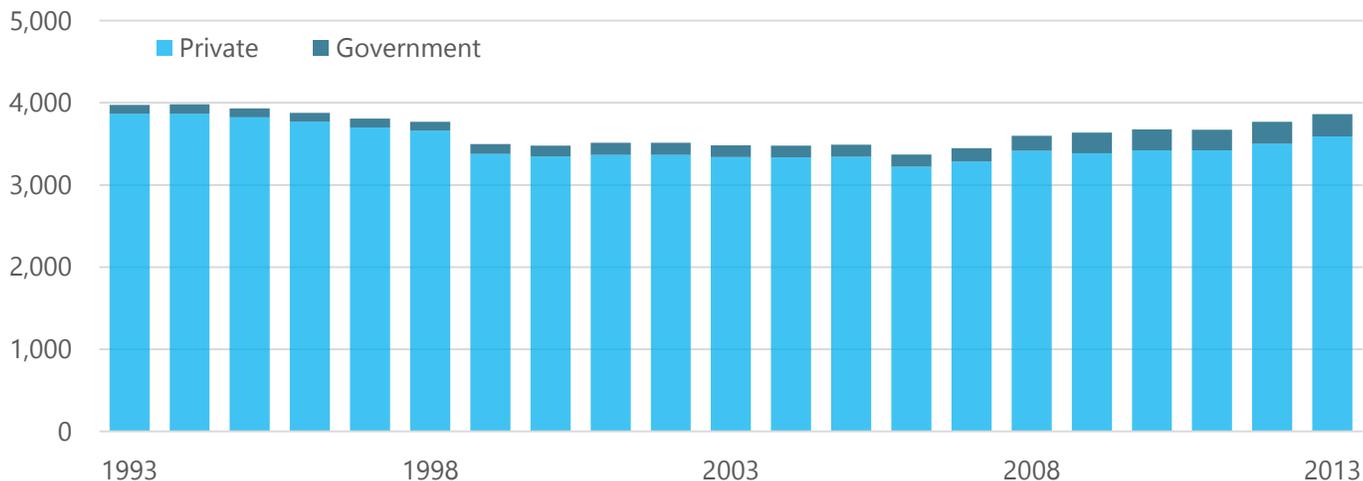
Ten-Year % Change by Age Group 2003-2013

Because employment is small relative to other industries, the 10-year percent changes reflect numerical changes in the hundreds or less. The most significant numerical increase was among 45-64 year-olds (+6.0%), about 200 workers. Workers aged 65+ years (+101.5%) and 19-24 year-olds (+91.8%) saw the highest percentage increases, but reflect a combined increase of about 150 workers.

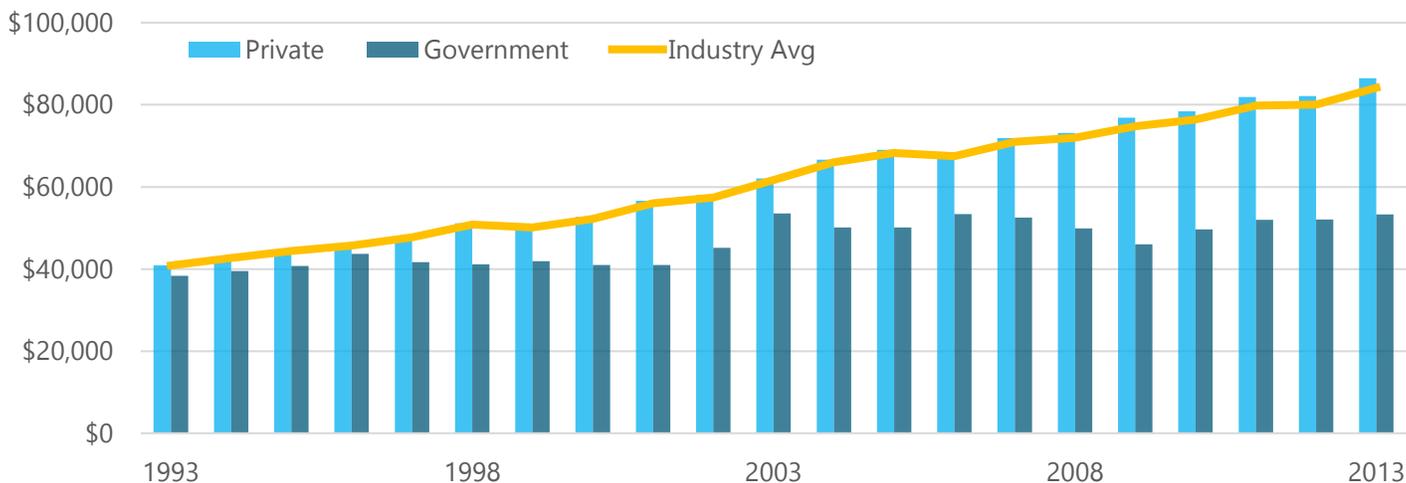
INDUSTRIES

UTILITIES
All Ownerships

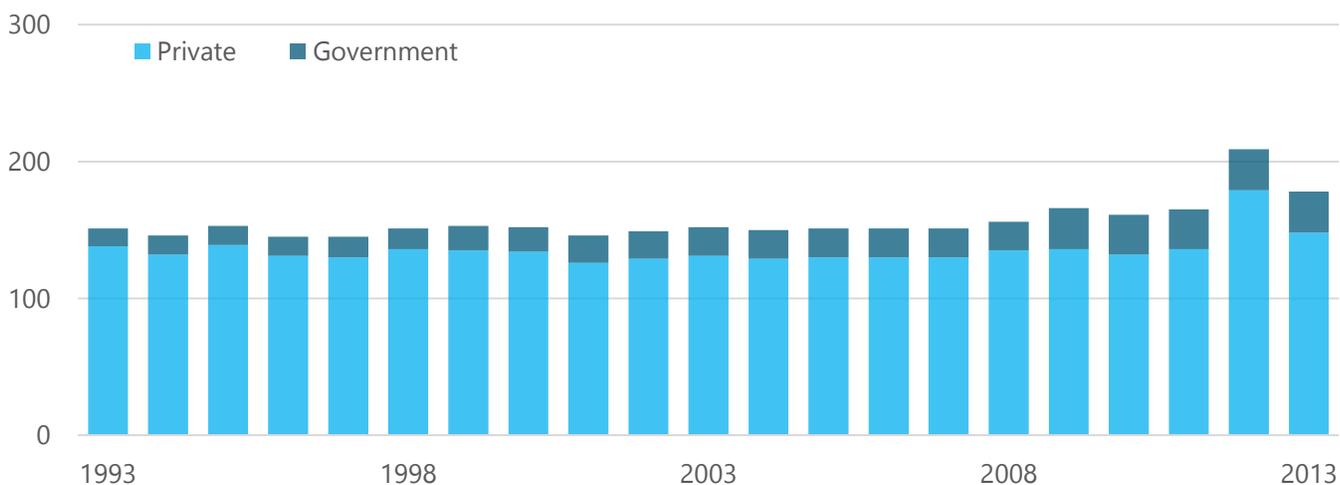
Average Employment



Average Annual Wage



Establishments

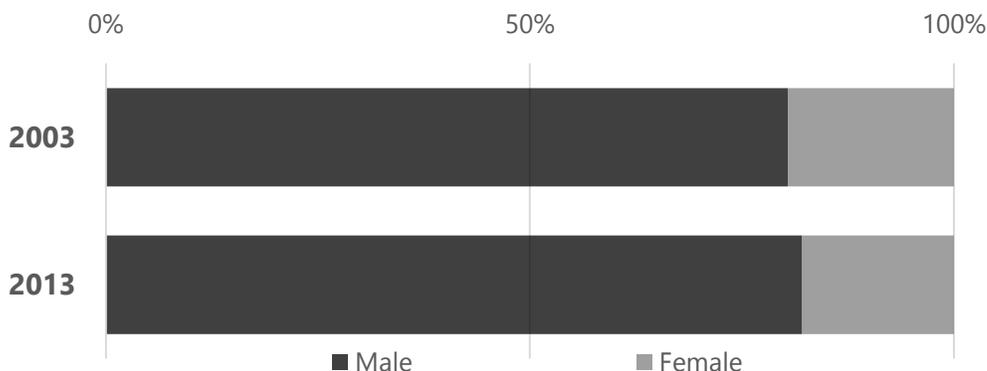


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

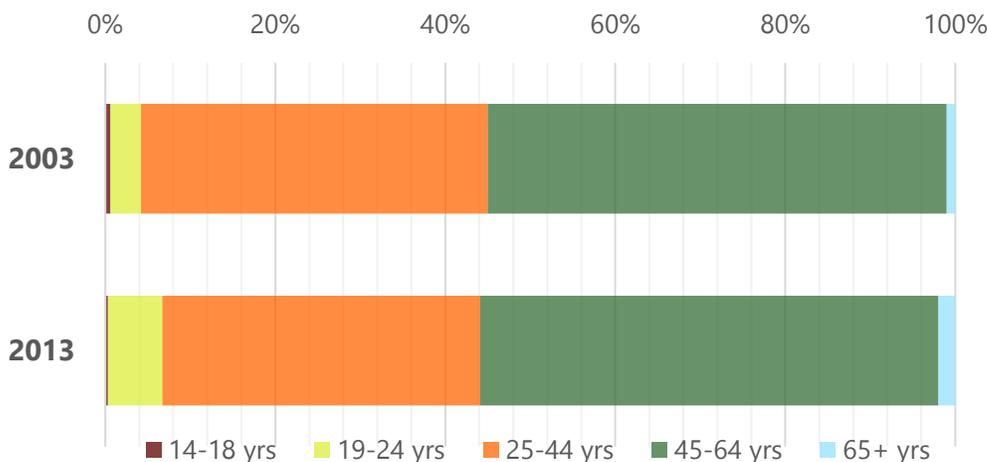
INDUSTRIES

UTILITIES
All Ownerships

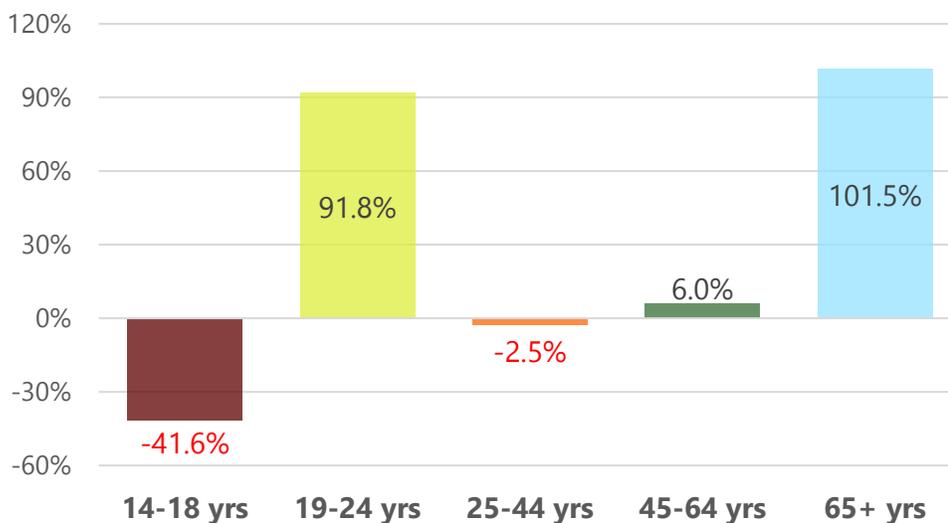
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

CONSTRUCTION All Ownerships

Construction Figures | p. 37

This is another of the few industries where the oil boom has had a powerful impact, as is reflected in the well-above-average growth in all areas—employment, wages, and establishments—in the past 10 years.

	1993	2003	2013
Average Employment			
From 1993-2013, average employment grew by 156.7% (+20,421); 2003-2013 growth was 97.8% (+16,544). Nearly all employment is concentrated in the private sector (96.6%).			
Avg Emp	13,035	16,912	33,456
Private	90.7%	93.1%	96.6%
Govt.	9.3%	6.9%	3.4%
Average Annual Wage			
From 1993-2013, average wages grew by 160.4% (+\$37,086); 2003-2013 wage growth was 84.6% (+\$27,587). Average private sector wages are slightly higher (+\$350).			
Avg Wage	\$23,121	\$32,620	\$60,207
Private	\$23,084	\$32,551	\$60,219
Govt.	\$23,487	\$33,547	\$59,869
Establishments			
From 1993-2013, total establishments grew by 84.8% (+2,077); 2003-2013 growth was 54.5% (+1,596). Nearly all establishments are privately-owned (98.8%).			
Total Est	2,449	2,930	4,526
Private	97.8%	98.2%	98.8%
Govt.	2.2%	1.8%	1.2%

Construction Demographics | p. 38

This industry is also male-dominated, with most workers falling between ages 25-64 years. Because of its recent rapid employment growth, this industry may also help explain the changing demographics of the All-Industry employment composition.

Composition by Sex

In 2003, the employment composition was 89.2% Male to 10.8% Female. In 2013, it shifted to 89.8% Male, 10.2% Female. Both sexes experienced numerical increases, with a significantly higher increase in male workers.

Composition by Age Group

Since 2003, the proportions among age groups have changed by small percentages. The biggest proportional changes were among 19-24 year-olds (-2.4%) and 45-64 year-olds (+2.1%). 25-44 year-olds comprise a majority of employment (48.5%).

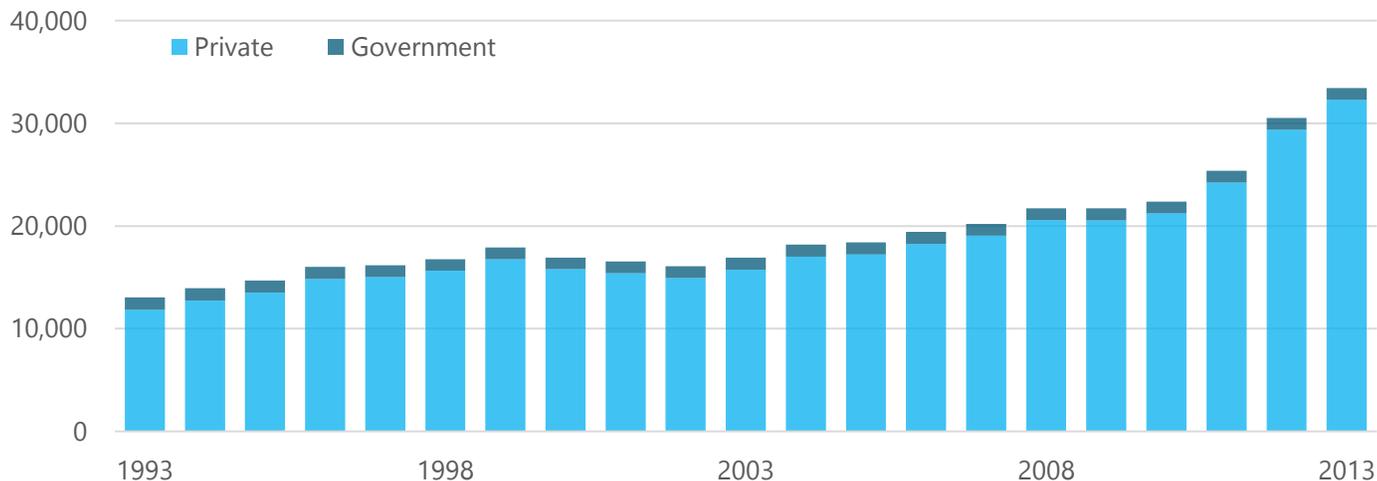
Ten-Year % Change by Age Group 2003-2013

Since 2003, every age group has grown numerically. For the smallest proportional groups (14-18 year-olds, 65+ years), the increases reflect a combined numerical growth of 500 workers. The most significant increases were those among 45-64 year-olds (+106.0%) and 25-44 year-olds (+96.7%).

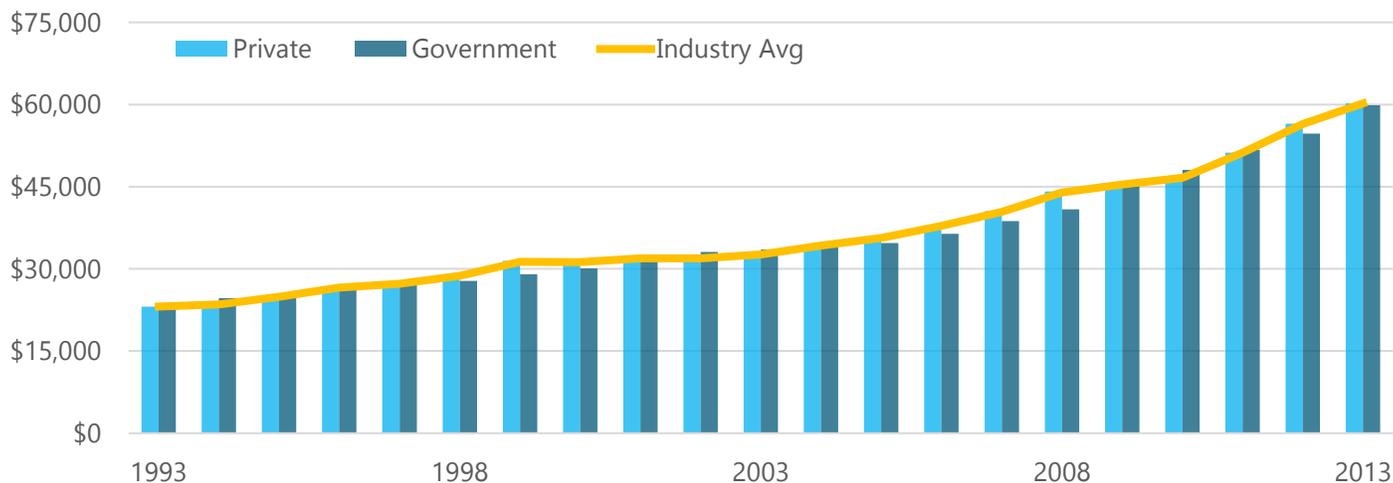
INDUSTRIES

CONSTRUCTION
All Ownerships

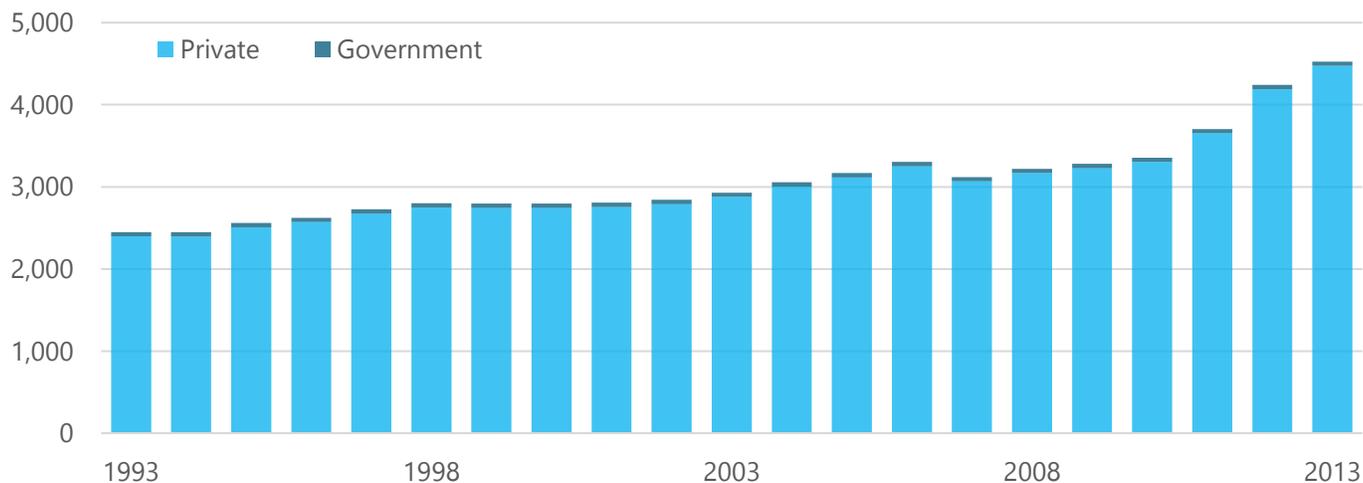
Average Employment



Average Annual Wage



Establishments

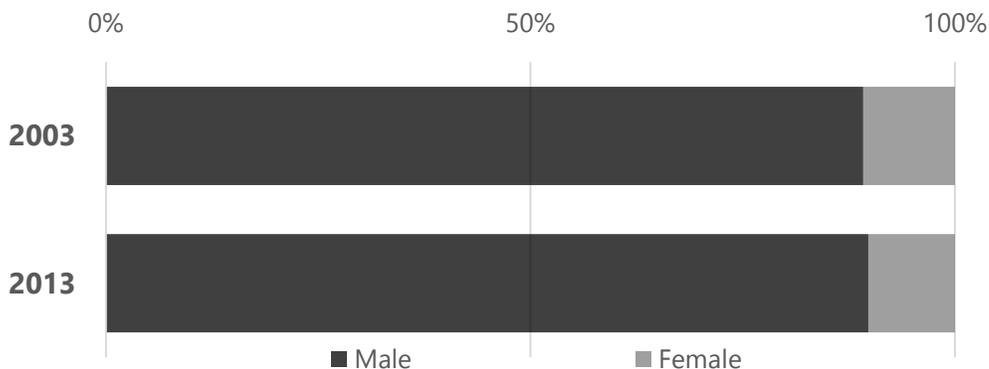


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

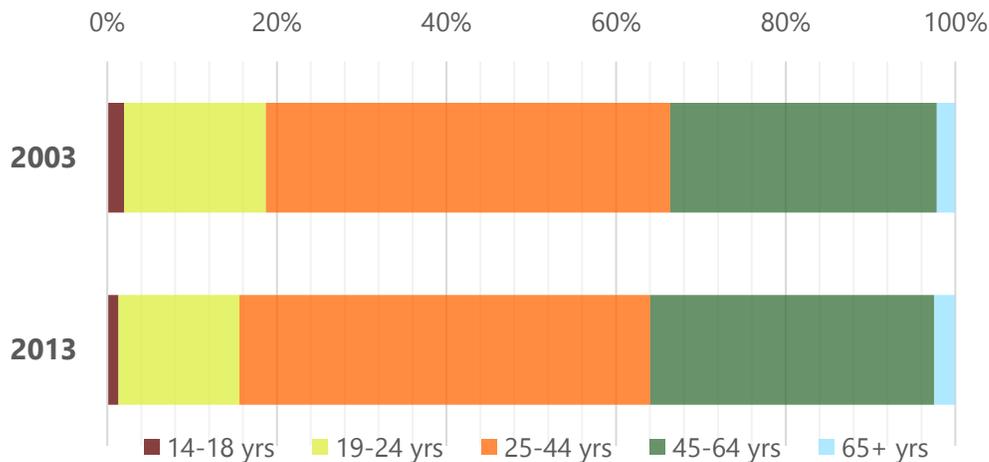
INDUSTRIES

CONSTRUCTION
All Ownerships

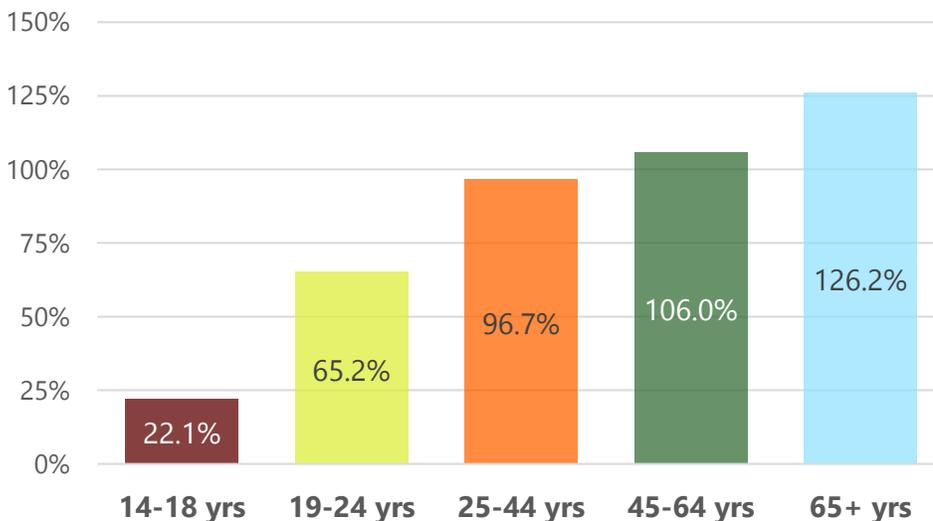
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

MANUFACTURING All Ownerships

Manufacturing Figures | p. 40

This industry clearly exhibits the impact of the Great Recession; up until 2008, employment was stable, growing to a peak of 26,818. Following the recession, employment dipped the furthest by 2010, at 22,895 (-14.6% from 2008). Since then, the industry has recovered 70.5% of the employment lost.

Average Employment		1993	2003	2013
From 1993-2013, average employment grew by 37.6% (+7,013); 2003-2013 growth was 7.8% (+1,851). Nearly all employment is concentrated in the private sector (99.0%).	Avg Emp	18,646	23,808	25,659
	Private	99.1%	98.2%	99.0%
	Govt.	0.9%	1.8%	1.0%

Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 103.3% (+\$24,453); 2003-2013 wage growth was 41.61% (+\$14,144). Average government wages are higher (+\$3,147).	Avg Wage	\$23,681	\$33,990	\$48,134
	Private	\$23,648	\$34,082	\$48,103
	Govt.	\$27,384	\$28,862	\$51,250

Establishments		1993	2003	2013
From 1993-2013, total establishments grew by 6.9% (+56); 2003-2013 growth was 2.7% (+23). Nearly all establishments are privately-owned (99.5%).	Total Est	812	845	868
	Private	99.6%	99.2%	99.5%
	Govt.	0.4%	0.8%	0.5%

Manufacturing Demographics | p. 41

Unionization is more commonplace in this industry. Because unions build benefits based on years-of-service, the demographic changes seem to reflect retained employment rather than new employment. As such, the age group compositions and figures show increases among the older age groups.

Composition by Sex

In 2003, the employment composition was 73.7% Male to 26.3% Female. In 2013, it shifted to 75.6% Male; 24.4% Female. Male workers increased numerically, while female workers slightly decreased.

Composition by Age Group

Since 2003, most of the proportions among age groups have changed by small percentages. The biggest proportional changes were among 25-44 year-olds (-6.1%) and 45-64 year-olds (+5.7%). Both 25-44 year-olds (44.4%) and 45-64 year-olds (41.4%) comprise large proportions of employment.

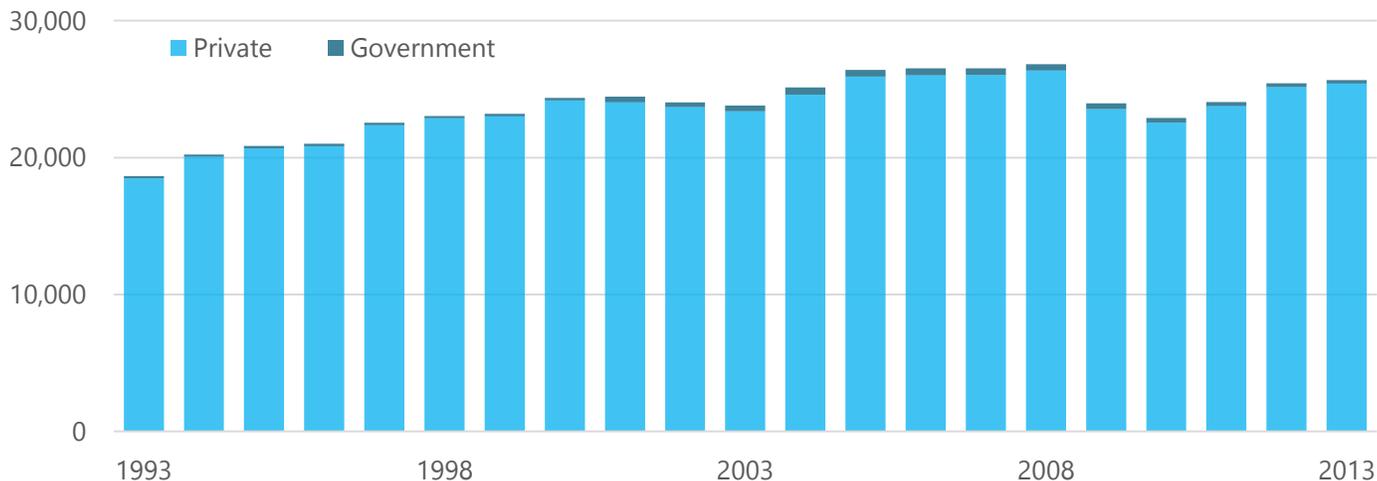
Ten-Year % Change by Age Group 2003-2013

Since 2003, older age groups (45-64 years-old, 65+ years) have grown numerically, while all younger groups have stayed nearly flat or decreased. The most significant numerical increase was among 45-64 year-olds (+24.4%), which grew by about 1,500 workers.

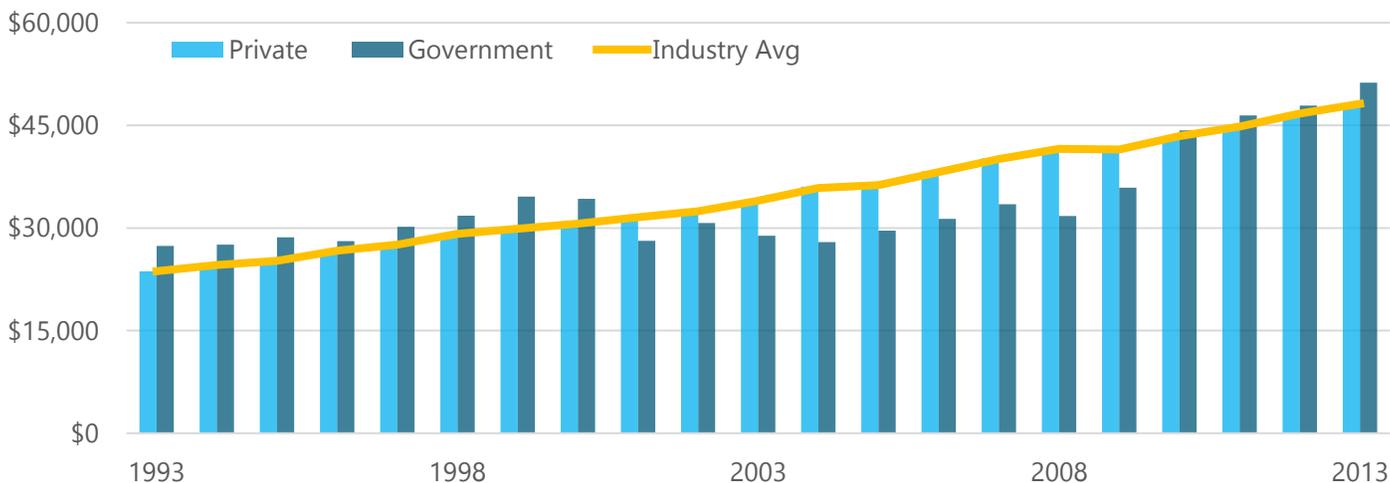
INDUSTRIES

MANUFACTURING
All Ownerships

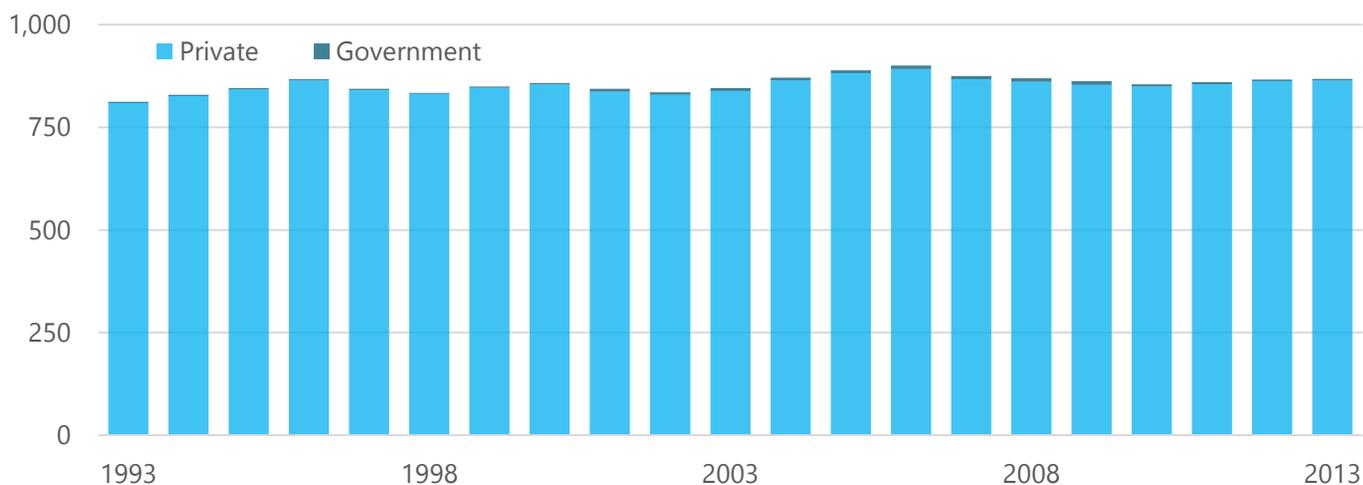
Average Employment



Average Annual Wage



Establishments

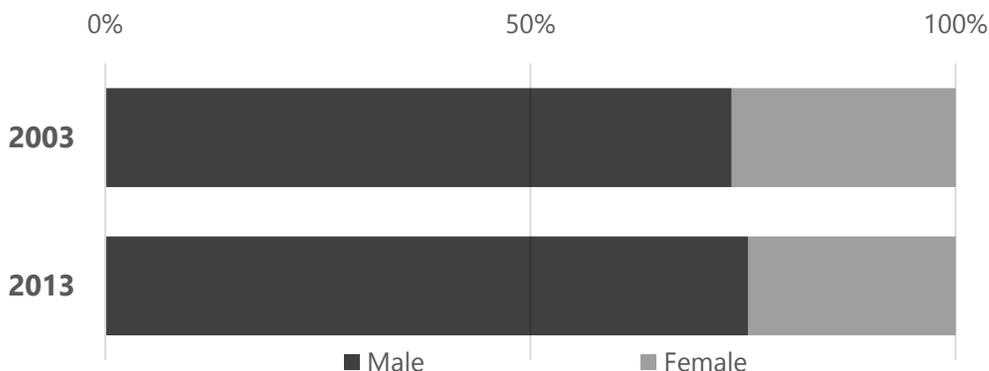


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

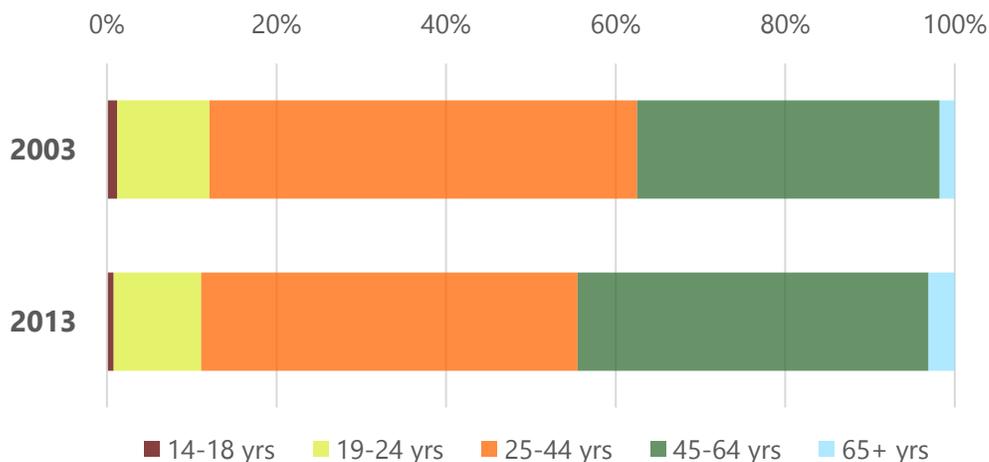
INDUSTRIES

MANUFACTURING
All Ownerships

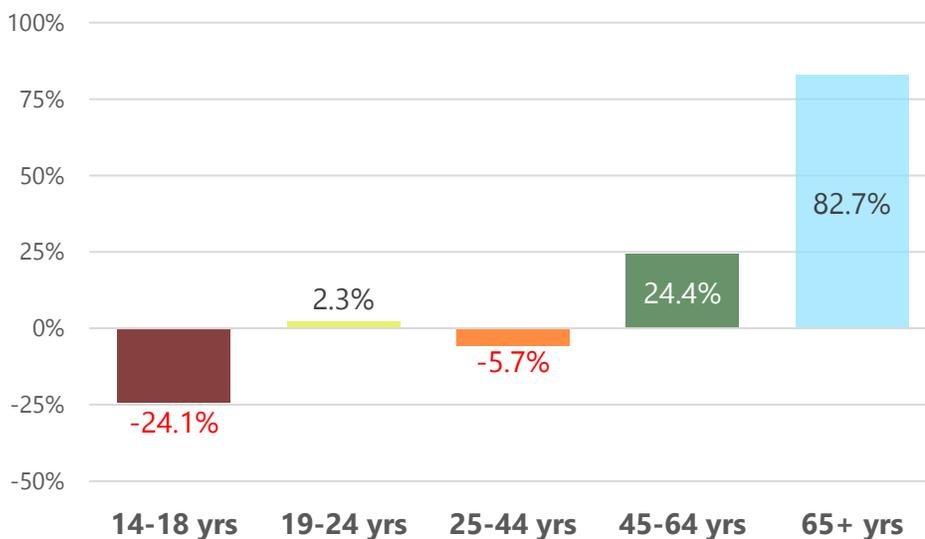
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

WHOLESALE TRADE All Ownerships

Wholesale Trade Figures | p. 43

This is another industry clearly affected by the oil boom, though not at the same extraordinary pace seen in the few closely tied to it. Still, employment figures have strongly risen since 2006 (+7,346), likely because of the increased demand for wholesale goods (e.g. petroleum, equipment, chemicals, etc.).

Average Employment		1993	2003	2013
From 1993-2013, average employment grew by 63.3% (+10,234); 2003-2013 growth was 46.8% (+8,421). Nearly all employment is concentrated in the private sector (100.0%*).	Avg Emp	16,172	17,985	26,406
	Private	100.0%	100.0%	100.0%
	Govt.	0.0%*	0.0%	0.0%*

**There were < 3 Govt. Employees in 1993, 2013.*

Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 162.1% (+\$40,370); 2003-2013 wage growth was 80.7% (+\$29,143). Average private sector wages are higher (+\$27,137).	Avg Wage	\$24,899	\$36,126	\$65,269
	Private	\$24,898	\$36,126	\$65,272
	Govt.	\$35,480	\$0	\$38,135

Establishments		1993	2003	2013
From 1993-2013, total establishments grew by 19.1% (+459); 2003-2013 growth was 18.2% (+439). Nearly all establishments are privately-owned (99.9%).	Total Est	2,398	2,418	2,857
	Private	100.0%	100.0%	99.9%
	Govt.	0.0%**	0.0%	0.1%

***There was 1 Govt. Establishment in 1993.*

Wholesale Trade Demographics | p. 44

Composition by Sex

In 2003, the employment composition was 76.3% Male to 23.7% Female. In 2013, it shifted to 79.0% Male, 21.0% Female. Both sexes experienced numerical increases, with a significantly higher increase in male workers.

Composition by Age Group

Since 2003, most of the proportions among age groups have changed by small percentages. The biggest proportional changes were among 25-44 year-olds (-4.0%) and 45-64 year-olds (+2.5%). Both 25-44 year-olds (42.9%) and 45-64 year-olds (40.6%) comprise large proportions of employment.

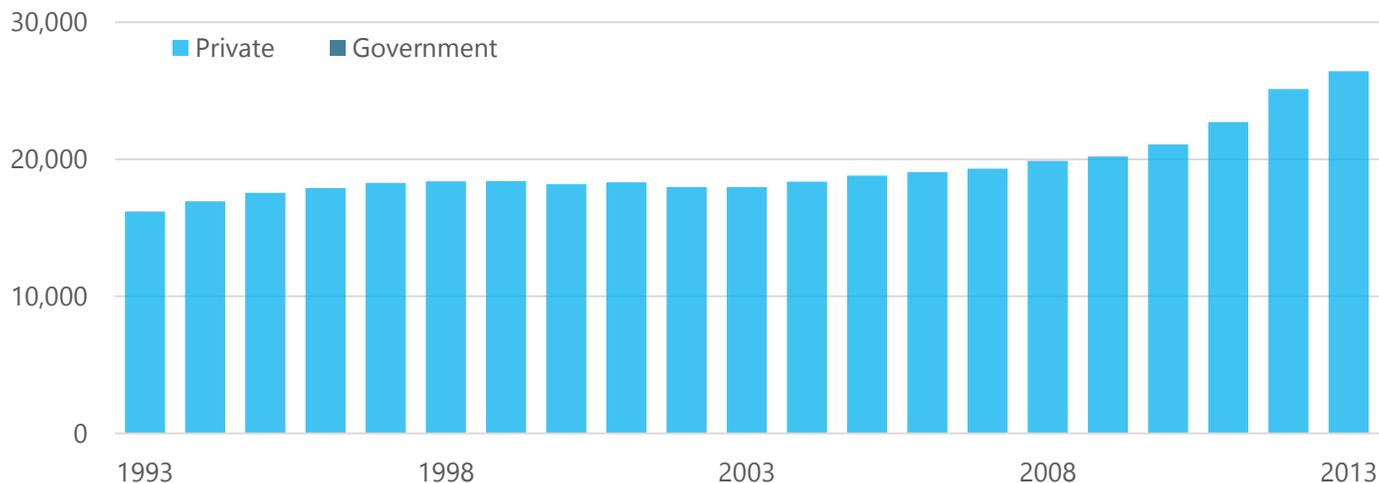
Ten-Year % Change by Age Group 2003-2013

Since 2003, nearly all age groups experienced an increase, except 14-18 year-olds (-14.7%), though the shift reflects a numerical decrease less than 100. The most significant numerical increases were among 25-44 year-olds (+31.7%) and 45-64 year-olds (+53.7%), which grew by about 3,000 each.

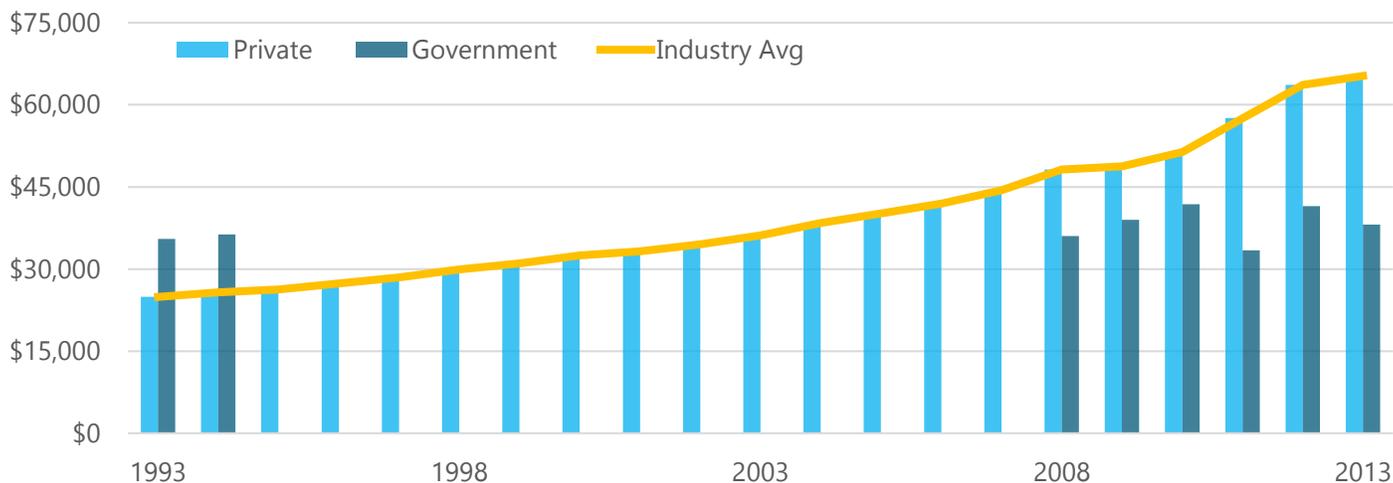
INDUSTRIES

WHOLESALE TRADE
All Ownerships

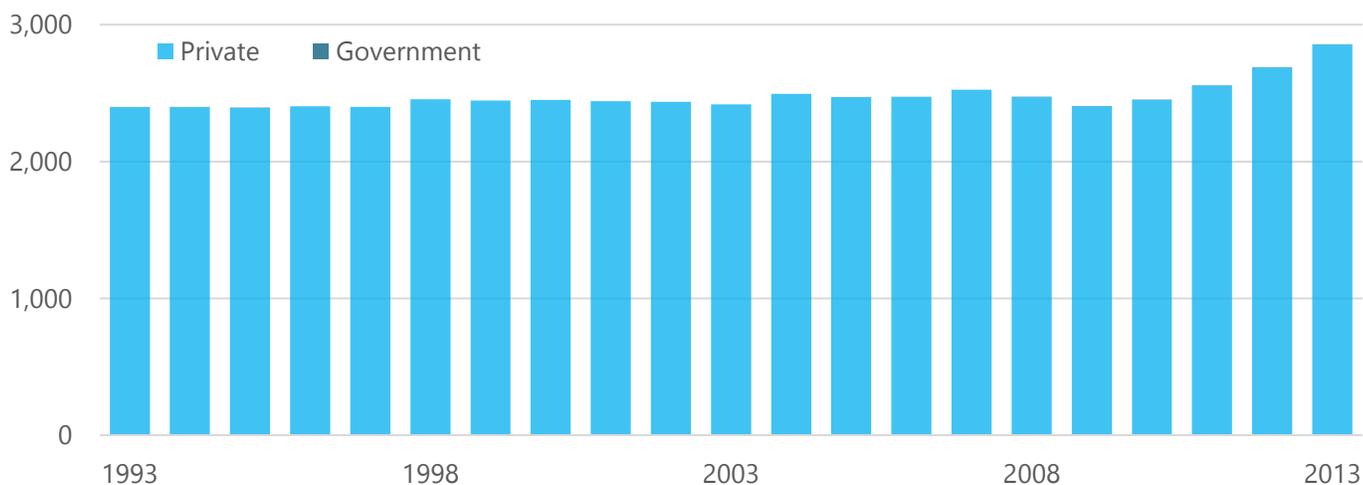
Average Employment



Average Annual Wage



Establishments

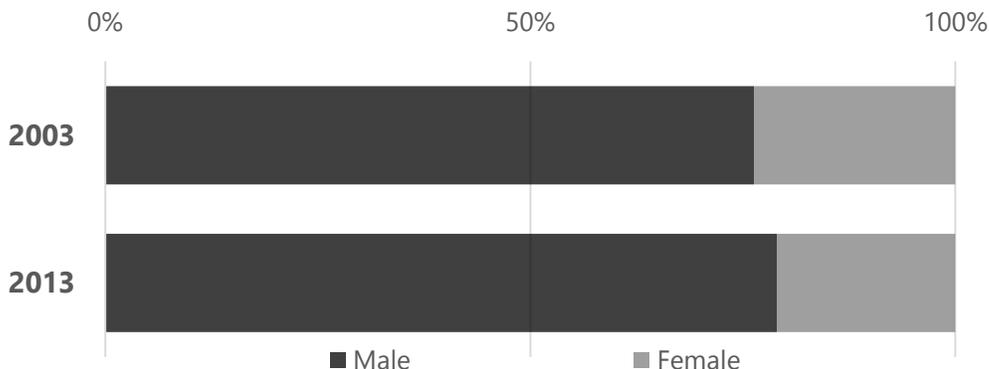


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

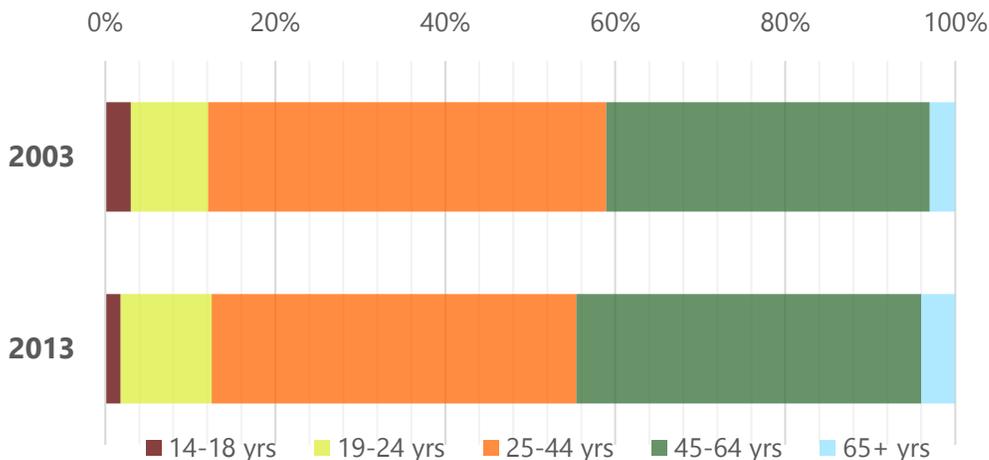
INDUSTRIES

WHOLESALE TRADE
All Ownerships

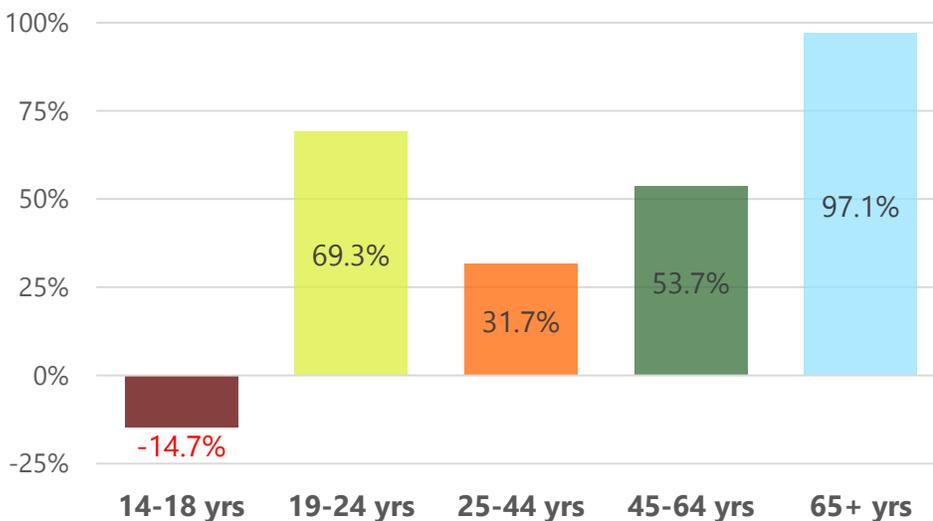
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

RETAIL TRADE All Ownerships

Retail Trade Figures | p. 46

This industry also exhibits moderate post-boom increases, suggesting an expansion within the industry to capture new revenue generated from the growing wages and population in the state. This includes retailers that sell both essential and luxury goods (e.g. car dealerships, grocery stores, etc.).

Average Employment		1993	2003	2013
From 1993-2013, average employment grew by 30.4% (+11,500); 2003-2013 growth was 46.8% (+8,421). Nearly all employment is concentrated in the private sector (99.4%).	Avg Emp	37,777	41,341	49,277
	Private	99.0%	99.0%	99.4%
	Govt.	1.0%	1.0%	0.6%

Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 105.3% (+\$14,512); 2003-2013 wage growth was 47.3% (+\$9,082). Average private sector wages are higher (+\$4,133).	Avg Wage	\$13,784	\$19,214	\$28,296
	Private	\$13,835	\$19,268	\$28,319
	Govt.	\$8,629	\$13,948	\$24,186

Establishments		1993	2003	2013
From 1993-2013, total establishments fell by 13.9% (-525); 2003-2013 decrease was 5.3% (-180). Nearly all establishments are privately-owned (99.7%).	Total Est	3,772	3,427	3,247
	Private	99.9%	99.9%	99.7%
	Govt.	0.1%	0.1%	0.3%

Retail Trade Demographics | p. 47

Composition by Sex

In 2003, the employment composition was 49.0% Male to 51.0% Female. In 2013, it shifted to 50.0% Male, 50.0% Female. Both sexes experienced similar numerical increases.

Composition by Age Group

Since 2003, most of the proportions among age groups have changed by small percentages. The biggest proportional changes were among 45-64 year-olds (+2.9%) and 25-44 year-olds (-1.9%). 14-24 year-olds (29.7%), 25-44 year-olds (34.7%), and 45-64 year-olds (30.0%) appear in relatively even proportions, comprising the majority of employment.

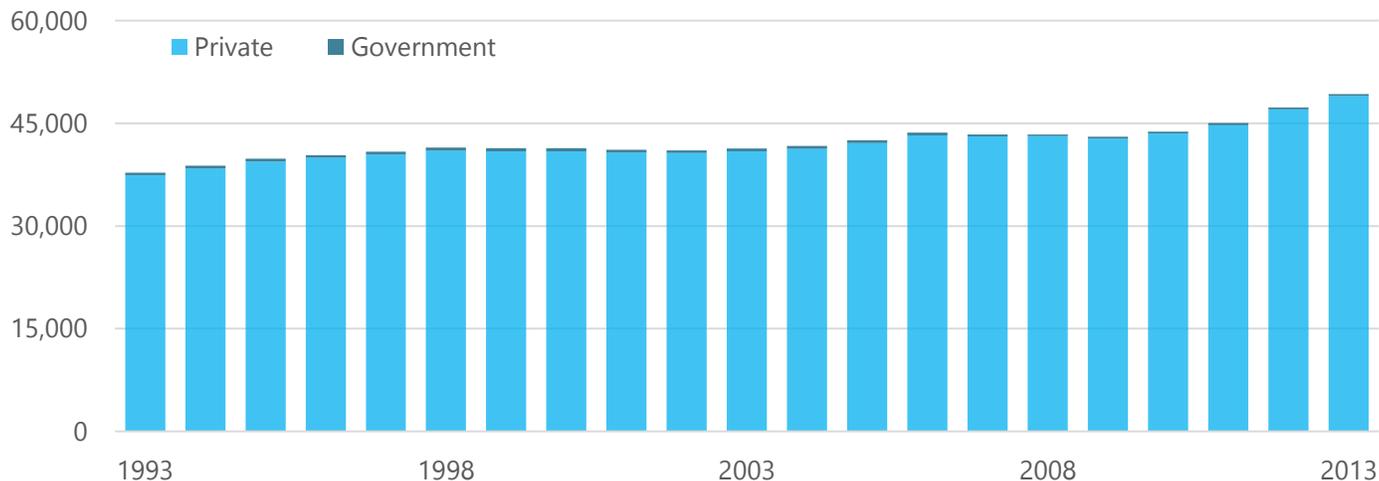
Ten-Year % Change by Age Group 2003-2013

Since 2003, nearly all age groups experienced an increase, except 14-18 year-olds (-4.0%), though this industry still has the second largest concentration of that age group. The most significant numerical increase was among 45-64 year-olds (+30.3%), which grew by about 4,000 workers each.

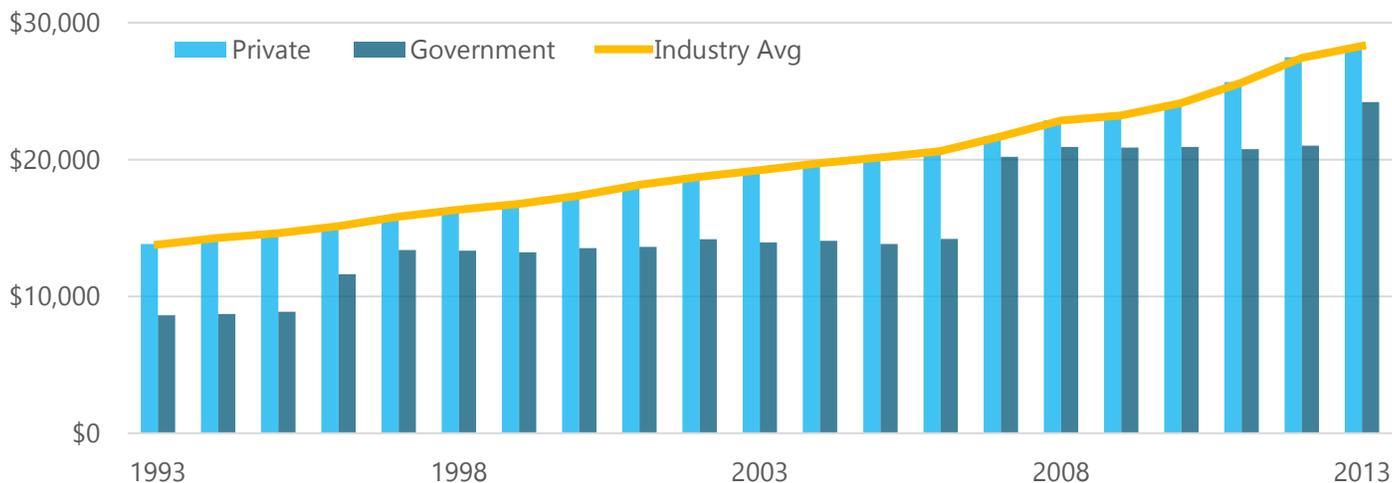
INDUSTRIES

RETAIL TRADE
All Ownerships

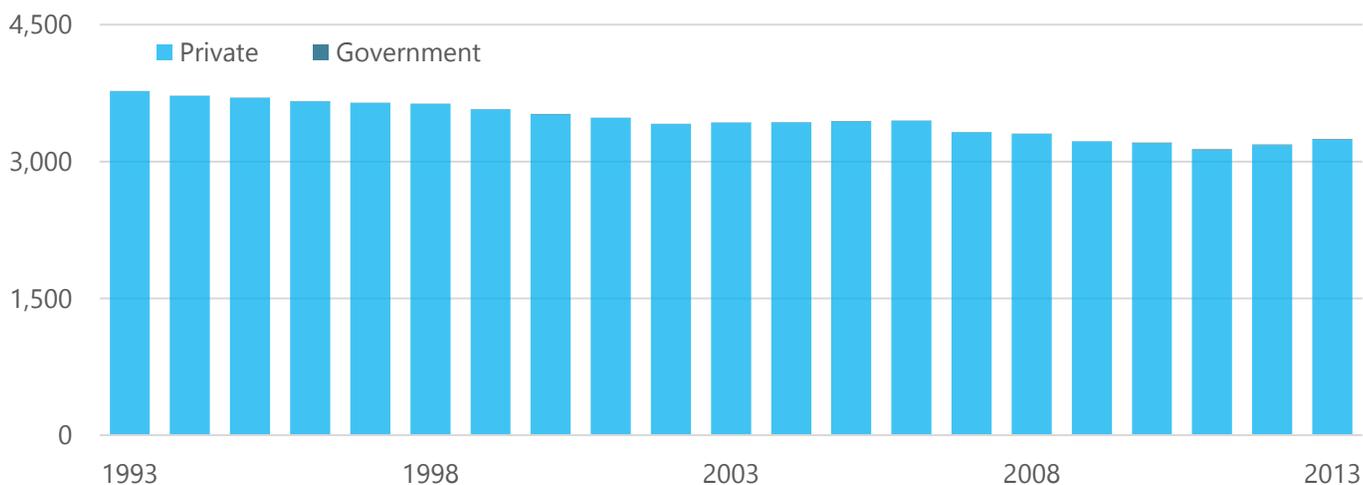
Average Employment



Average Annual Wage



Establishments

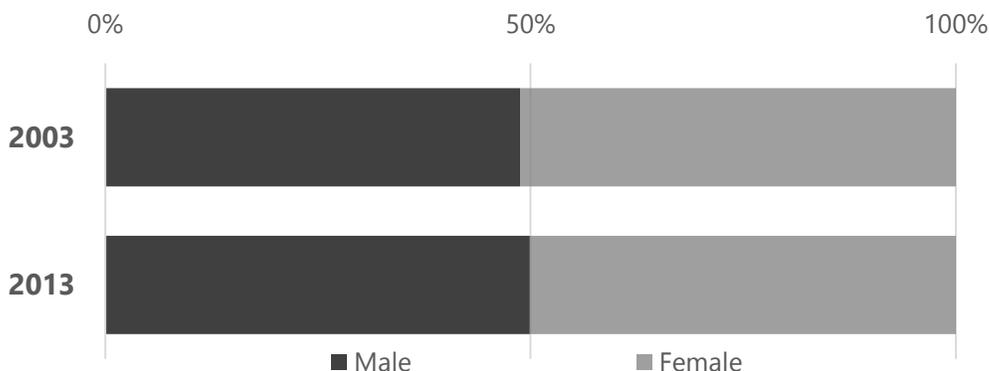


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

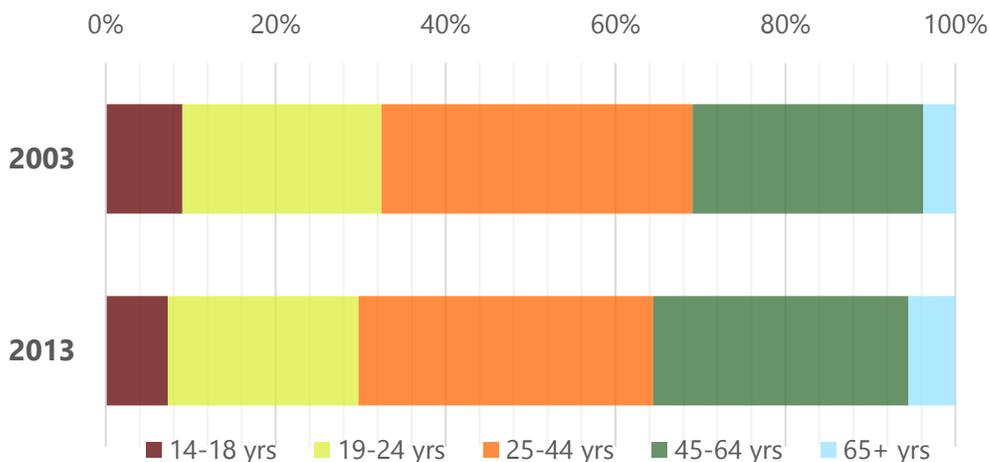
INDUSTRIES

RETAIL TRADE
All Ownerships

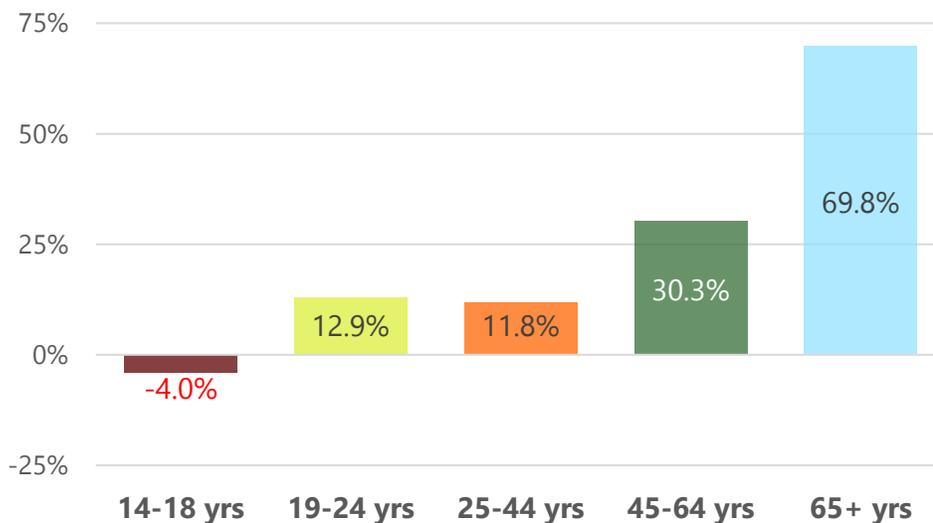
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

TRANSPORTATION AND WAREHOUSING

All Ownerships

Transportation and Warehousing Figures | p. 49

This industry is another where the oil boom has had the most powerful impact, as is reflected in the well-above-average growth in all areas—employment, wages, and establishments—in the past 10 years.

Average Employment		1993	2003	2013
From 1993-2013, average employment grew by 124.9% (+12,290); 2003-2013 growth was 108.6% (+11,518). Nearly all employment is concentrated in the private sector (92.0%).				
Avg Emp		9,837	10,609	22,127
Private		75.0%	77.5%	92.0%
Govt.		25.0%	22.5%	8.0%

Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 143.7% (+\$35,444); 2003-2013 wage growth was 86.7% (+\$27,915). Average private sector wages are higher (+\$12,915).				
Avg Wage		\$24,659	\$32,188	\$60,103
Private		\$22,354	\$30,064	\$61,141
Govt.		\$31,576	\$39,484	\$48,226

Establishments		1993	2003	2013
From 1993-2013, total establishments grew by 130.0% (+1,654); 2003-2013 growth was 139.8% (+1,706). Nearly all establishments are privately-owned (89.5%).				
Total Est		1,272	1,220	2,926
Private		84.3%	94.3%	89.5%
Govt.		15.7%	5.7%	10.5%

Transportation and Warehousing Demographics | p. 50

This industry is also male-dominated, with most workers falling between ages 25-64 years-old (86.2%). Because of its recent rapid employment growth, this industry may also help explain the changing demographics of the All-Industry employment composition.

Composition by Sex

In 2003, the employment composition was 80.2% Male to 19.8% Female. In 2013, it shifted to 84.8% Male, 15.2% Female. Both sexes experienced numerical increases, with a significantly higher increase in male workers.

Composition by Age Group

Since 2003, the only age groups that changed proportionally were 45-64 year-olds (+4.3%) and 25-44 year-olds (-3.8%); all other age groups changed by 0 to +0.5%. 45-64 year-olds (44.2%) and 25-44 year-olds (42.0%) comprise the majority of employment.

Ten-Year % Change by Age Group 2003-2013

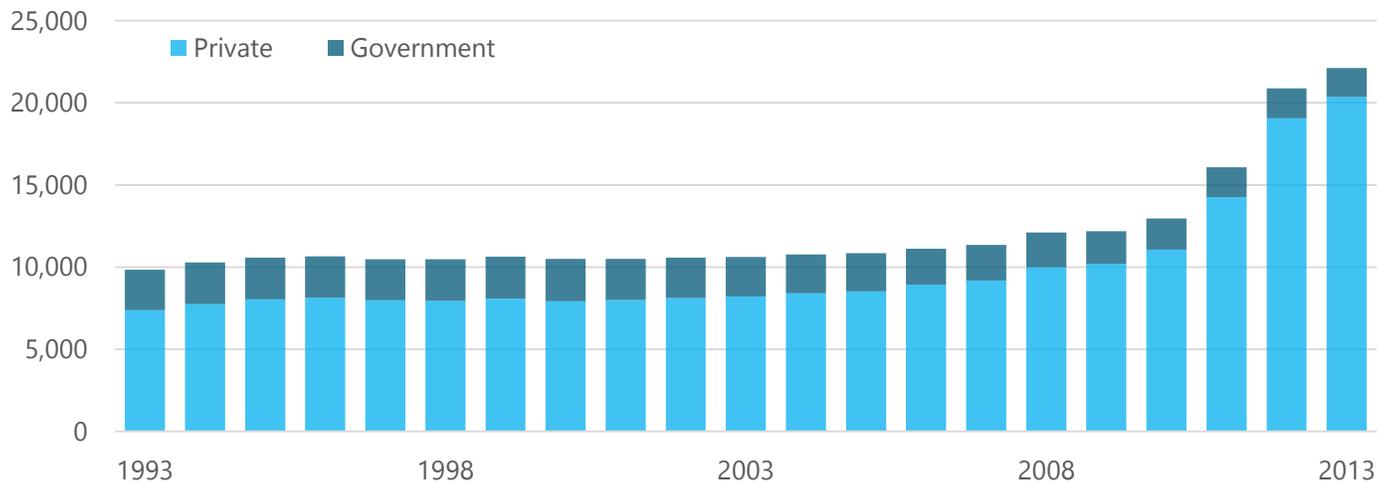
Since 2003, every age group has grown numerically. For the smallest age groups (14-18 year-olds, 65+ years), the increases reflect a combined numerical growth of about 600 workers. The most significant increases were those among 45-64 year-olds (+166.0%) and 25-44 year-olds (+120.3%).

INDUSTRIES

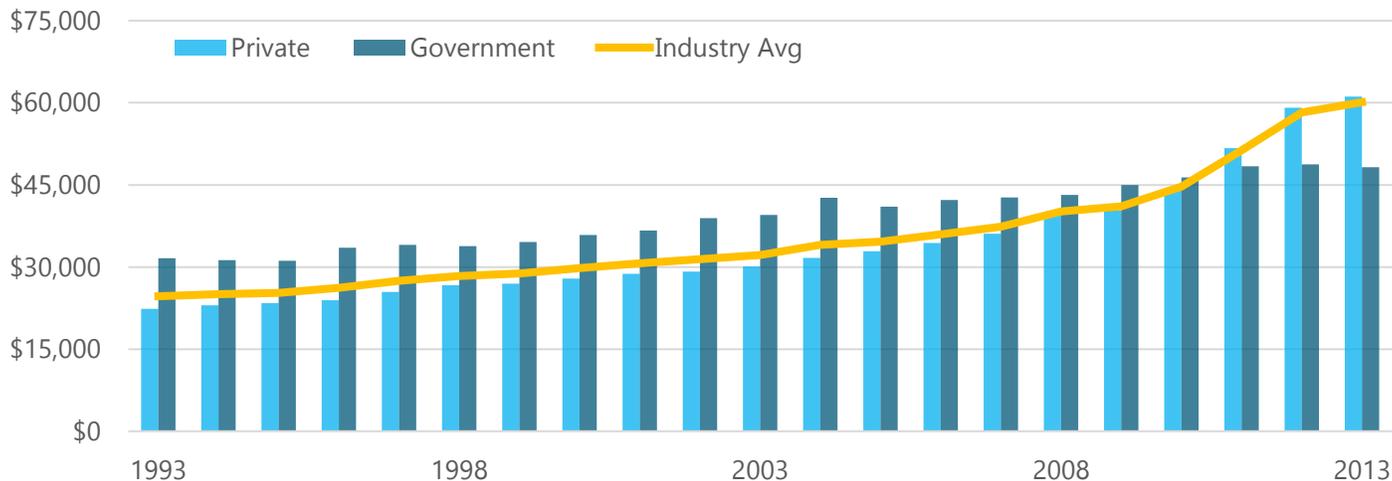
TRANSPORTATION AND WAREHOUSING

All Ownerships

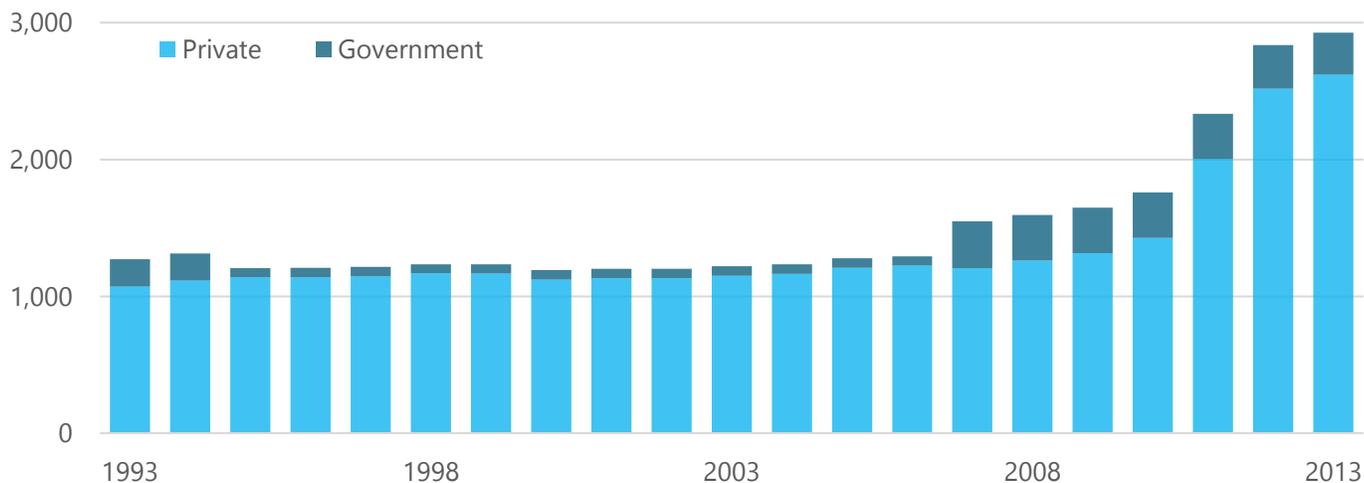
Average Employment



Average Annual Wage



Establishments

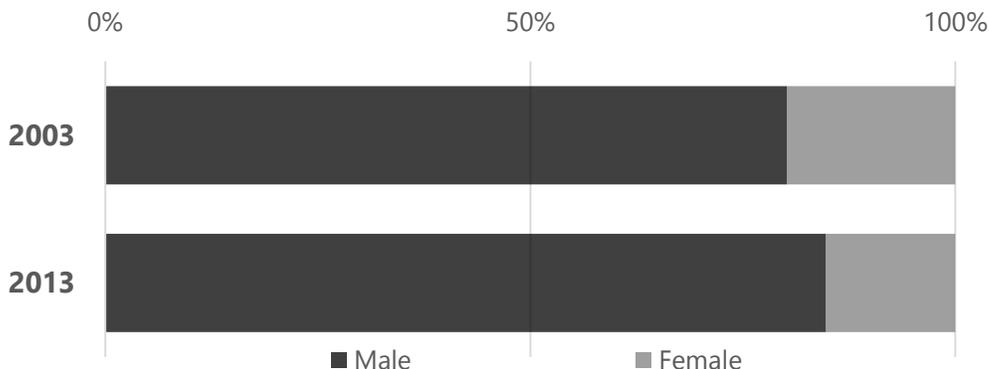


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

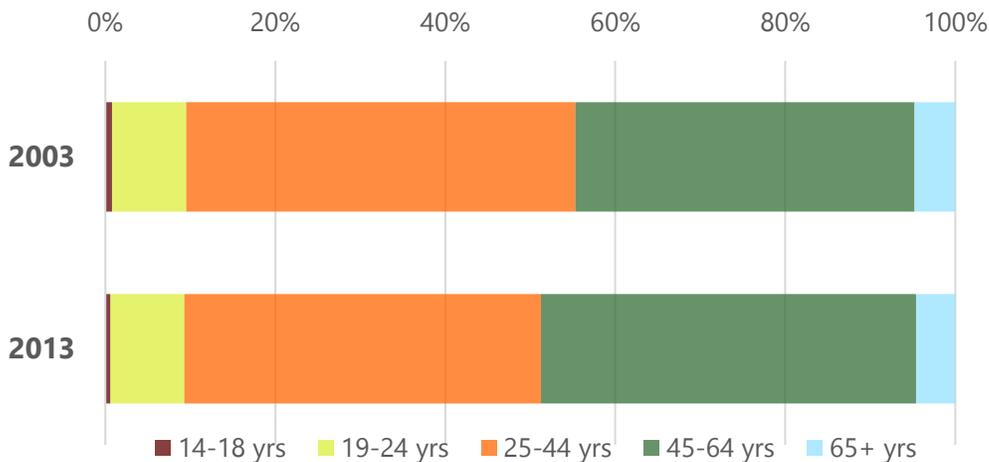
INDUSTRIES

TRANSPORTATION AND WAREHOUSING *All Ownerships*

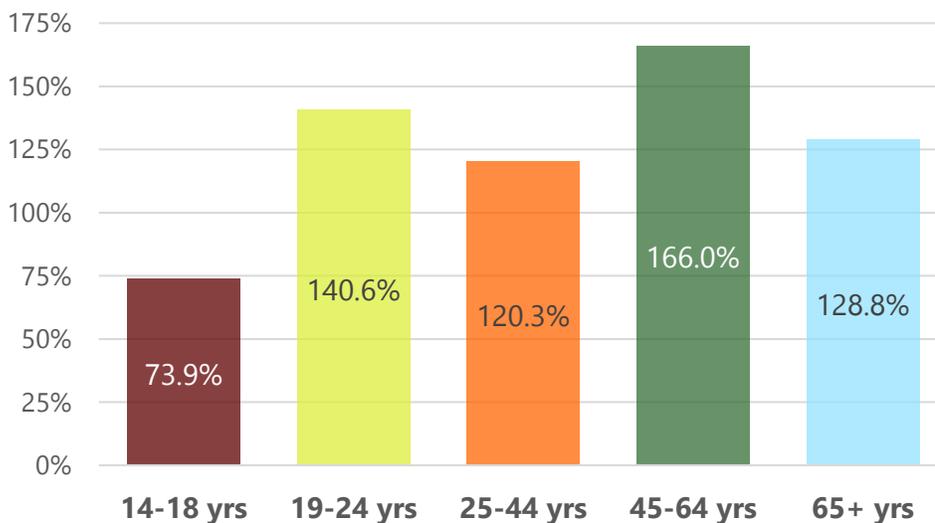
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

INFORMATION
All Ownerships

Information Figures | p. 52

This is the only industry where employment has decreased since 2003. One reason for this slight decline is the consolidation among businesses involved in either broadcast media or print publications, reducing the number of overall employees necessary to continue production.

Average Employment		1993	2003	2013
From 1993-2013, average employment grew by 7.0% (+460); 2003-2013 it decreased by 9.9% (-775). Nearly all employment is concentrated in the private sector (96.7%).	Avg Emp	6,584	7,819	7,044
	Private	96.8%	98.2%	96.7%
	Govt.	3.2%	1.8%	3.3%

Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 150.3% (+\$32,910); 2003-2013 wage growth was 86.7% (+\$17,987). Average private sector wages are higher (+\$29,824).	Avg Wage	\$21,894	\$36,817	\$54,804
	Private	\$22,254	\$37,230	\$55,795
	Govt.	\$11,014	\$14,322	\$25,971

Establishments		1993	2003	2013
From 1993-2013, total establishments fell by 9.3% (-45); 2003-2013 it decreased by 6.0% (-28). Nearly all establishments are privately-owned (91.3%).	Total Est	482	465	437
	Private	92.3%	93.1%	91.3%
	Govt.	7.7%	6.9%	8.7%

Information Demographics | p. 53

Composition by Sex

In 2003, the employment composition was 50.5% Male to 49.5% Female. In 2013, it shifted to 56.1% Male, 43.9% Female. Both sexes experienced numerical decreases, with a significantly higher decrease in female workers.

Composition by Age Group

Since 2003, all of the proportions among age groups have moderately changed. The biggest proportional changes were among 45-64 year-olds (+5.8%), 19-24 year-olds (-3.5%), and 25-44 year-olds (-3.0%). 25-44 year-olds (50.3%) comprise the majority of employment.

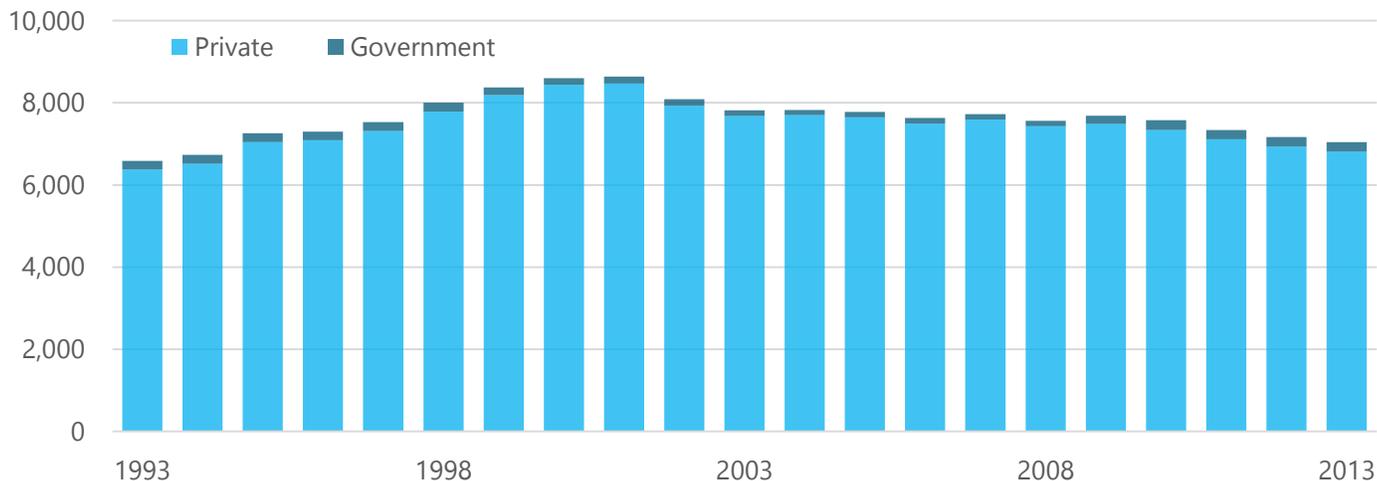
Ten-Year % Change by Age Group 2003-2013

Since 2003, the numerical change within each age group was less than 1,000 workers. Despite negative growth rates, the decrease in employment was rather minimal. The most significant numerical change was among 19-24 year-olds (-34.7%) and 25-44 year-olds (-14.0%), which collectively decreased by about 700 workers.

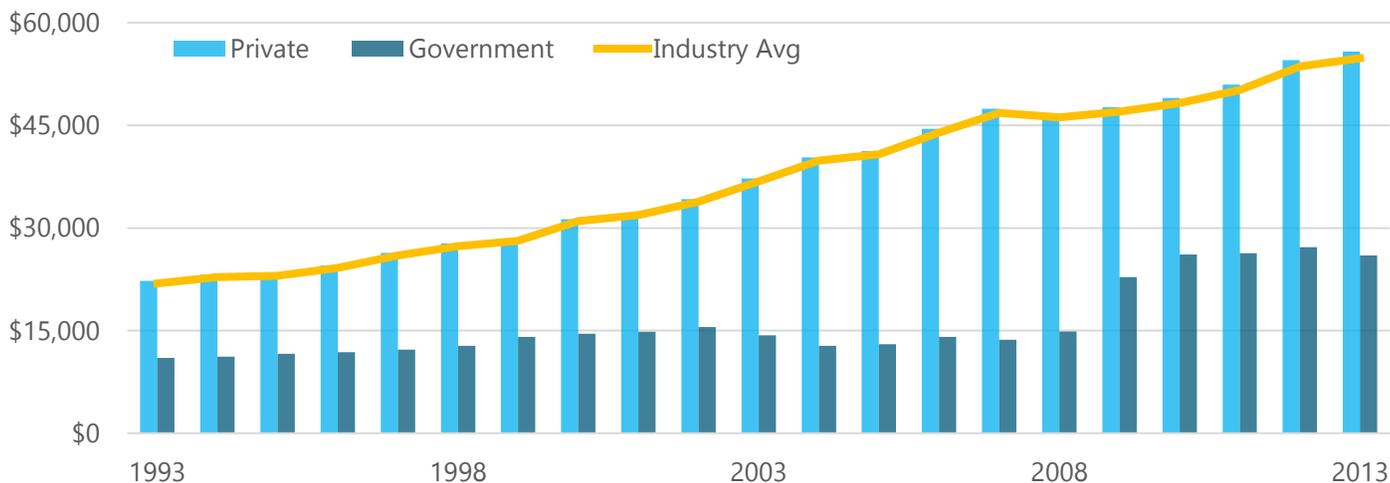
INDUSTRIES

INFORMATION
All Ownerships

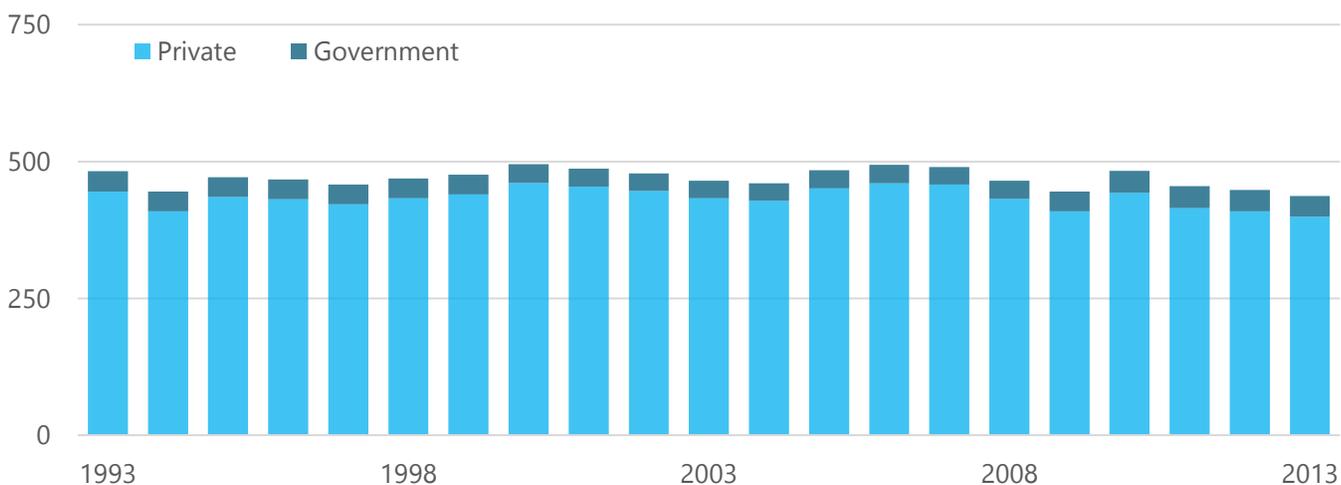
Average Employment



Average Annual Wage



Establishments

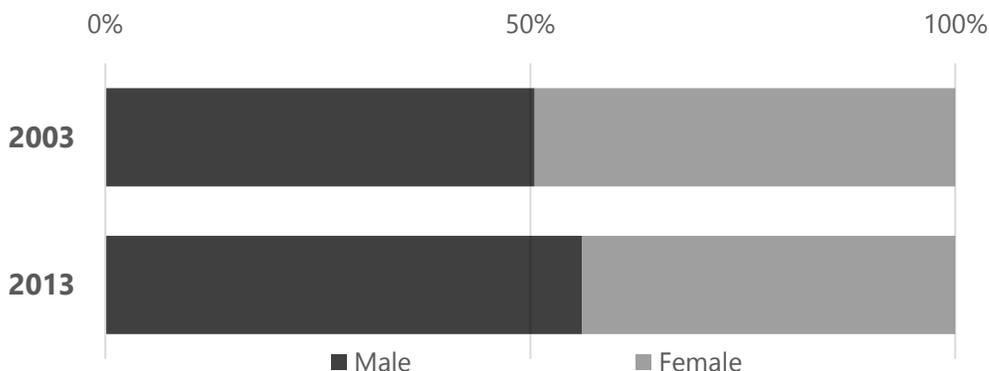


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

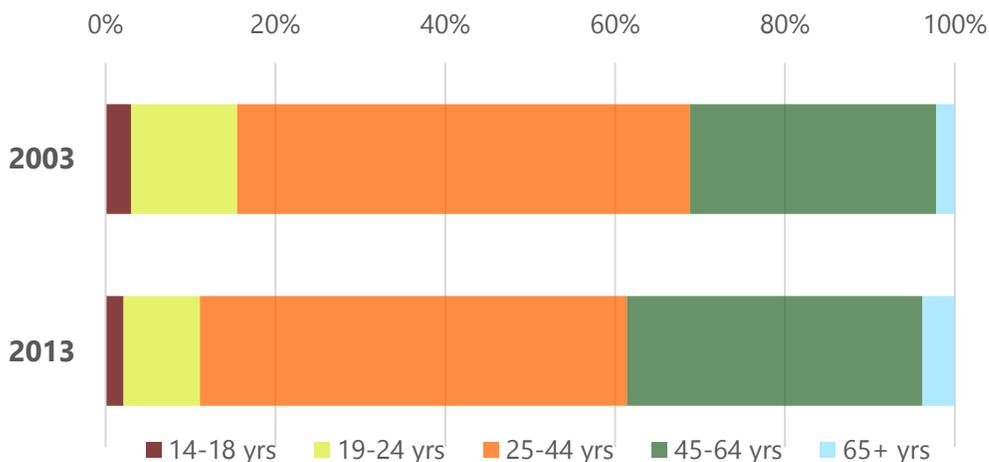
INDUSTRIES

INFORMATION
All Ownerships

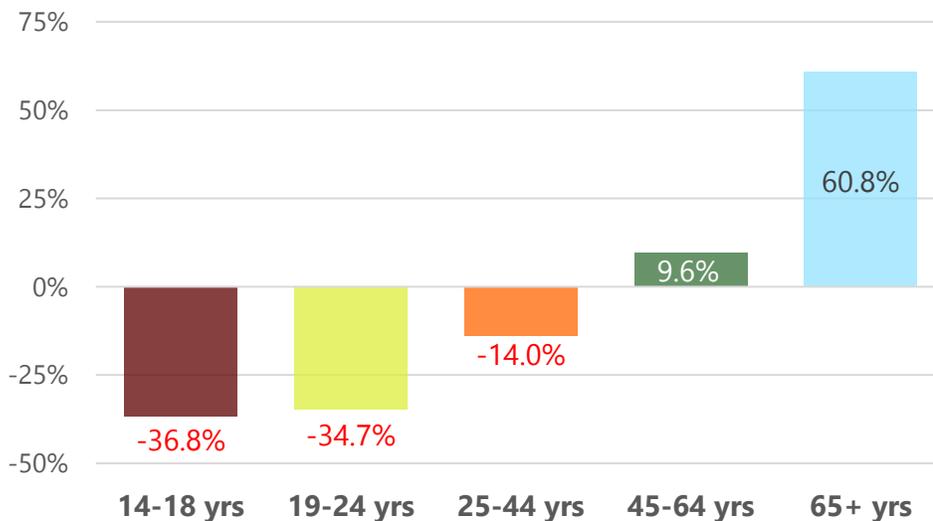
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

FINANCE AND INSURANCE

All Ownerships

Finance and Insurance Figures | p. 55

This industry has been steadily growing over the past 20 years, seeming relatively unaffected by outside factors like the Great Recession or the oil boom that have influenced other industries' employment, wage, and establishment figures.

	1993	2003	2013
Average Employment			
From 1993-2013, average employment grew by 55.7% (+6,219); 2003-2013 growth was 15.9% (+2,385). Nearly all employment is concentrated in the private sector (98.3%).			
Avg Emp	11,173	15,007	17,392
Private	95.2%	98.1%	98.3%
Govt.	4.8%	1.9%	1.7%
Average Annual Wage			
From 1993-2013, average wages grew by 110.5% (+\$28,351); 2003-2013 wage growth was 47.3% (+\$17,354). Average government wages are higher (+\$9,612).			
Avg Wage	\$25,660	\$36,657	\$54,011
Private	\$25,644	\$36,582	\$53,853
Govt.	\$25,990	\$40,486	\$63,465
Establishments			
From 1993-2013, total establishments grew by 33.5% (+491); 2003-2013 growth was 15.9% (+269). Nearly all establishments are privately-owned (99.5%).			
Total Est	1,466	1,688	1,957
Private	96.4%	99.1%	99.5%
Govt.	3.6%	0.9%	0.5%

Finance and Insurance Demographics | p. 56

Composition by Sex

In 2003, the employment composition was 28.7% Male to 71.3% Female. In 2013, it shifted to 30.8% Male, 69.2% Female. Both sexes experienced similar numerical increases.

Composition by Age Group

Since 2003, all of the proportions among age groups have changed slightly. The biggest proportional changes were among 45-64 year-olds (+5.8%) and 25-44 year-olds (-4.5%). 25-44 year-olds (47.4%) comprise the majority of employment.

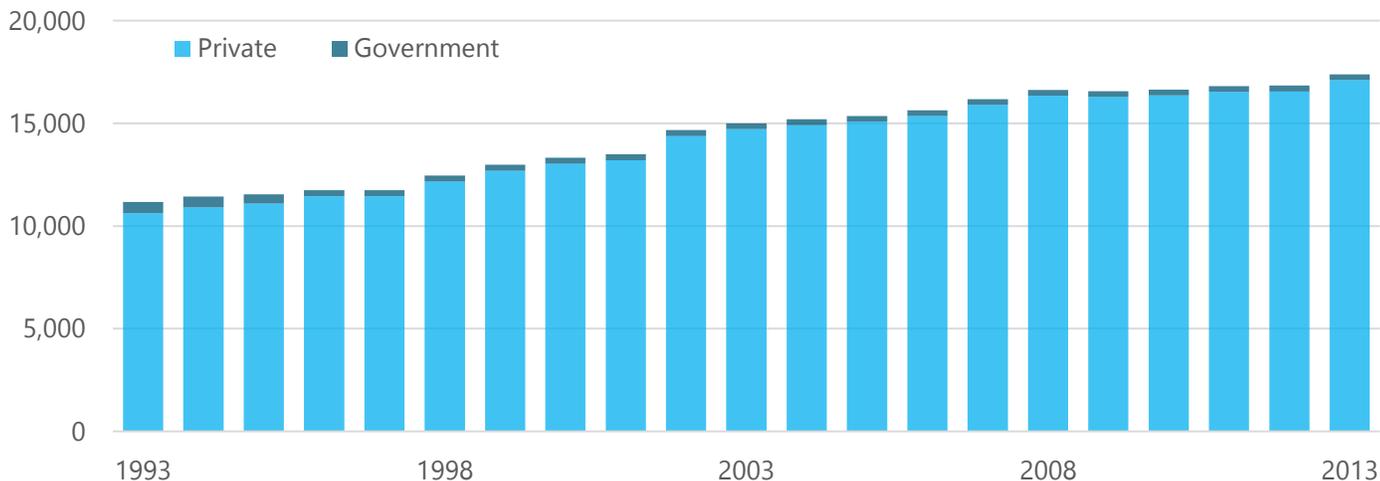
Ten-Year % Change by Age Group 2003-2013

Since 2003, the numerical change in most age groups was less than 300 workers; the negative growth rates reflect small decreases in employment. The most significant numerical change was among 45-64 year-olds (+31.9%) and 25-44 year-olds (+3.4%), which collectively increased by about 3,000 workers.

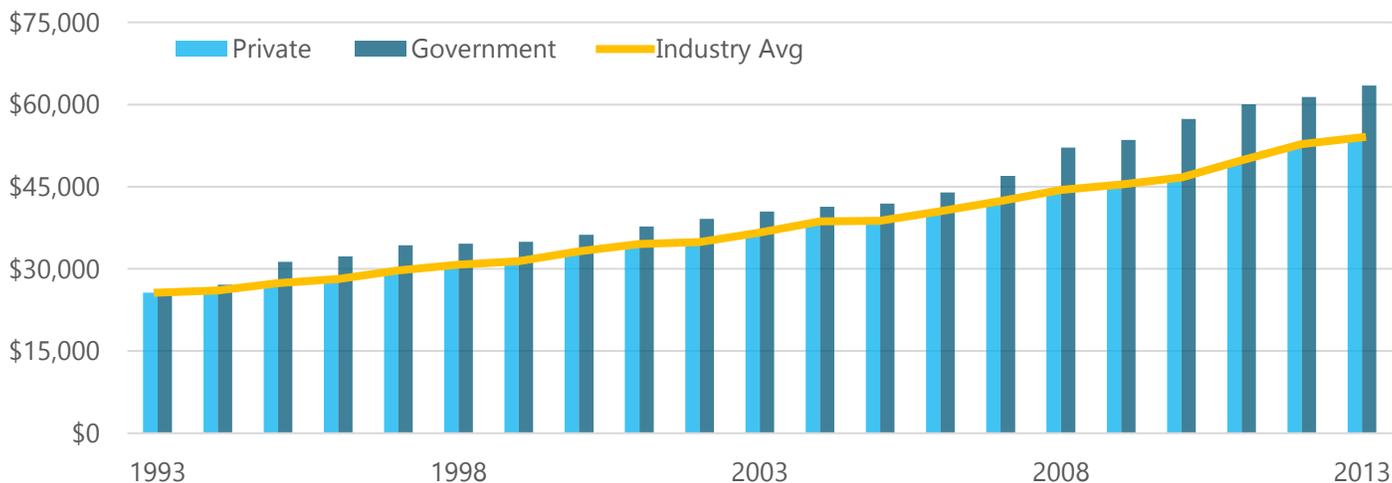
INDUSTRIES

FINANCE AND INSURANCE *All Ownerships*

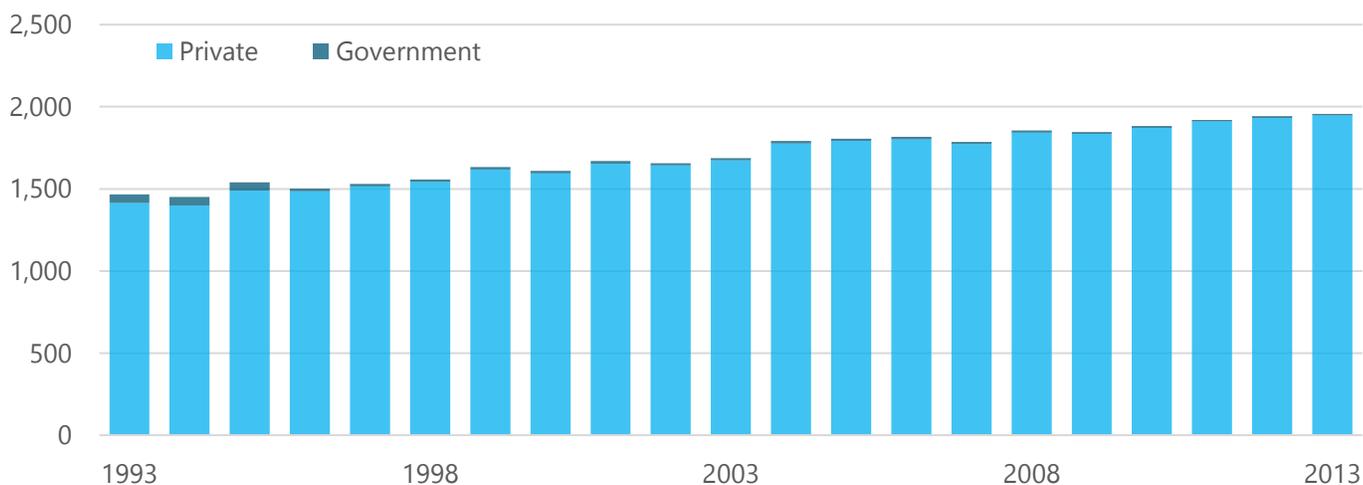
Average Employment



Average Annual Wage



Establishments

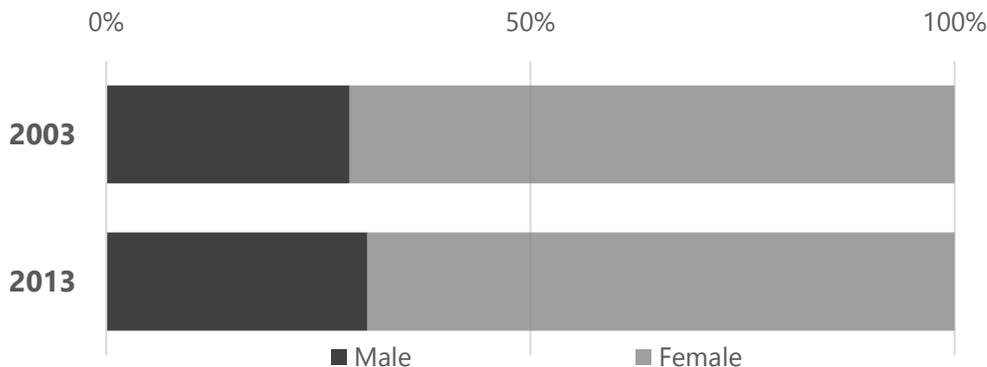


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

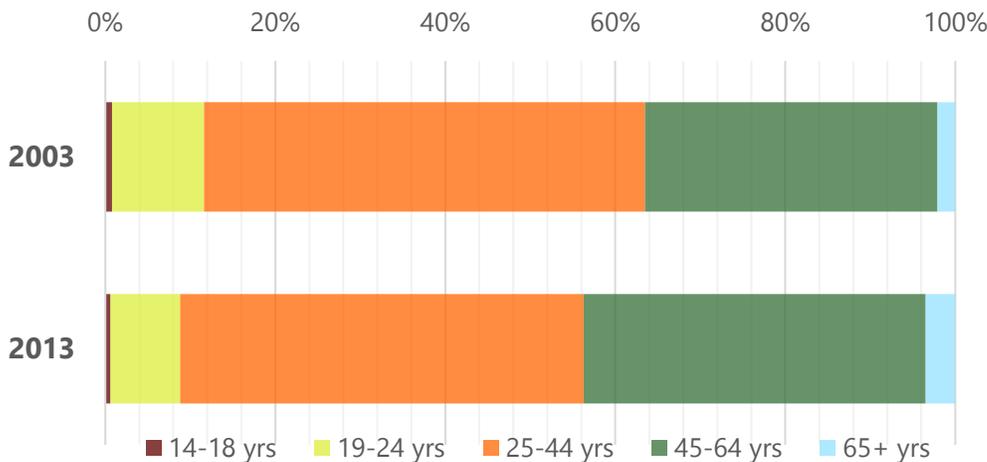
INDUSTRIES

FINANCE AND INSURANCE
All Ownerships

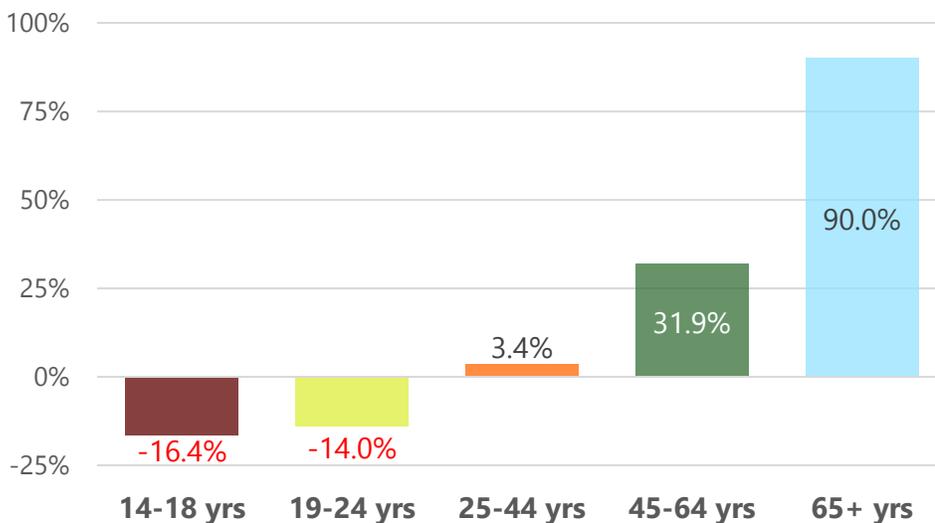
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

REAL ESTATE AND RENTAL AND LEASING

All Ownerships

Real Estate and Rental and Leasing Figures | p. 58

This is another industry clearly affected by the oil boom, though not at the same extraordinary pace seen in the few closely tied to it. Still, employment figures have strongly risen since 2006 (+1,773), likely because of the increased demand for rentals (equipment, storage, etc.) and housing (sales and rentals).

	1993	2003	2013
Average Employment			
From 1993-2013, average employment grew by 88.5% (+2,629); 2003-2013 growth was 51.0% (+1,891). Nearly all employment is concentrated in the private sector (91.4%).			
Avg Emp	2,969	3,707	5,598
Private	96.3%	86.2%	91.4%
Govt.	3.7%	13.8%	8.6%
Average Annual Wage			
From 1993-2013, average wages grew by 274.5% (+\$38,102); 2003-2013 wage growth was 155.8% (+\$31,661). Average government wages are higher (+\$18,937).			
Avg Wage	\$13,881	\$20,322	\$51,983
Private	\$13,840	\$19,948	\$53,613
Govt.	\$14,963	\$22,670	\$34,676
Establishments			
From 1993-2013, total establishments grew by 45.1% (+334); 2003-2013 growth was 40.2% (+308). Nearly all establishments are privately-owned (97.4%).			
Total Est	740	766	1,074
Private	96.8%	96.2%	97.4%
Govt.	3.2%	3.8%	2.6%

Real Estate and Rental and Leasing Demographics | p. 59

Composition by Sex

In 2003, the employment composition was 52.0% Male to 48.0% Female. In 2013, it shifted to 63.1% Male, 36.9% Female. Both sexes experienced numerical increases, with a significantly higher increase in male workers.

Composition by Age Group

Since 2003, all of the proportions among age groups have changed by similar percentages. The biggest proportional changes were among 25-44 year-olds (+3.7%), 45-64 year-olds (+3.1%), and 19-24 year-olds (-3.0%). 25-44 year-olds (42.4%) and 45-64 year-olds (37.1%) comprise the majority of employment.

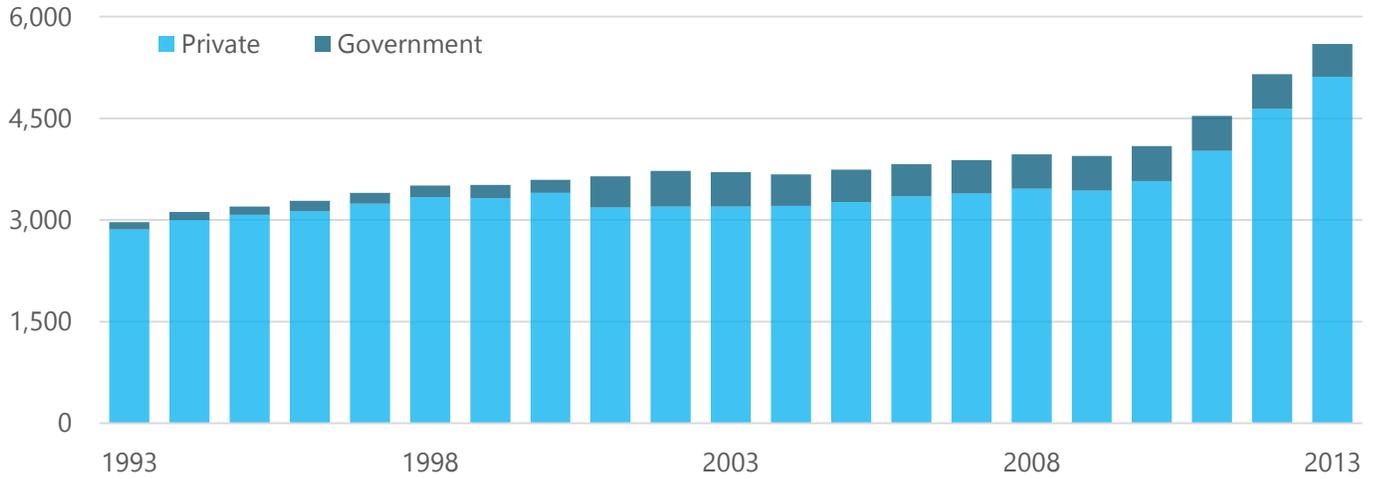
Ten-Year % Change by Age Group 2003-2013

Since 2003, nearly all age groups experienced a slight numerical increase; the negative growth rate among 14-18 year-olds again reflects a small decrease (less than 100 workers). The most significant numerical change was among 25-44 year-olds (+63.3%) and 45-64 year-olds (+62.7%) which collectively increased by about 1,600 workers.

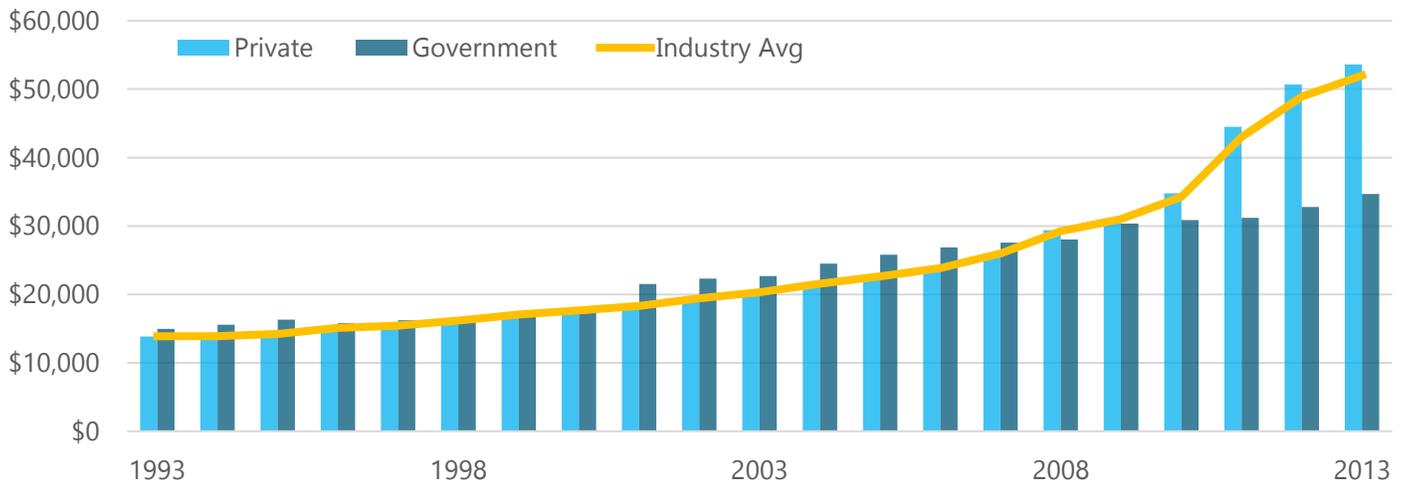
INDUSTRIES

REAL ESTATE AND RENTAL AND LEASING All Ownerships

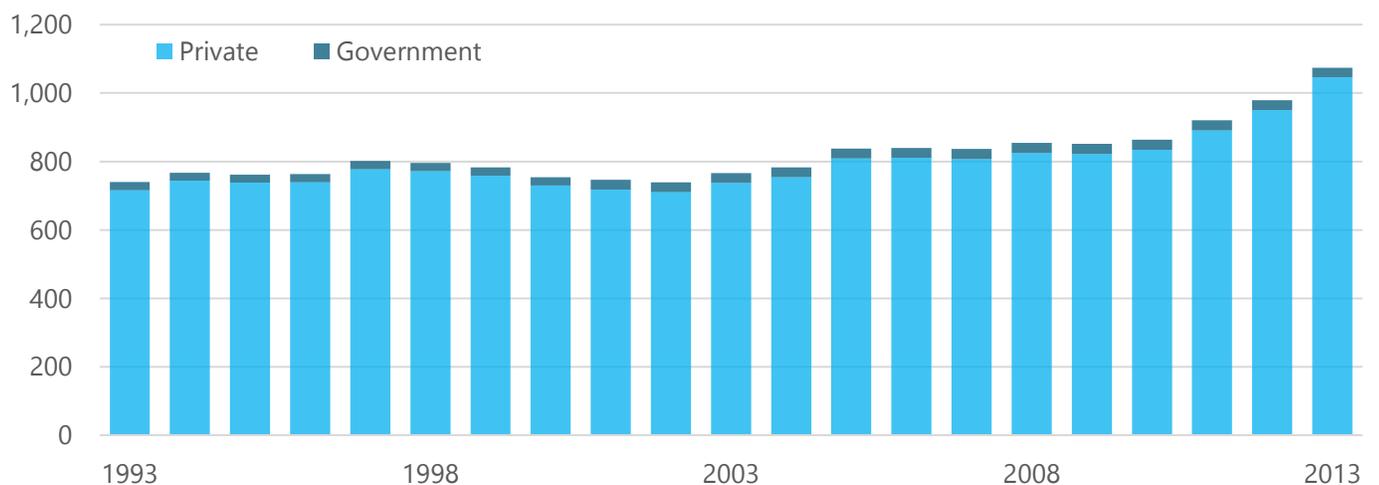
Average Employment



Average Annual Wage



Establishments

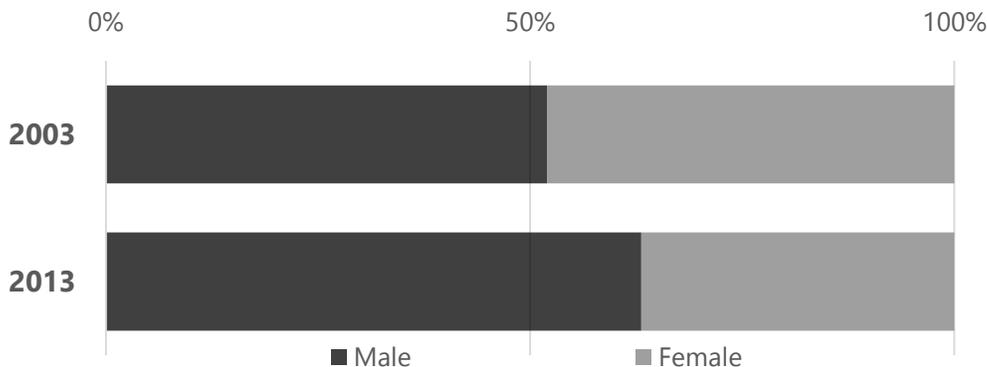


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

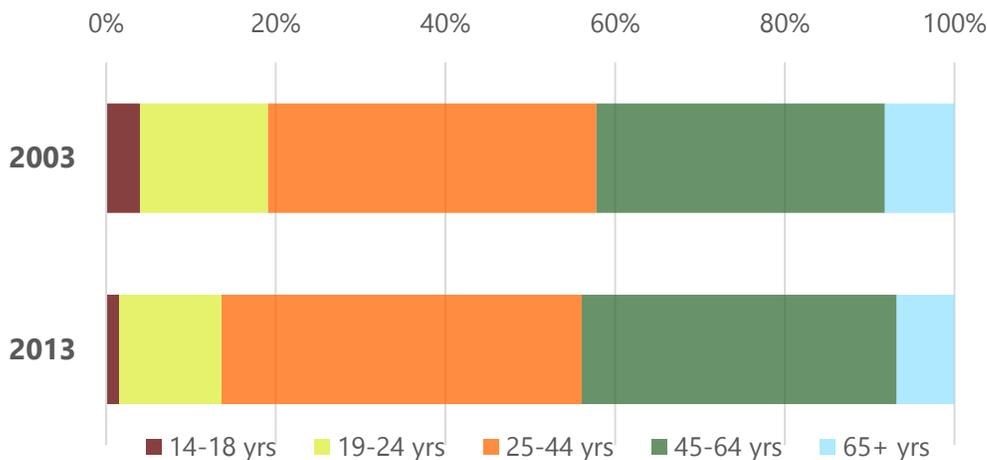
INDUSTRIES

REAL ESTATE AND RENTAL AND LEASING All Ownerships

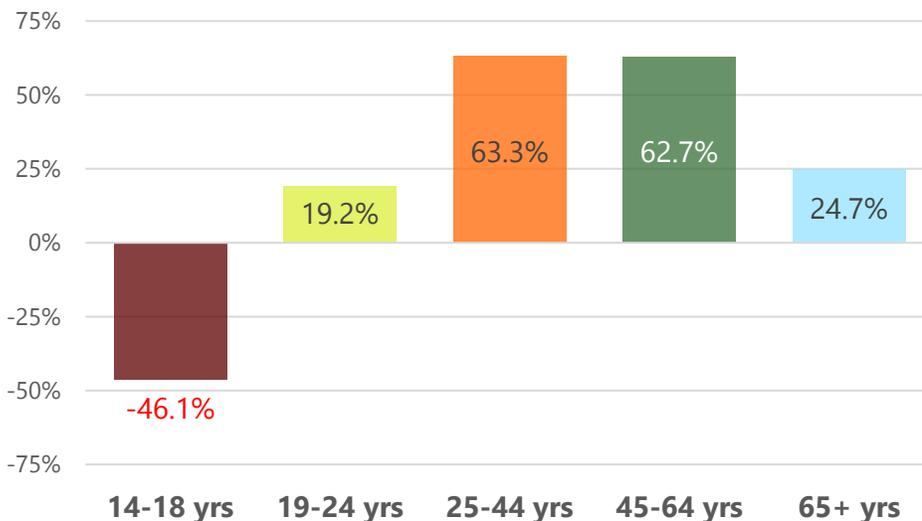
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

PROFESSIONAL AND TECHNICAL SERVICES

All Ownerships

Professional and Technical Services Figures | p. 61

This industry has also been clearly affected by both the Great Recession and the oil boom. While employment figures have seen a recent uptick, figures dipped after 2008 to a low of 12,727 in 2010. Employment has surpassed 2008 levels, likely due to increased demand for engineers and consultants.

	1993	2003	2013
Average Employment			
From 1993-2013, average employment grew by 144.3% (+9,628); 2003-2013 growth was 59.0% (+6,049). Nearly all employment is concentrated in the private sector (95.5%).			
Avg Emp	6,672	10,251	16,300
Private	93.4%	92.4%	95.5%
Govt.	6.6%	7.6%	4.5%
Average Annual Wage			
From 1993-2013, average wages grew by 166.0% (+\$41,959); 2003-2013 wage growth was 92.6% (+\$32,321). Average private sector wages are higher (+\$1,164).			
Avg Wage	\$25,282	\$34,920	\$67,241
Private	\$25,795	\$35,967	\$67,293
Govt.	\$17,988	\$22,190	\$66,129
Establishments			
From 1993-2013, total establishments grew by 124.1% (+1,645); 2003-2013 growth was 62.7% (+1,145). Nearly all establishments are privately-owned (98.8%).			
Total Est	1,326	1,826	2,971
Private	98.9%	98.7%	98.8%
Govt.	1.1%	1.3%	1.2%

Professional and Technical Services Demographics | p. 62

Composition by Sex

In 2003, the employment composition was 49.3% Male to 50.7% Female. In 2013, it shifted to 57.2% Male, 42.8% Female. Both sexes experienced numerical increases, with a significantly higher increase in male workers.

Composition by Age Group

Since 2003, the proportions among age groups have changed by moderate percentages. The biggest proportional changes were among 45-64 year-olds (+4.5%) and 19-24 year-olds (-4.3%). 25-44 year-olds (51.3%) comprise the majority of employment.

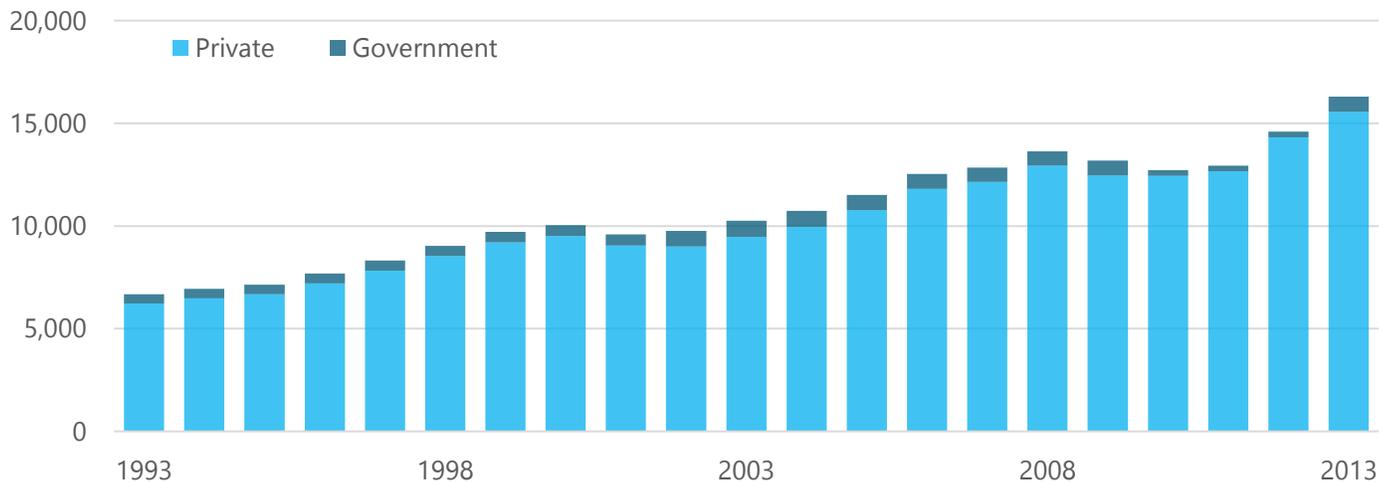
Ten-Year % Change by Age Group 2003-2013

Since 2003, nearly all age groups experienced a numerical increase. The most significant numerical change were among 45-64 year-olds (+85.7%) and 25-44 year-olds (+59.9%), increasing numerically by about 2,000-3,000 workers each.

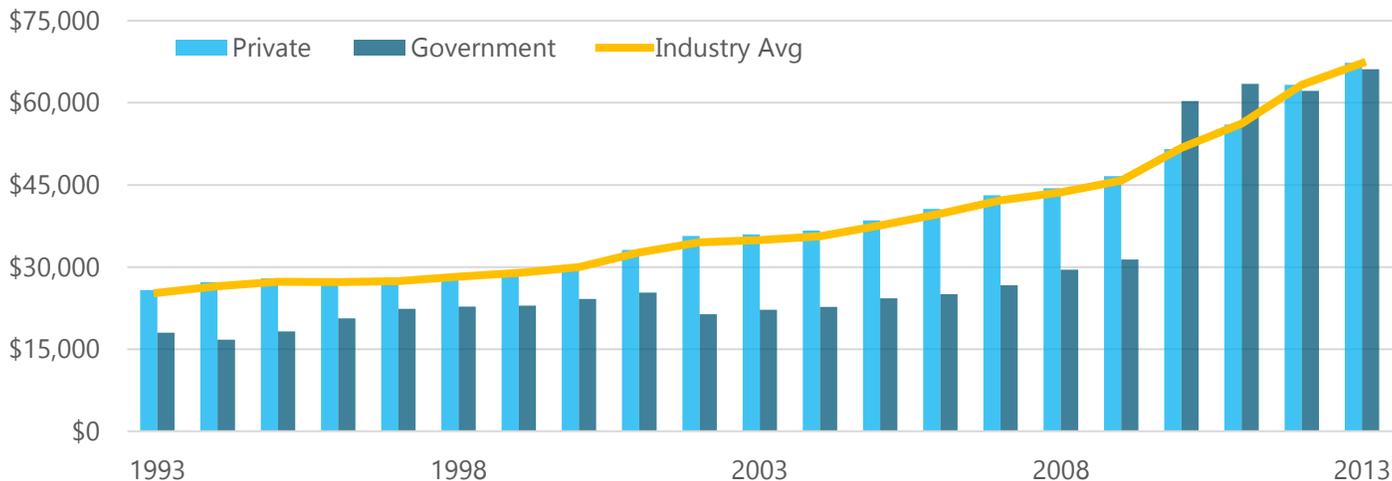
INDUSTRIES

PROFESSIONAL AND TECHNICAL SERVICES All Ownerships

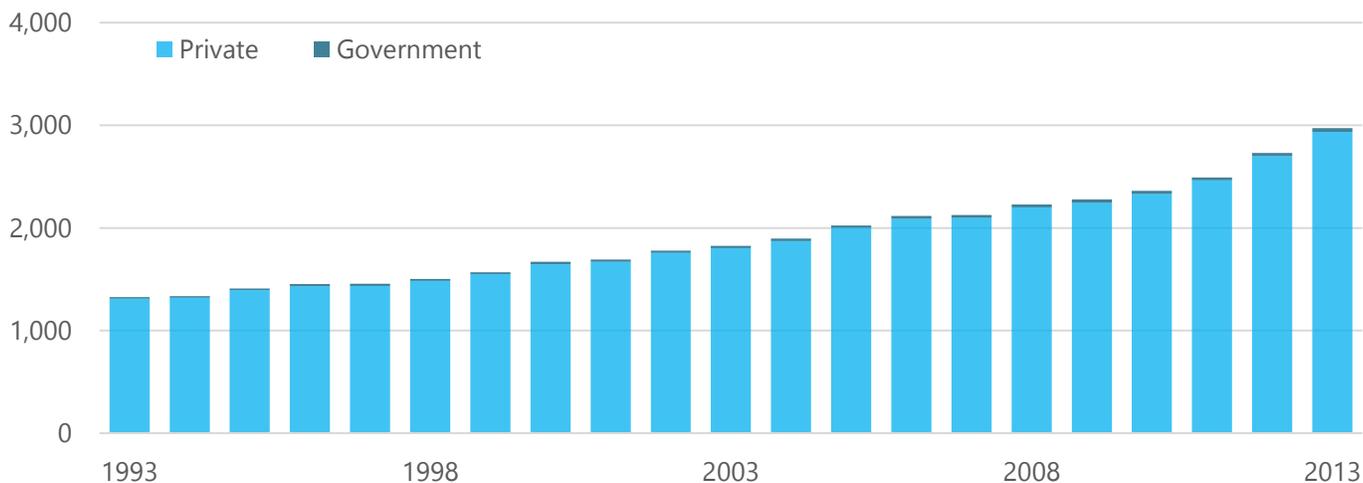
Average Employment



Average Annual Wage



Establishments



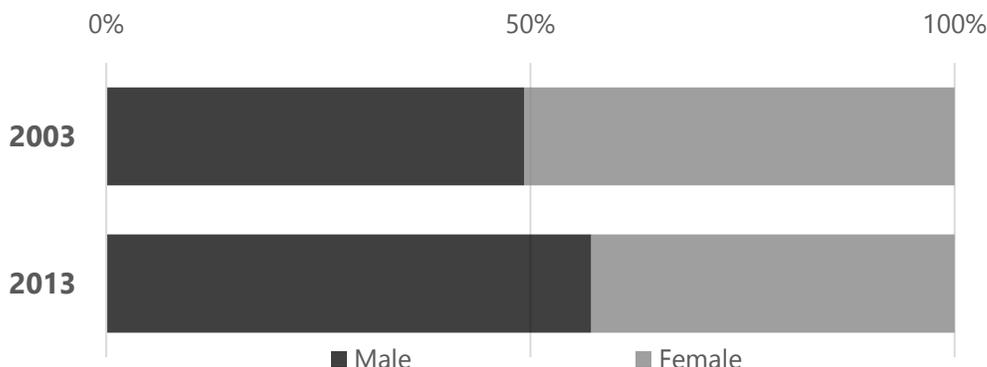
Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

INDUSTRIES

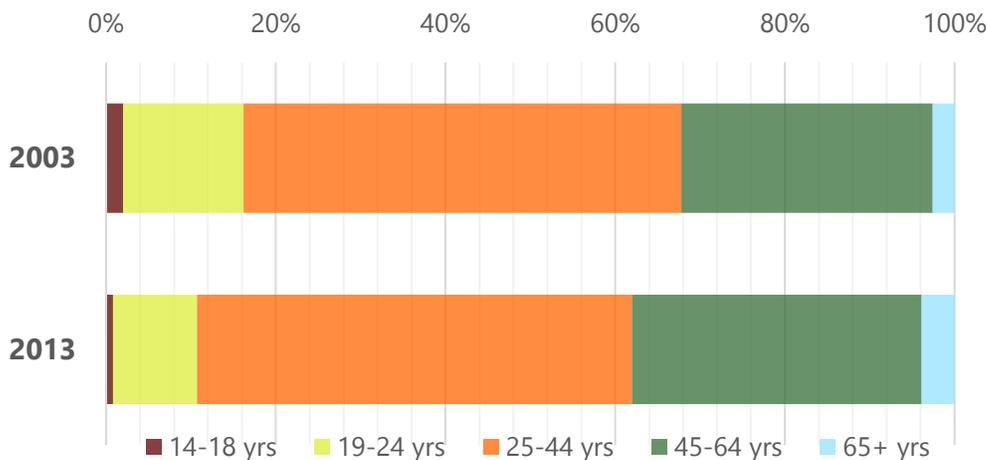
PROFESSIONAL AND TECHNICAL SERVICES

All Ownerships

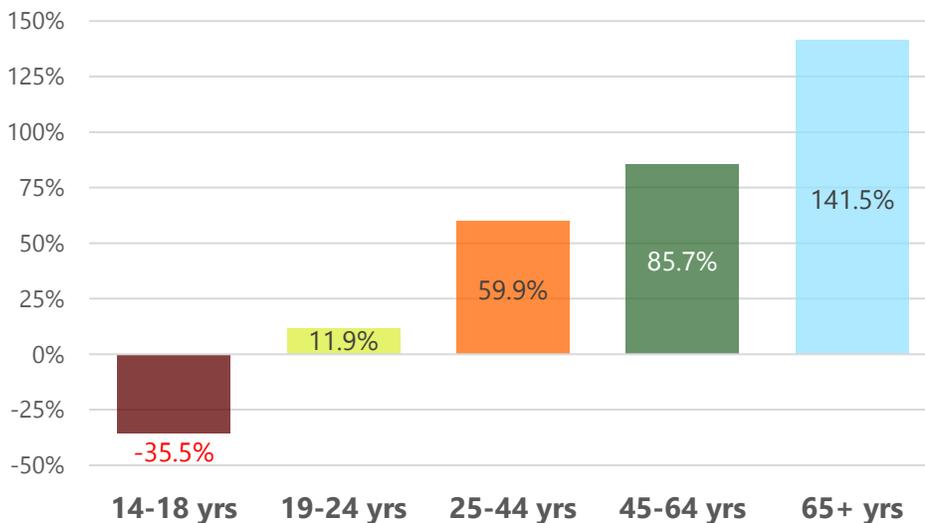
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

MANAGEMENT OF COMPANIES AND ENTERPRISES

All Ownerships

Management of Companies and Enterprises Figures | p. 64

This industry has been steadily rising since 2001, not highly impacted by either the Great Recession and the oil boom. This is the only industry where all businesses over the 20-year period belong to the private sector.

Average Employment		1993	2003	2013
From 1993-2013, average employment grew by 285.5% (+3,797); 2003-2013 growth was 73.4% (+2,171). All employment is in the private sector (100.0%).	Avg Emp	1,330	2,956	5,127
	Private	100.0%	100.0%	100.0%
	Govt.	0.0%	0.0%	0.0%

Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 93.0% (+\$33,721); 2003-2013 wage growth was 49.2% (+\$23,062).	Avg Wage	\$36,254	\$46,913	\$69,975
	Private	\$36,254	\$46,913	\$69,975
	Govt.	\$0	\$0	\$0

Establishments		1993	2003	2013
From 1993-2013, total establishments grew by 128.4% (+95); 2003-2013 growth was 81.7% (+76). All establishments are privately-owned (100.0%).	Total Est	74	93	169
	Private	100.0%	100.0%	100.0%
	Govt.	0.0%	0.0%	0.0%

Management of Companies and Enterprises Demographics | p. 65

Composition by Sex

In 2003, the employment composition was 48.4% Male to 51.6% Female. In 2013, it shifted to 51.0% Male, 49.0% Female. Both sexes experienced similar numerical increases.

Composition by Age Group

Since 2003, the proportions among most age groups changed by moderate percentages. The biggest proportional change was among 45-64 year-olds (-5.8%), 19-24 year-olds (+2.4%), and 25-44 year-olds (+2.0%). 25-44 year-olds (46.1%) comprise the majority of employment.

Ten-Year % Change by Age Group 2003-2013

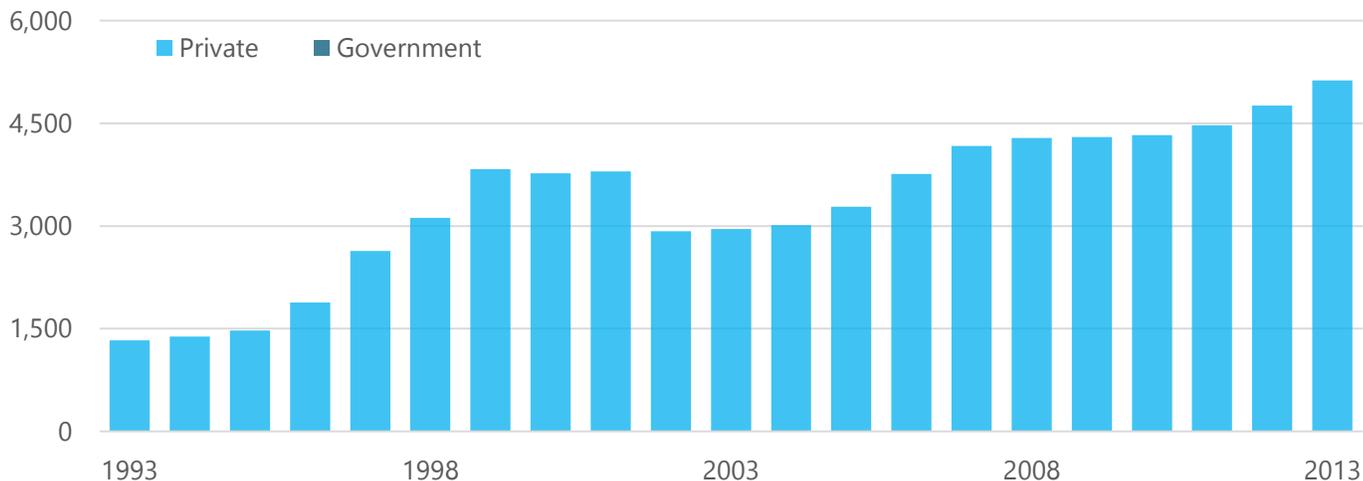
Since 2003, all age groups experienced a numerical increase, though employment in this industry is rather small compared to others. The most significant numerical changes were among 25-44 year-olds (+81.9%) and 45-64 year-olds (+52.0%), both increasing by approximately 700-800 workers each.

INDUSTRIES

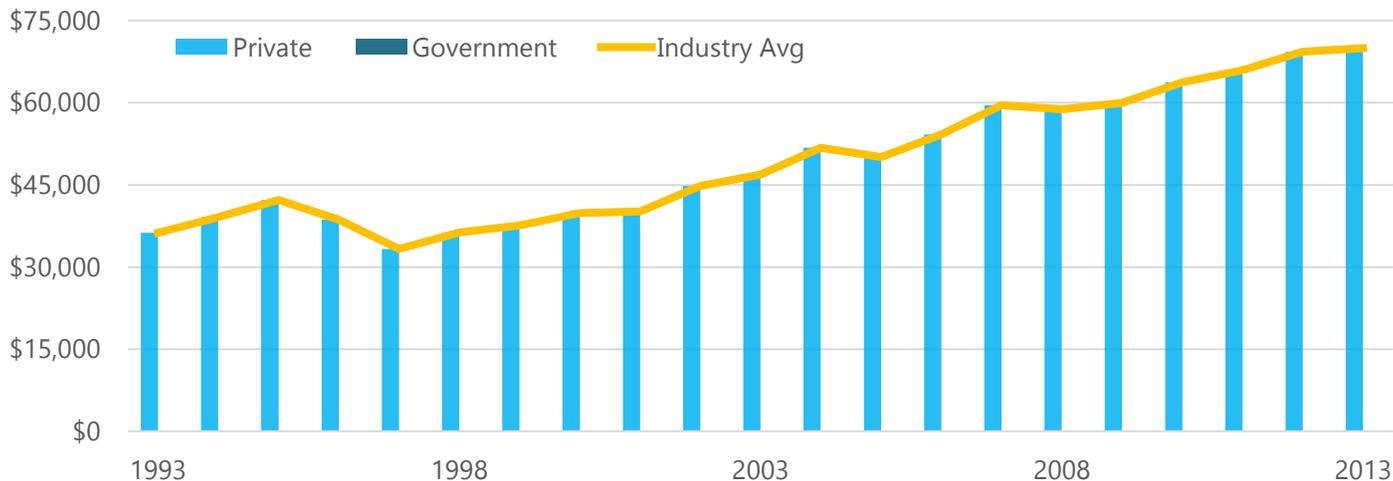
MANAGEMENT OF COMPANIES AND ENTERPRISES

All Ownerships

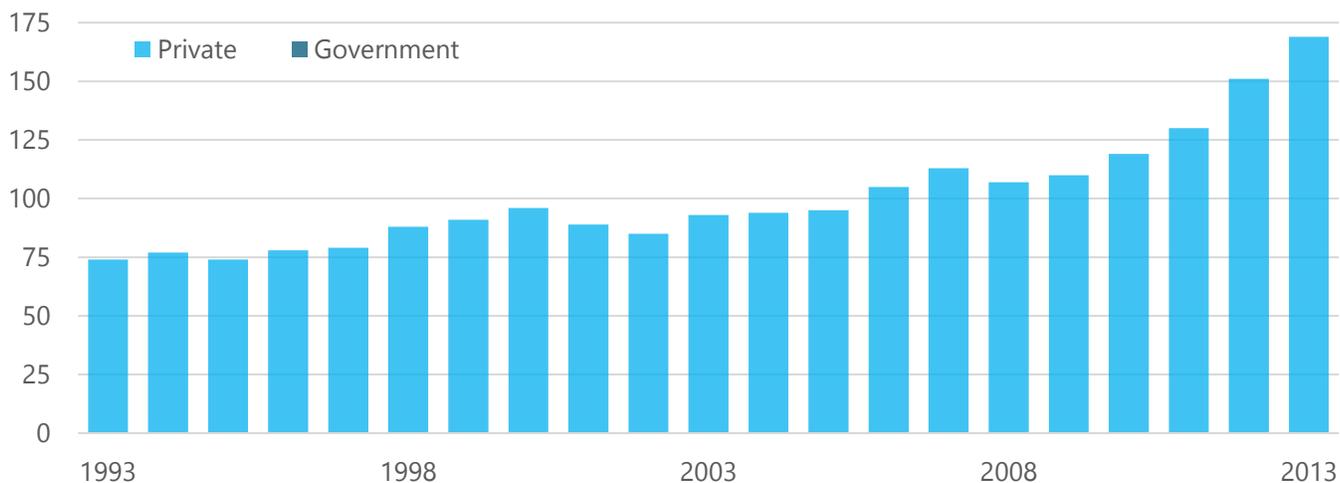
Average Employment



Average Annual Wage



Establishments



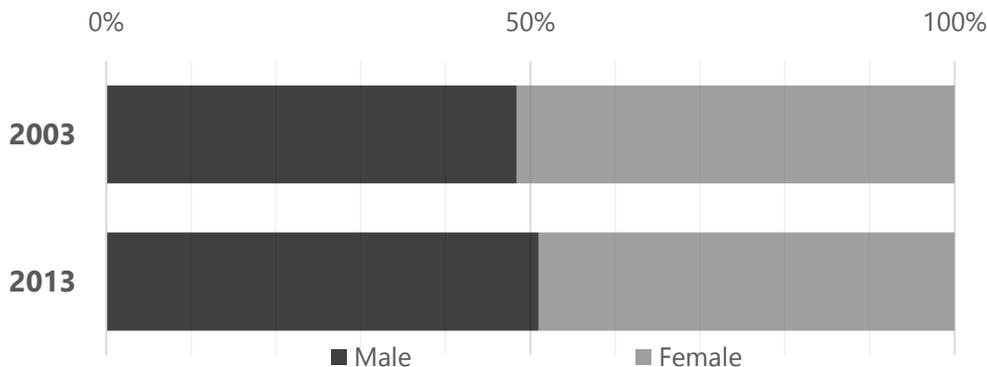
Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

INDUSTRIES

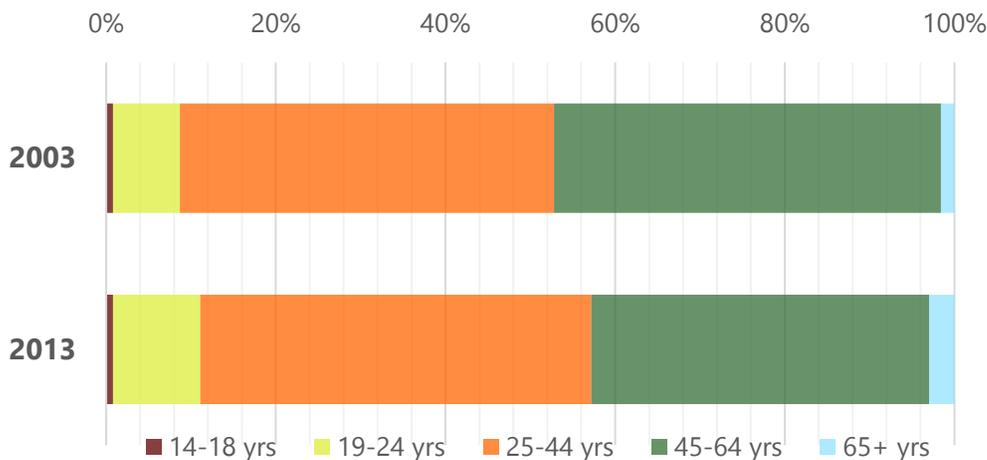
MANAGEMENT OF COMPANIES AND ENTERPRISES

All Ownerships

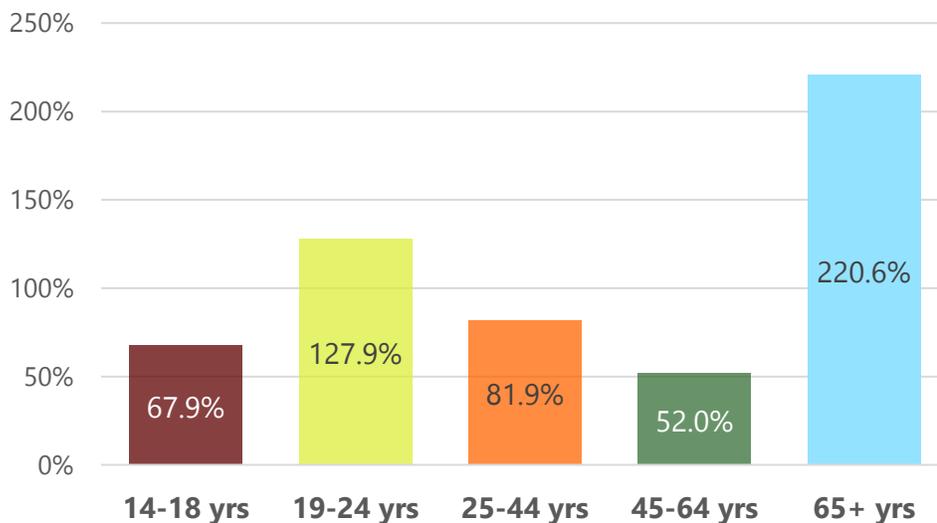
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

ADMINISTRATIVE AND WASTE SERVICES

All Ownerships

Administrative and Waste Services Figures | p. 67

This industry exhibits slight rises and falls, coinciding with both the Great Recession and the recent oil boom. One reason for this could be increased sensitivity to the business cycle, since many businesses in this industry provide supportive services (e.g. call centers, staffing agencies, janitorial services).

Average Employment		1993	2003	2013
From 1993-2013, average employment grew by 113.5% (+7,421); 2003-2013 growth was 20.3% (+2,351). Nearly all employment is in the private sector (96.5%).	Avg Emp	6,537	11,607	13,958
	Private	92.5%	96.3%	96.5%
	Govt.	7.5%	3.7%	3.5%

Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 151.0% (+\$19,218); 2003-2013 wage growth was 83.6% (+\$13,548). Average government wages are higher (+\$433).	Avg Wage	\$12,729	\$18,399	\$31,947
	Private	\$11,856	\$17,912	\$31,932
	Govt.	\$23,545	\$31,005	\$32,365

Establishments		1993	2003	2013
From 1993-2013, total establishments grew by 61.7% (+555); 2003-2013 growth was 81.7% (+314). Nearly all establishments are privately-owned (98.6%).	Total Est	900	1,141	1,455
	Private	97.4%	98.2%	98.6%
	Govt.	2.6%	1.8%	1.4%

Administrative and Waste Services Demographics | p. 68

Composition by Sex

In 2003, the employment composition was 47.1% Male to 52.9% Female. In 2013, it shifted to 56.1% Male, 43.9% Female. Male workers experienced a relatively large increase, while female workers declined.

Composition by Age Group

Since 2003, the proportions among most age groups changed by moderate percentages. The biggest proportional changes, however, were among 45-64 year-olds (+7.0%) and 19-24 year-olds (-5.9%). 25-44 year-olds (45.3%) comprise the majority of employment.

Ten-Year % Change by Age Group 2003-2013

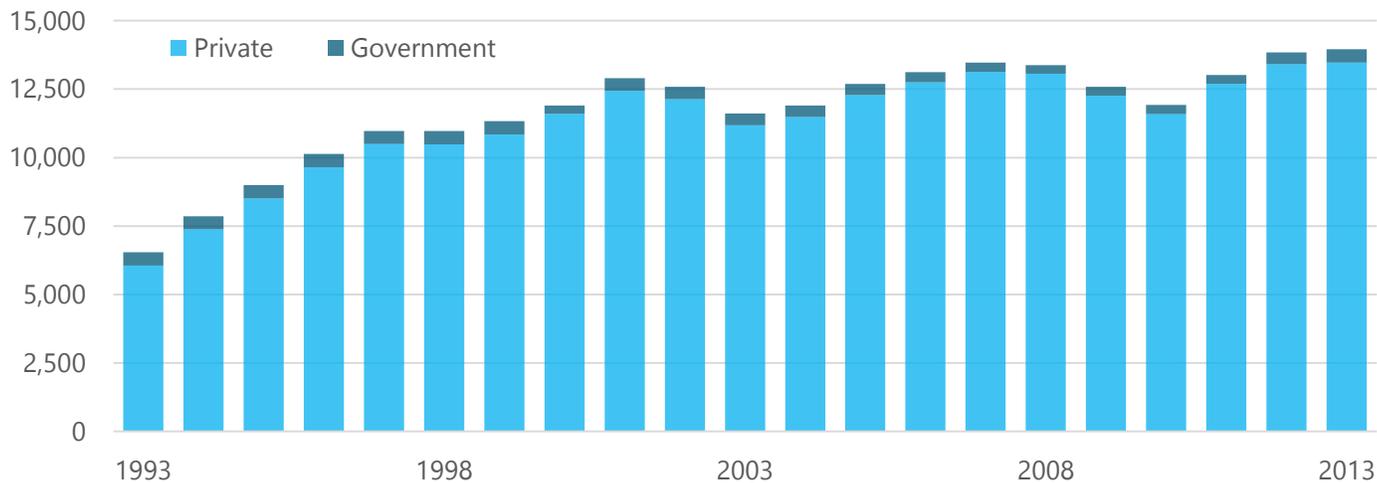
Since 2003, all age groups experienced relatively small numerical changes (the industry increased by 2,351 workers overall). The most significant changes were among 45-64 year-olds (+48.1%) and 25-44 year-olds (+18.7%), increasing collectively by about 2,500 workers.

INDUSTRIES

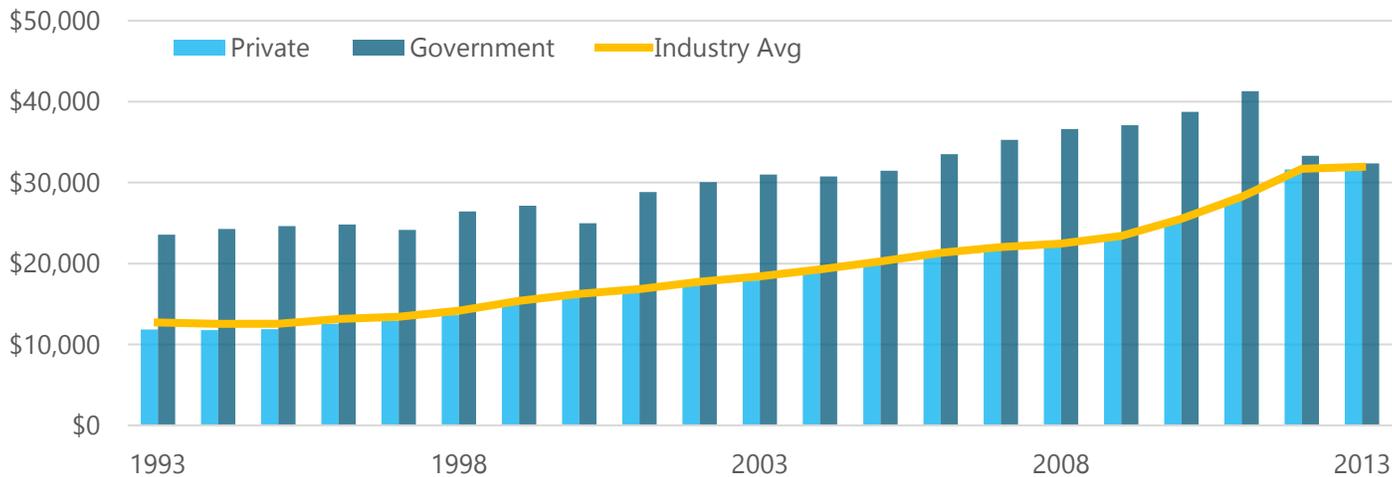
ADMINISTRATIVE AND WASTE SERVICES

All Ownerships

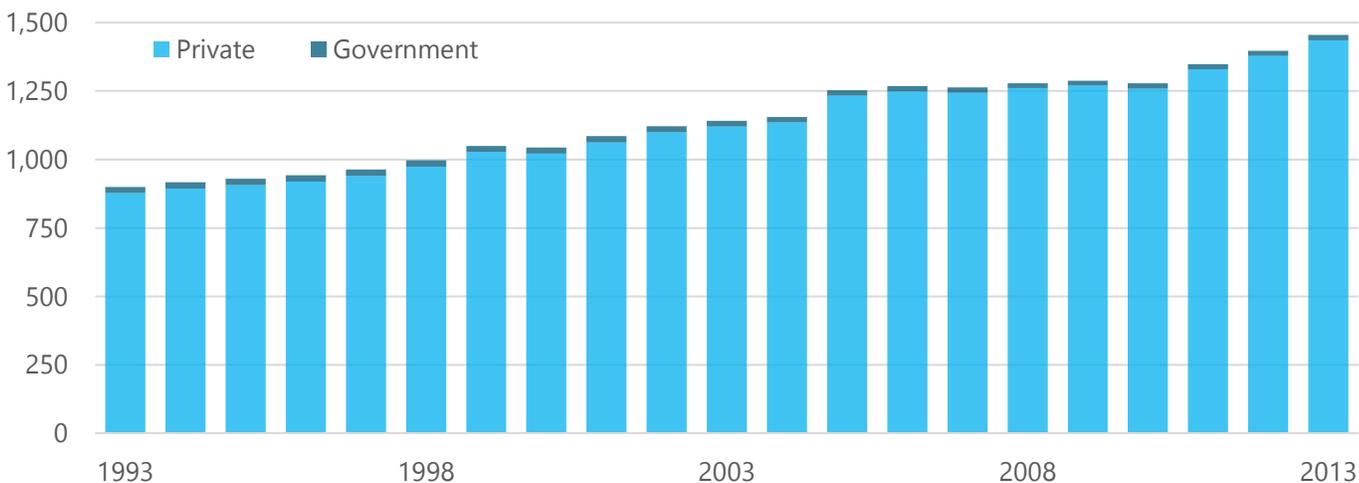
Average Employment



Average Annual Wage



Establishments



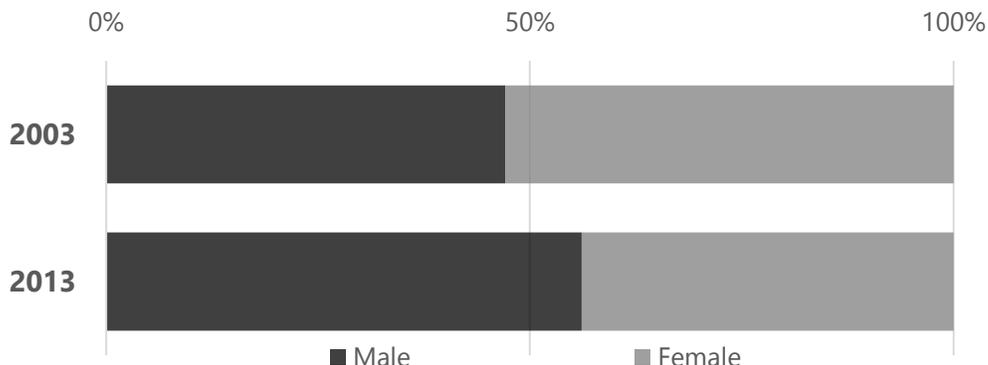
Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

INDUSTRIES

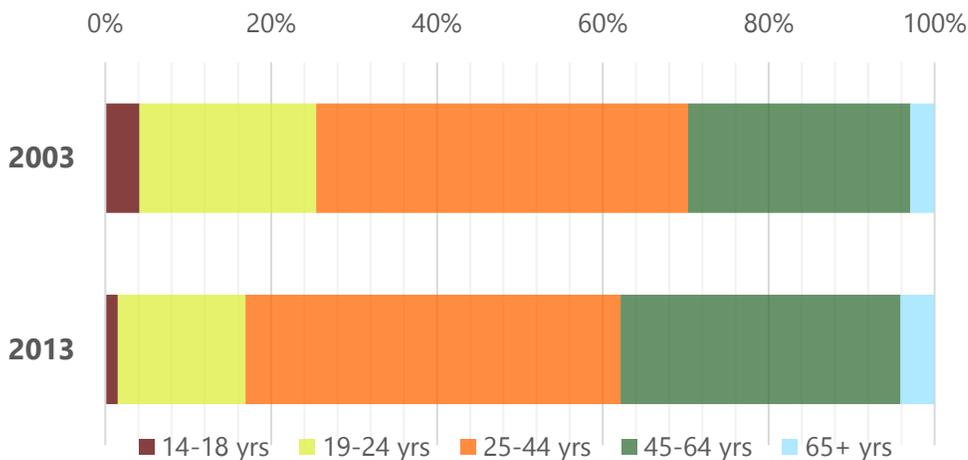
ADMINISTRATIVE AND WASTE SERVICES

All Ownerships

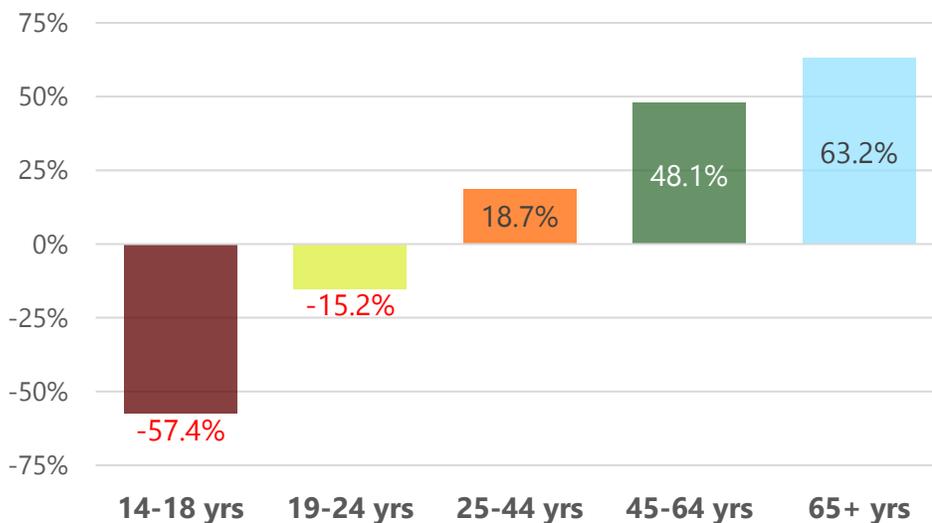
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

EDUCATIONAL SERVICES

All Ownerships

Educational Services Figures | p. 70

This industry is one of a few dominated by government ownership because it includes establishments like public schools and universities. The figures here seem to follow population growth, steadily increasing over the past 20 years, with higher growth in all areas in recent years.

Average Employment		1993	2003	2013
From 1993-2013, average employment grew by 25.5% (+6,706); 2003-2013 growth was 12.5% (+3,658). Nearly all employment is in the government (93.4%).	Avg Emp	26,321	29,369	33,027
	Private	6.5%	4.6%	6.6%
	Govt.	93.5%	95.4%	93.4%

Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 95.3% (+\$19,990); 2003-2013 wage growth was 44.5% (+\$12,612). Average government wages are higher (+\$11,741).	Avg Wage	\$20,978	\$28,356	\$40,968
	Private	\$18,741	\$20,814	\$30,002
	Govt.	\$21,135	\$28,719	\$41,743

Establishments		1993	2003	2013
From 1993-2013, total establishments grew by 0.0% (+0); 2003-2013 growth was 12.6% (+49). Most establishments are government-owned (56.3%).	Total Est	439	390	439
	Private	26.4%	29.5%	43.7%
	Govt.	73.6%	70.5%	56.3%

Educational Services Demographics | p. 71

Composition by Sex

In 2003, the employment composition was 33.6% Male to 66.4% Female. In 2013, it shifted to 31.8% Male, 68.2% Female. Both sexes experienced similar numerical increases, with a significantly higher increase in female workers.

Composition by Age Group

Since 2003, the proportions among age groups changed by slight percentages. The biggest proportional changes, were among those workers aged 65+ years (+2.8%) and 45-64 year-olds (-2.1%). 45-64 year-olds (47.6%) comprise the majority of employment.

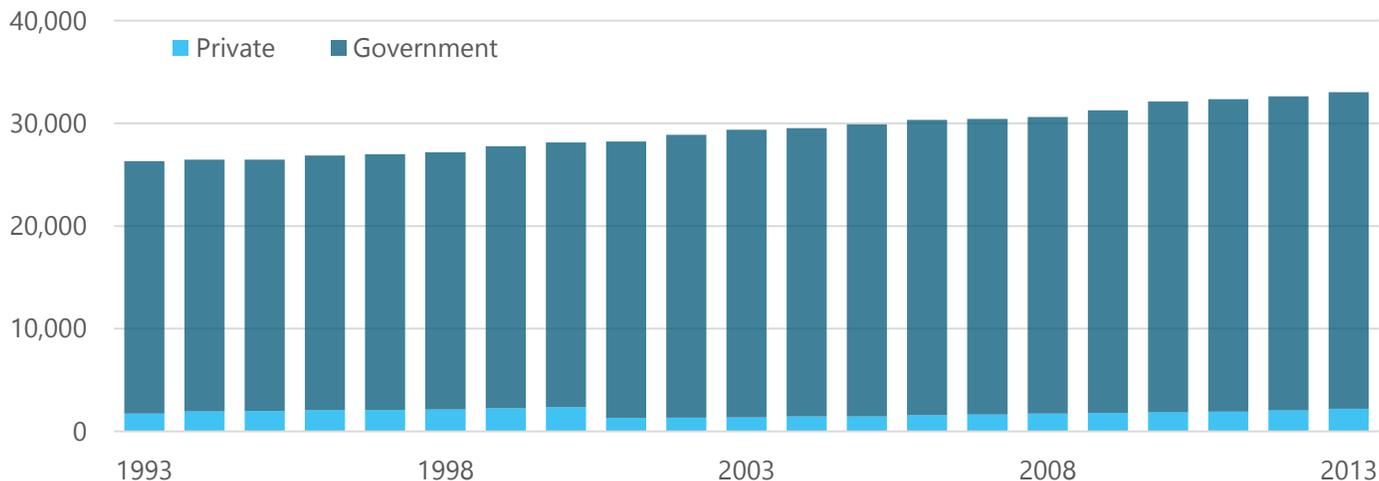
Ten-Year % Change by Age Group 2003-2013

Since 2003, the growth has been proportionally consistent among nearly all age groups. The most significant numerical changes were among those aged 65+ years (+85.5%), 25-44 years-old (+7.9%), and 45-64 year-olds (+5.7%), increasing by 1,000-1,500 workers each.

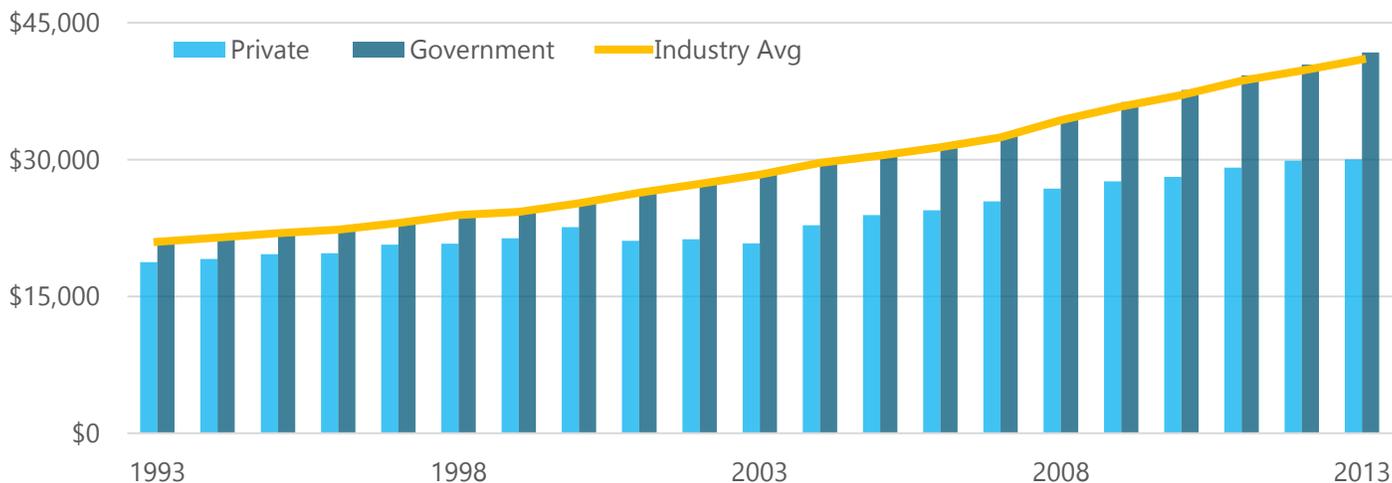
INDUSTRIES

EDUCATIONAL SERVICES All Ownerships

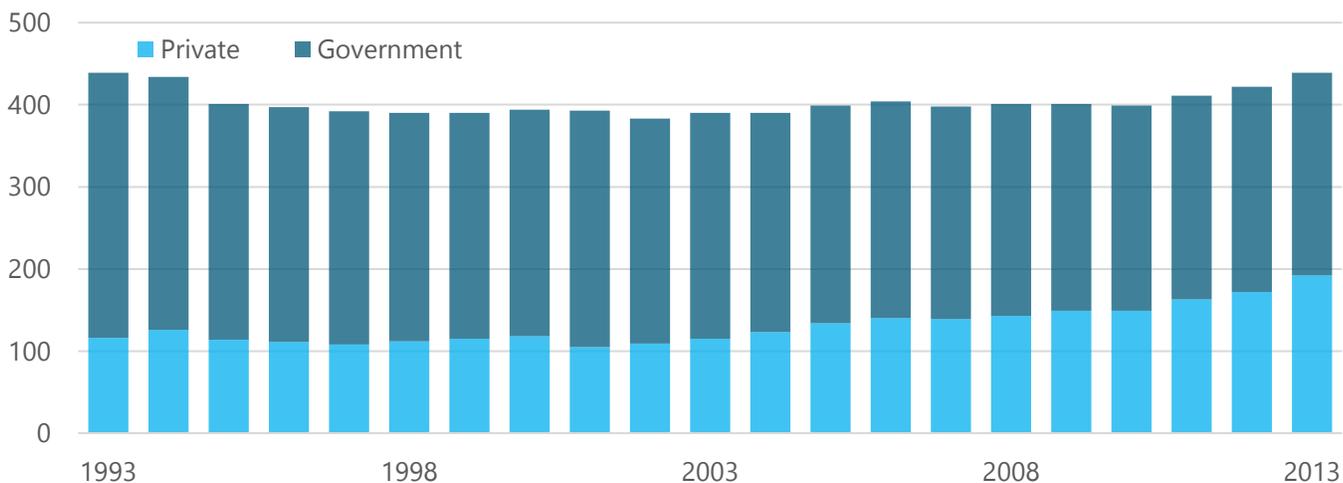
Average Employment



Average Annual Wage



Establishments

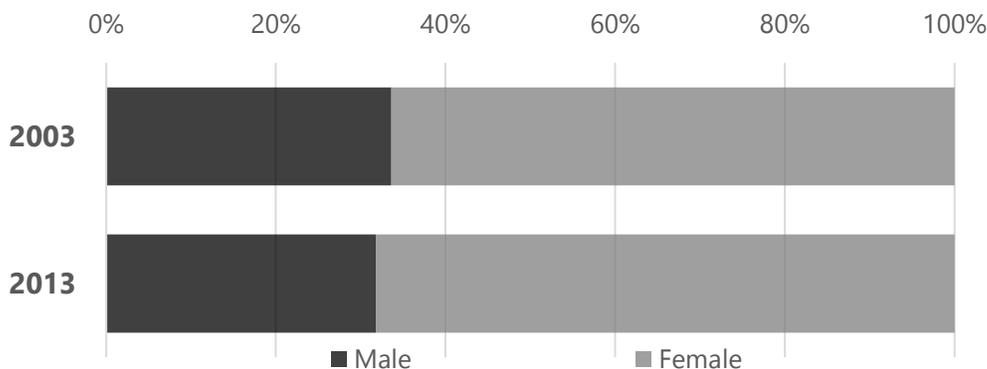


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

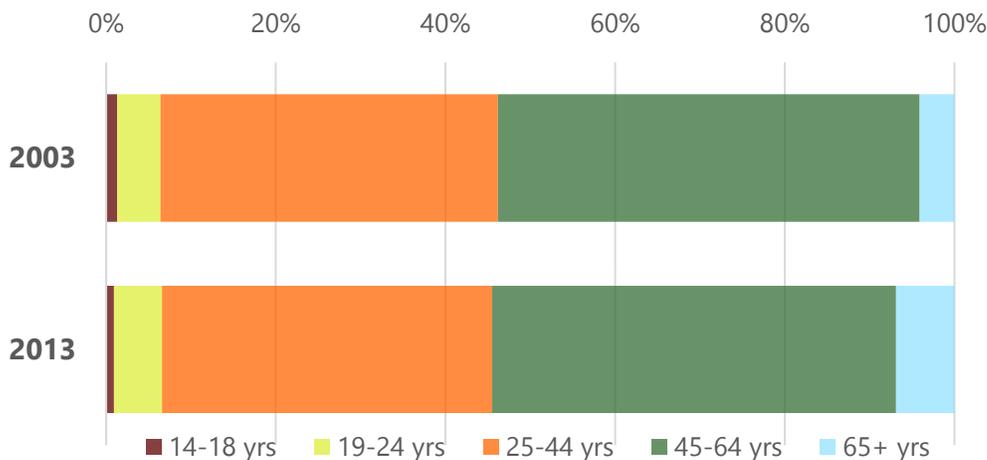
INDUSTRIES

EDUCATIONAL SERVICES
All Ownerships

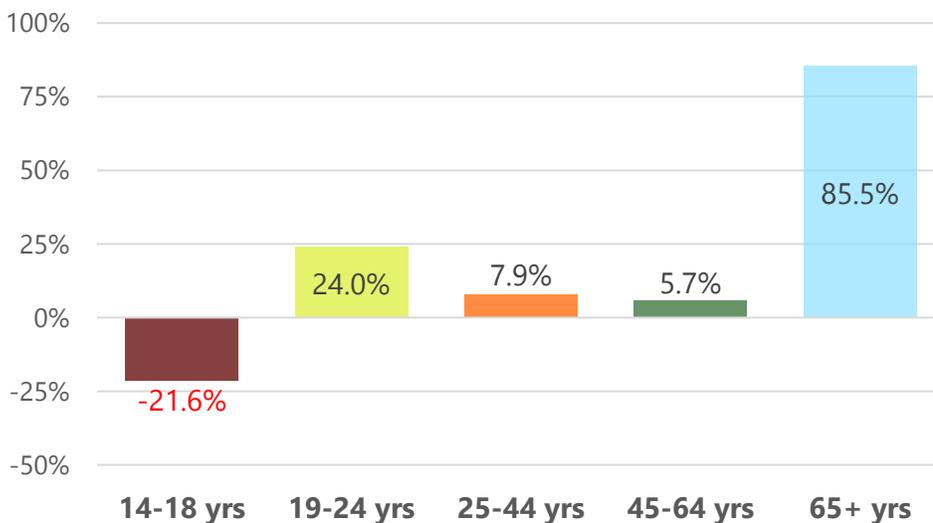
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

HEALTH CARE AND SOCIAL ASSISTANCE

All Ownerships

Health Care and Social Assistance Figures | p. 73

This is the largest industry for employment (by a margin of at least 10,000 workers), so changes in any area carry a bit of weight toward the All-Industry averages. Like Educational Services, this industry has been steadily increasing since 1993, though at a slightly higher rate more recently due to population growth.

Average Employment		1993	2003	2013
From 1993-2013, average employment grew by 43.7% (+18,118); 2003-2013 growth was 23.6% (+11,362). Nearly all employment is in the private sector (92.5%).				
Avg Emp		41,461	48,217	59,579
Private		91.1%	92.0%	92.5%
Govt.		8.9%	8.0%	7.5%

Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 115.9% (+\$24,115); 2003-2013 wage growth was 52.1% (+\$15,397). Average government wages are higher (+\$2,650).				
Avg Wage		\$20,808	\$29,526	\$44,923
Private		\$20,692	\$29,457	\$44,723
Govt.		\$22,002	\$30,309	\$47,373

Establishments		1993	2003	2013
From 1993-2013, total establishments grew by 61.6% (+865); 2003-2013 growth was 41.9% (+670). Nearly all establishments are privately-owned (96.1%).				
Total Est		1,405	1,600	2,270
Private		91.7%	93.0%	96.1%
Govt.		8.3%	7.0%	3.9%

Health Care and Social Assistance Demographics | p. 74

Composition by Sex

In 2003, the employment composition was 17.0% Male to 83.0% Female. In 2013, it shifted to 17.9% Male, 82.1% Female. Both sexes experienced similar numerical increases, with a significantly higher increase in female workers.

Composition by Age Group

Since 2003, the proportions among all age groups changed by slight percentages. The biggest proportional changes, were among 25-44 year-olds (-2.1%) and 19-24 year-olds (+1.3%). Both 25-44 year-olds (41.3%) and 45-64 year-olds (38.1%) comprise large proportions of employment.

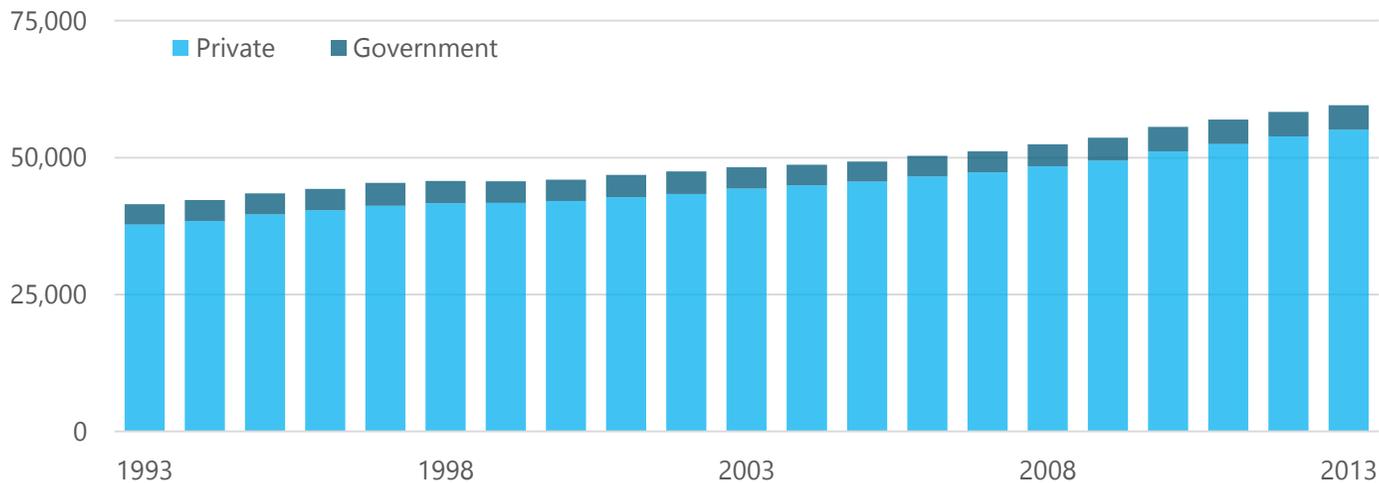
Ten-Year % Change by Age Group 2003-2013

Since 2003, nearly all age groups experienced a numerical change of over 1,000 workers. The only decrease was among 14-18 year-olds (-8.9%), though the numerical change was only in the hundreds. The most significant changes were among 45-64 year-olds (+24.8%) and 25-44 year-olds (+17.7%), increasing collectively by about 8,500 workers.

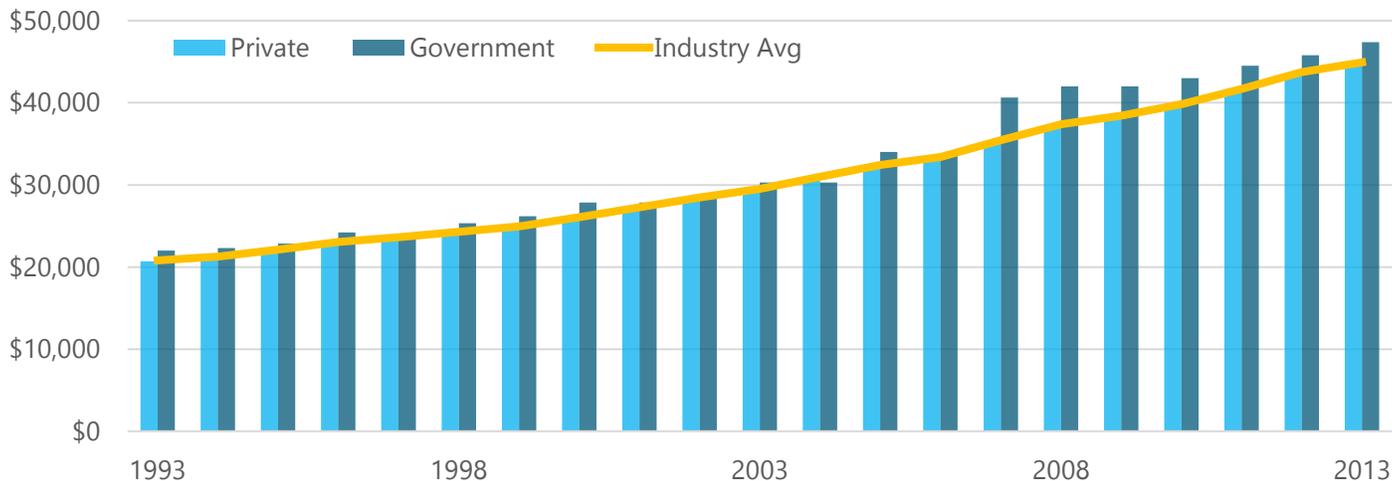
INDUSTRIES

HEALTH CARE AND SOCIAL ASSISTANCE *All Ownerships*

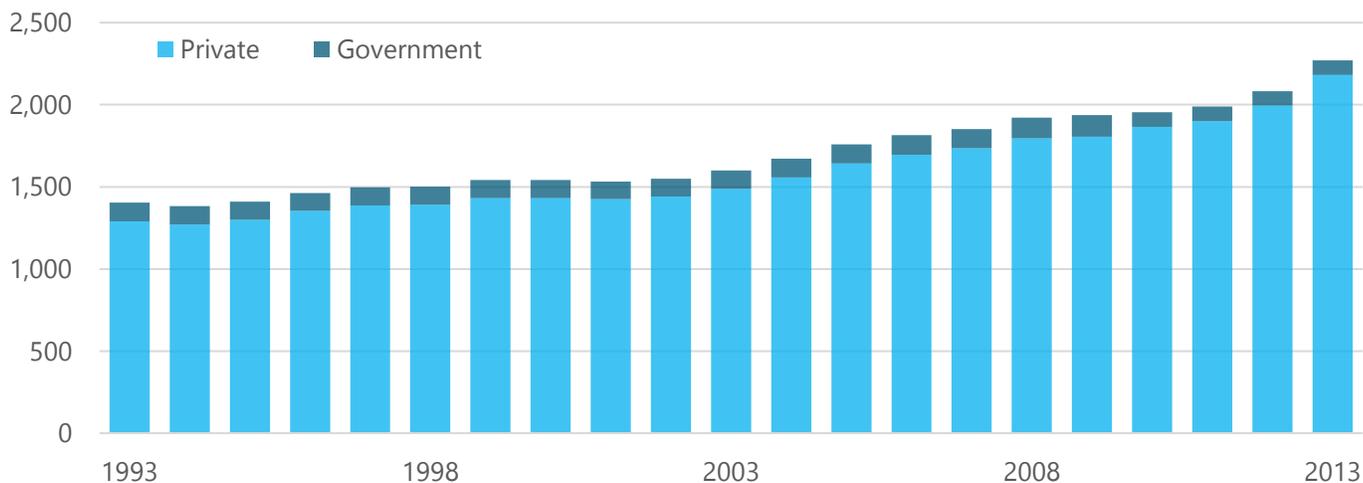
Average Employment



Average Annual Wage



Establishments

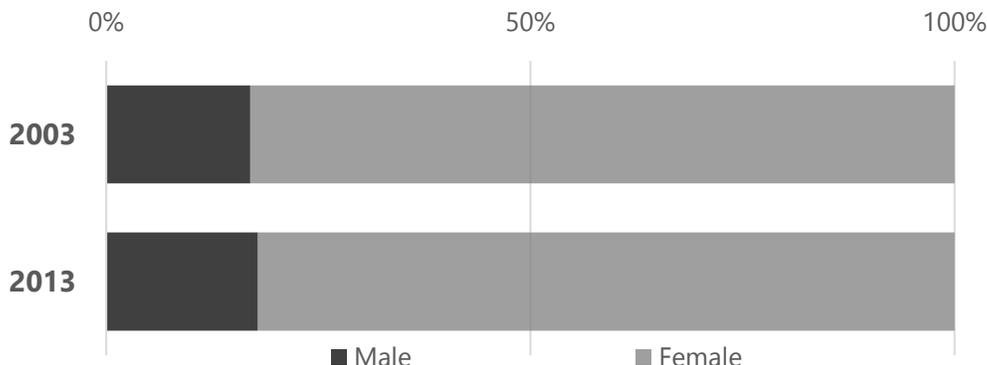


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

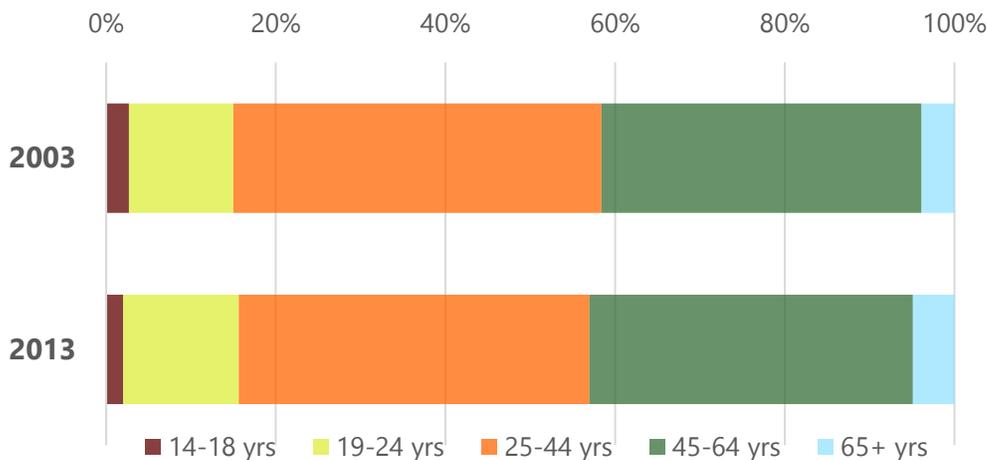
INDUSTRIES

HEALTH CARE AND SOCIAL ASSISTANCE *All Ownerships*

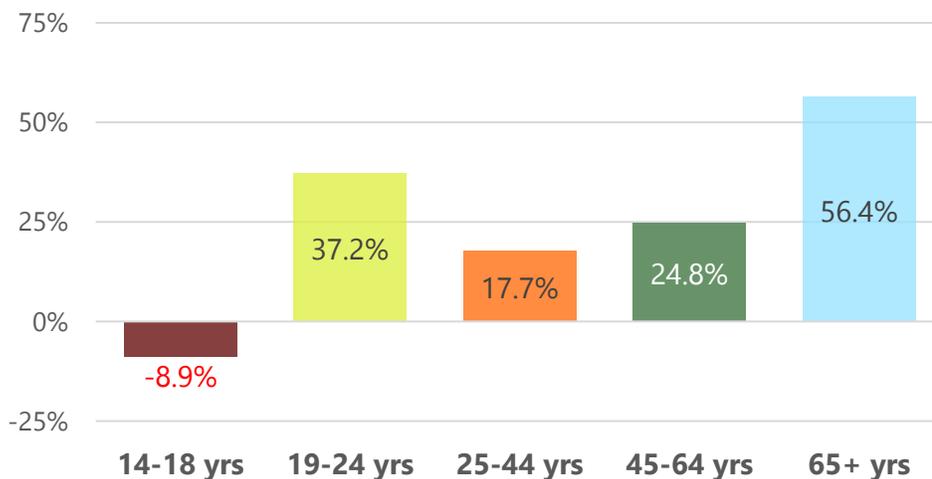
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

ARTS, ENTERTAINMENT, AND RECREATION

All Ownerships

Arts, Entertainment, and Recreation Figures | p. 76

This industry also has a relatively high proportion of government employment. In addition to park districts and public event centers, tribal casinos are also included. Tribal ownership was reclassified from "private" to "local government" in 2001, explaining the shift in government figures in the early 2000s.

Average Employment		1993	2003	2013
From 1993-2013, average employment grew by 76.0% (+3,798); 2003-2013 growth was 19.2% (+1,417). Most employment is in the government (53.2%).	Avg Emp	4,997	7,378	8,795
	Private	62.4%	46.1%	46.8%
	Govt.	37.6%	53.9%	53.2%

Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 126.0% (+\$10,623); 2003-2013 wage growth was 35.7% (+\$5,015). Average government wages are higher (+\$7,056).	Avg Wage	\$8,431	\$14,039	\$19,054
	Private	\$8,577	\$11,580	\$15,299
	Govt.	\$8,189	\$16,139	\$22,355

Establishments		1993	2003	2013
From 1993-2013, total establishments grew by 37.0% (+160); 2003-2013 growth was 14.5% (+75). Most establishments are privately-owned (73.5%).	Total Est	433	518	593
	Private	67.2%	73.7%	73.5%
	Govt.	32.8%	26.3%	26.5%

Arts, Entertainment, and Recreation Demographics | p. 77

Composition by Sex

In 2003, the employment composition was 47.9% Male to 52.1% Female. In 2013, it shifted to 47.6% Male, 52.4% Female. Both sexes experienced similar numerical increases.

Composition by Age Group

Since 2003, the proportions among most age groups moderately changed. The biggest proportional changes were among 45-64 year-olds (+4.2%) and 14-18 year-olds (-2.3%). 25-44 year-olds (37.0%) comprise the largest proportion of employment.

Ten-Year % Change by Age Group 2003-2013

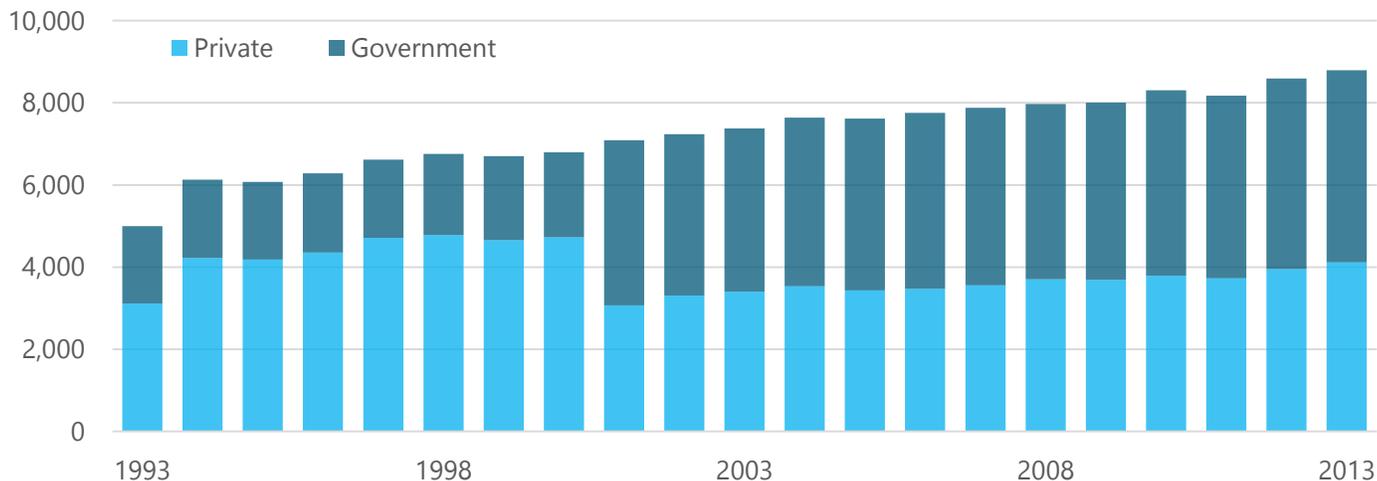
Since 2003, all age groups experienced relatively small numerical changes (the industry change overall was +1,417 workers). The most significant changes were among 45-64 year-olds (+41.0%) and 25-44 year-olds (+12.7%), increasing collectively by about 950 workers.

INDUSTRIES

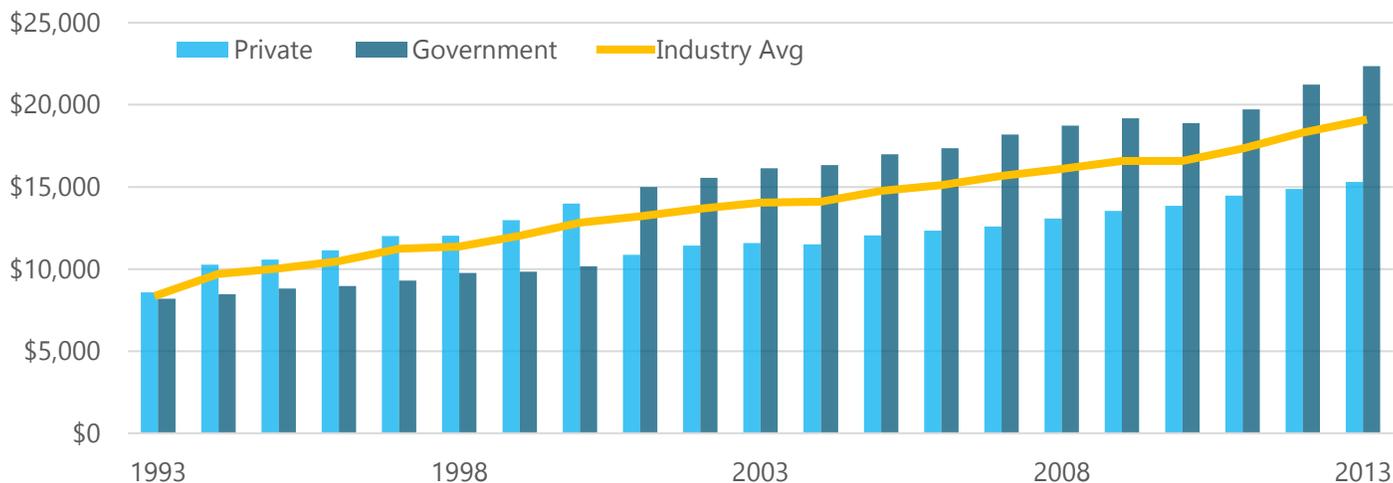
ARTS, ENTERTAINMENT, AND RECREATION

All Ownerships

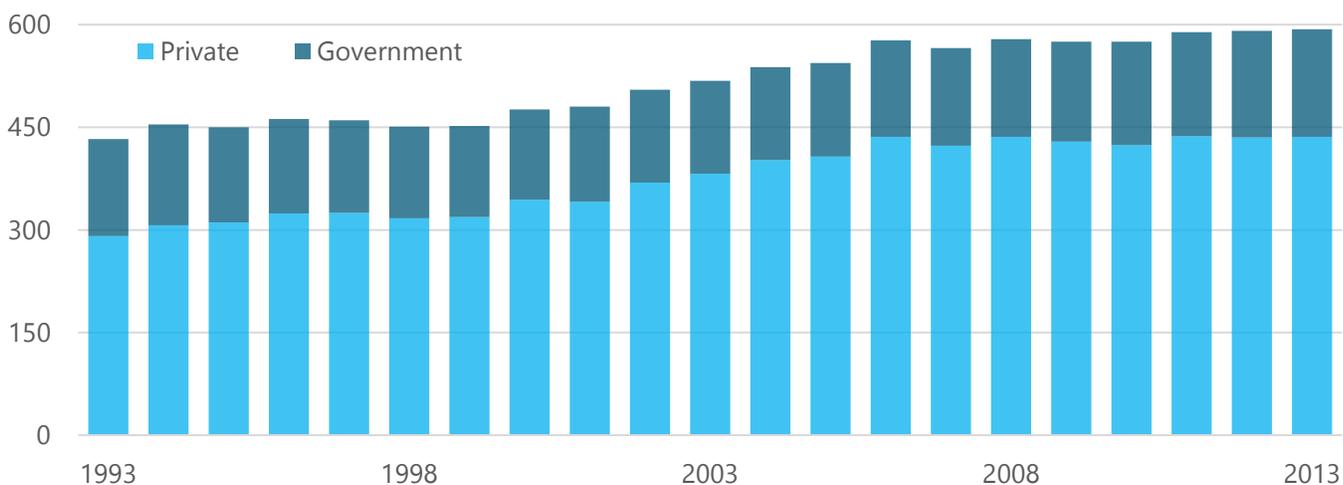
Average Employment



Average Annual Wage



Establishments

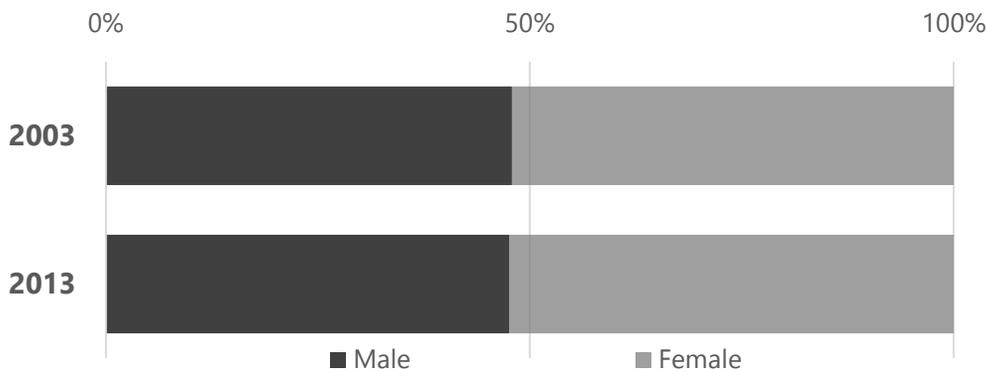


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

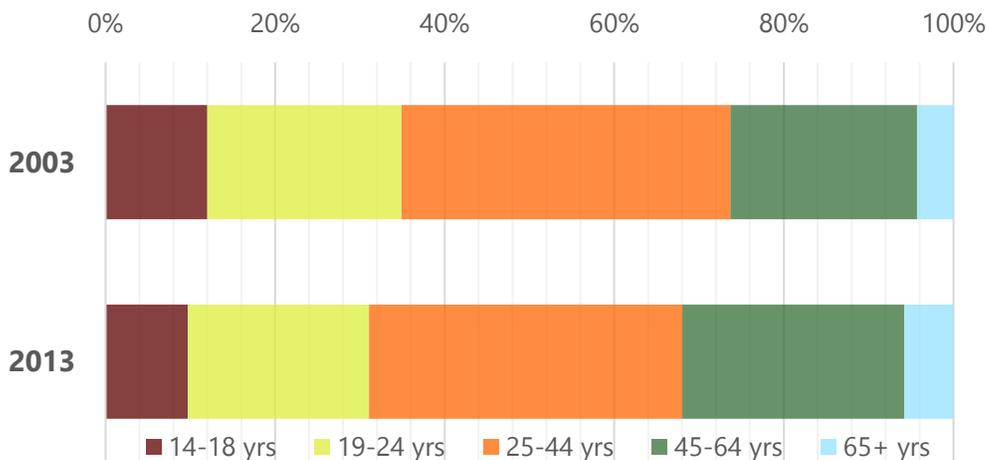
INDUSTRIES

ARTS, ENTERTAINMENT, AND RECREATION *All Ownerships*

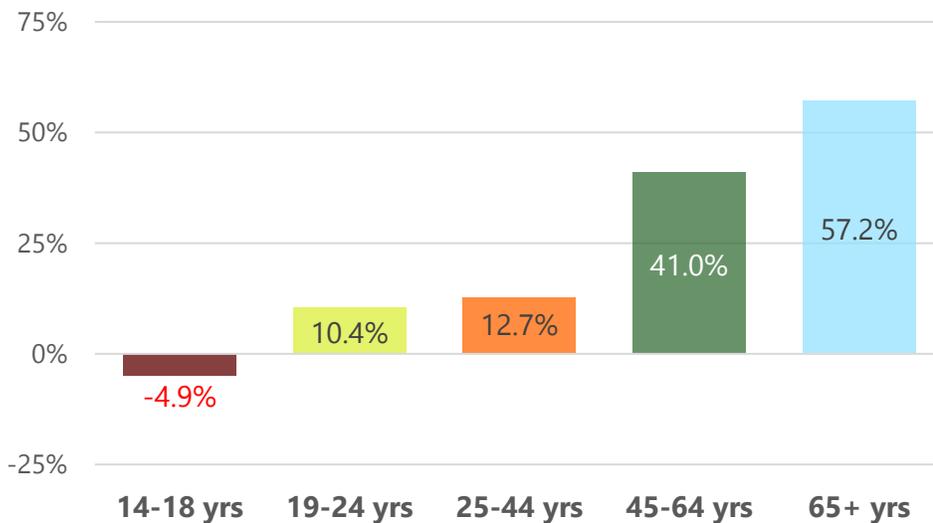
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

ACCOMMODATION AND FOOD SERVICES

All Ownerships

Accommodation and Food Services Figures | p. 79

This is another industry affected by the oil boom, though not at the extraordinary pace seen in the few closely tied to it. Employment figures have moderately risen since 2006 (+7,067), likely because of the increased demand for amenities, like hotels and restaurants, associated with the rapid population growth.

Average Employment		1993	2003	2013
From 1993-2013, average employment grew by 46.07% (+11,084); 2003-2013 growth was 32.3% (+8,578). Nearly all employment is in the private sector (99.7%).	Avg Emp	24,086	26,592	35,170
	Private	99.8%	99.8%	99.7%
	Govt.	0.2%	0.2%	0.3%

Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 139.3% (+\$9,532); 2003-2013 wage growth was 70.0% (+\$6,739). Average government wages are higher (+\$175).	Avg Wage	\$6,841	\$9,634	\$16,373
	Private	\$6,840	\$9,635	\$16,373
	Govt.	\$7,432	\$8,703	\$16,548

Establishments		1993	2003	2013
From 1993-2013, total establishments grew by 13.8% (+271); 2003-2013 growth was 13.4% (+263). Nearly all establishments are privately-owned (99.6%).	Total Est	1,961	1,969	2,232
	Private	99.8%	99.8%	99.6%
	Govt.	0.2%	0.2%	0.4%

Accommodation and Food Services Demographics | p. 80

This industry is unique because it is dominated by the youngest working age groups, though these groups have decreased proportionally since 2003. The shift among ages is skewed toward older workers, possibly due to higher demand to fill experienced-based positions, like managers, to operate new establishments.

Composition by Sex

In 2003, the employment composition was 38.8% Male to 61.2% Female. In 2013, it shifted to 42.3% Male, 57.7% Female. Both sexes similar numerical increases, with a slightly higher increase in male workers.

Composition by Age Group

Since 2003, the proportions among most age groups changed by moderate percentages. The biggest proportional changes, however, were among 14-18 year-olds (-6.8%) and 25-44 year-olds (+5.8%). The youngest groups (14-18 year-olds, 19-24 year-olds) collectively comprise the majority of employment in this industry (42.5%).

Ten-Year % Change by Age Group 2003-2013

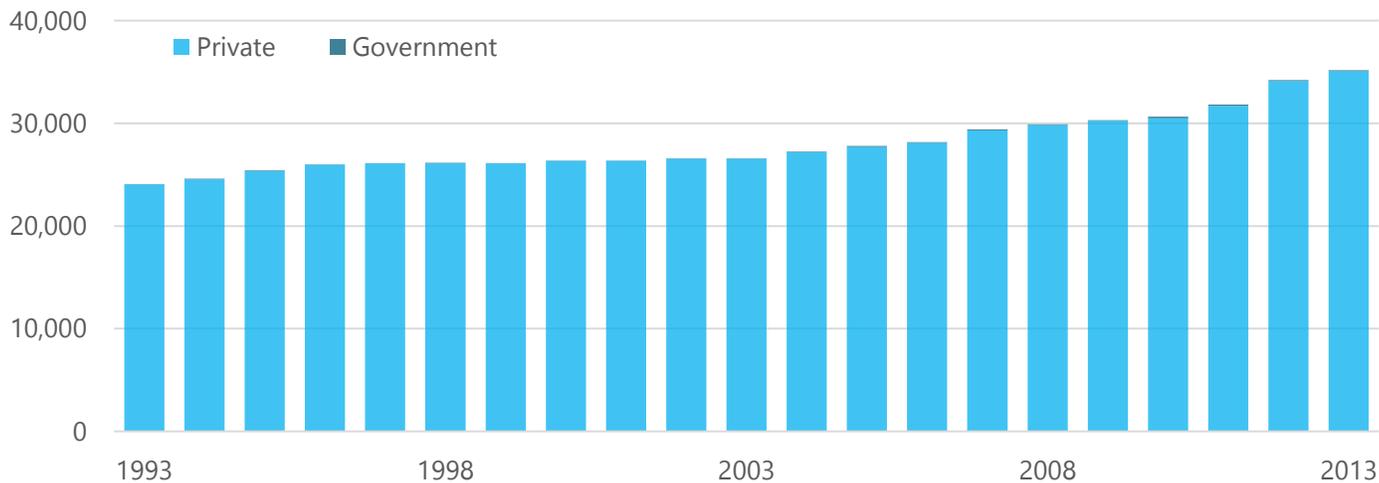
Since 2003, most age groups experienced a sizable numerical change. The largest numerical change was among 25-44 year-olds (+55.3%), an increase of about 4,000 workers. Both 45-64 year-olds (+60.6%) and 19-24 year-olds (+20.6%) saw increases of about 2,000 workers each.

INDUSTRIES

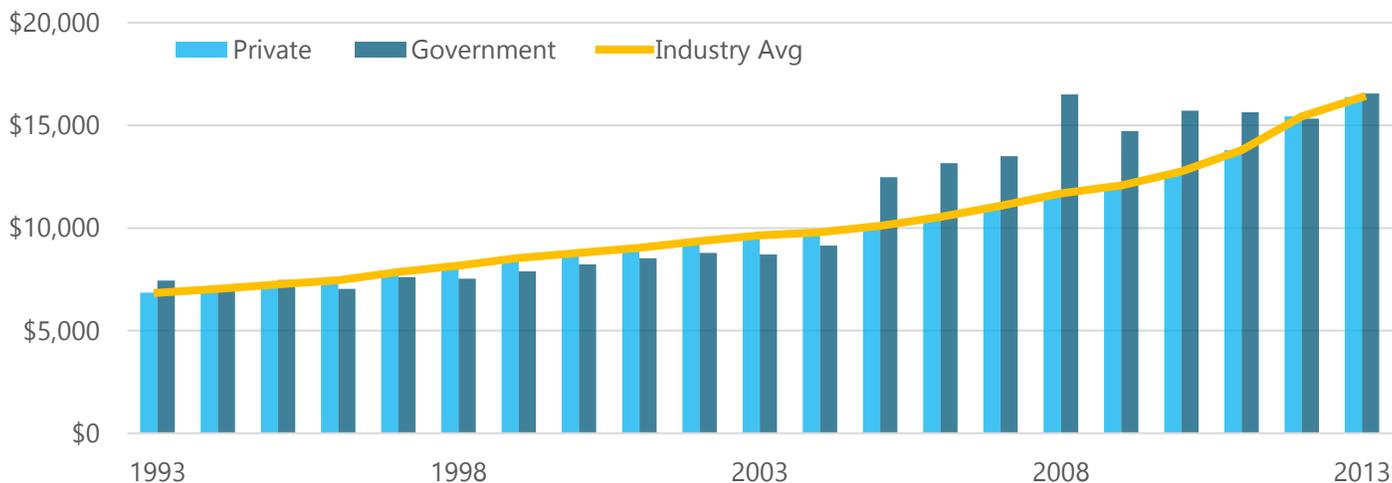
ACCOMMODATION AND FOOD SERVICES

All Ownerships

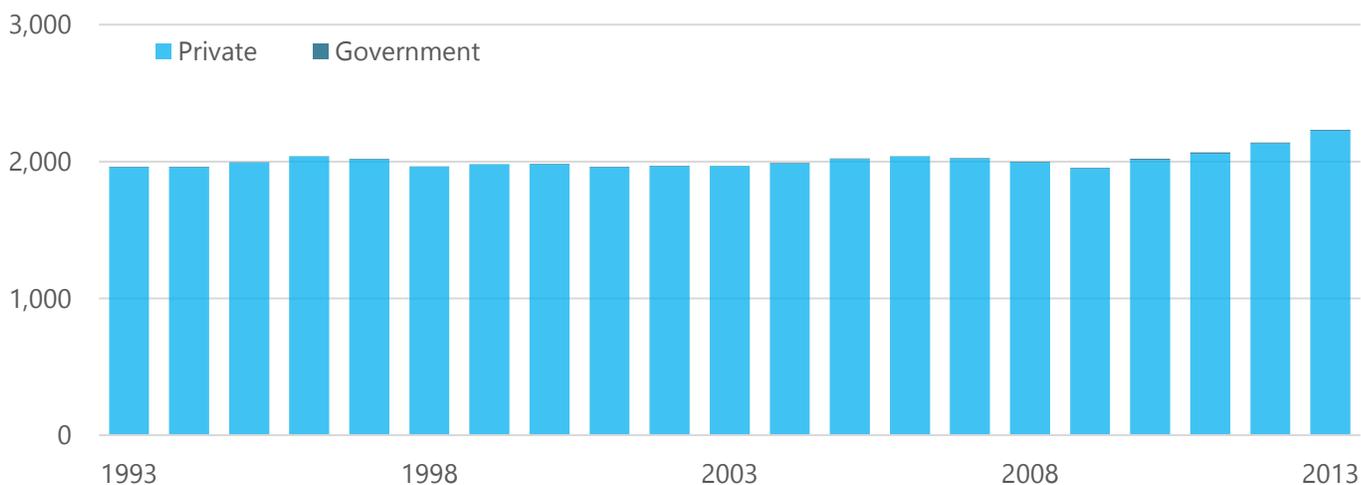
Average Employment



Average Annual Wage



Establishments



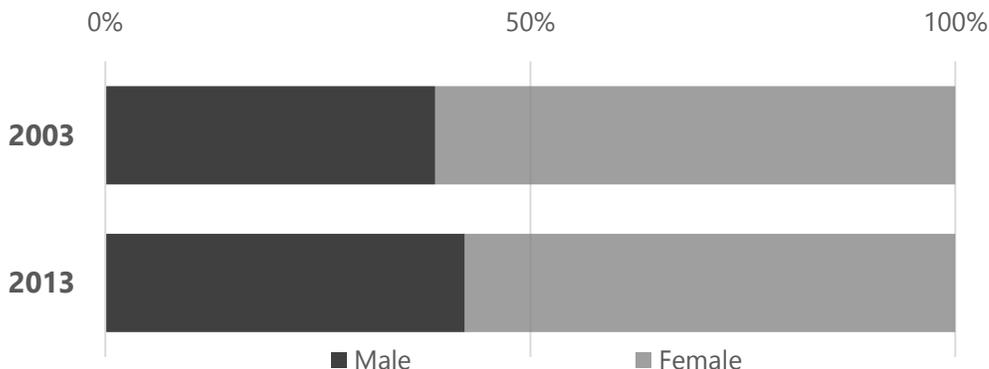
Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

INDUSTRIES

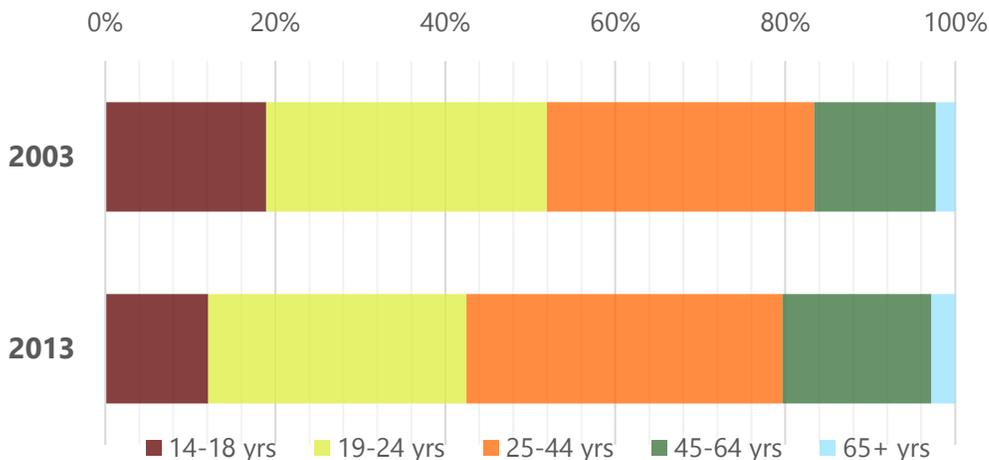
ACCOMMODATION AND FOOD SERVICES

All Ownerships

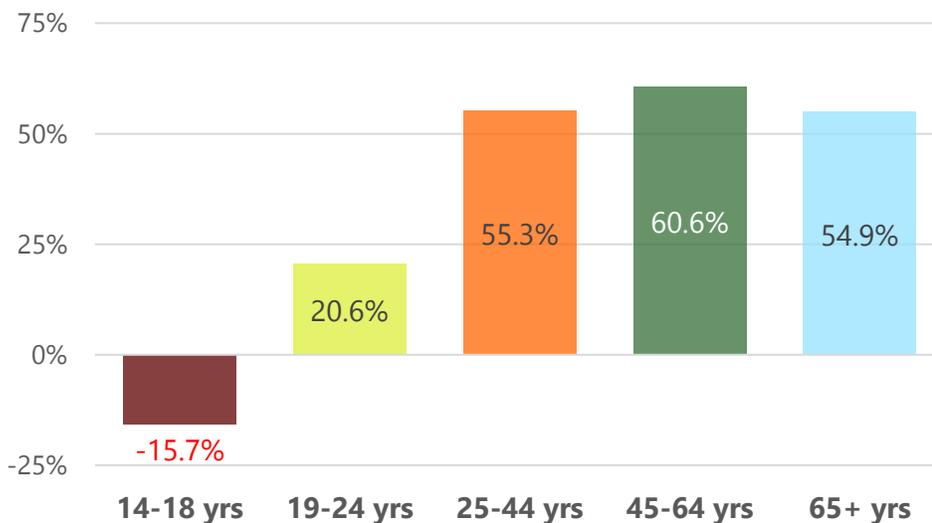
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

OTHER SERVICES

All Ownerships

Other Services Figures | p. 82

This industry has remained fairly steady over 20 years. Because repair and personal services (e.g. hair stylists, dry cleaners, etc.) are included in this industry, and those services would be expected to increase with more equipment usage and higher wages, the figures seem relatively unaffected by the oil boom.

Average Employment		1993	2003	2013
From 1993-2013, average employment grew by 5.5% (+1,688); 2003-2013 growth was 94.2% (+1,083). Nearly all employment is in the private sector (97.3%).	Avg Emp	10,889	11,494	12,577
	Private	95.3%	97.0%	97.3%
	Govt.	4.7%	3.0%	2.7%

Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 140.1% (+\$17,563); 2003-2013 wage growth was 60.5% (+\$11,342). Average government wages are higher (+\$992).	Avg Wage	\$12,534	\$18,755	\$30,097
	Private	\$11,805	\$18,590	\$30,070
	Govt.	\$27,370	\$24,041	\$31,062

Establishments		1993	2003	2013
From 1993-2013, total establishments grew by 6.3% (+130); 2003-2013 growth was 8.5% (+172). Nearly all establishments are privately-owned (99.3%).	Total Est	2,066	2,024	2,196
	Private	99.5%	99.5%	99.3%
	Govt.	0.5%	0.5%	0.7%

Other Services Demographics | p. 83

Composition by Sex

In 2003, the employment composition was 38.8% Male to 61.2% Female. In 2013, it shifted to 42.3% Male, 57.7% Female. Both sexes similar numerical increases, with a slightly higher increase in male workers.

Composition by Age Group

Since 2003, the proportions among most age groups changed by moderate percentages. The biggest proportional changes, were among 25-44 year-olds (-4.3%) and 45-64 year-olds (+2.9%). 25-44 year-olds (38.5%) and 45-64 year-olds (33.7%) comprise the largest proportions of employment.

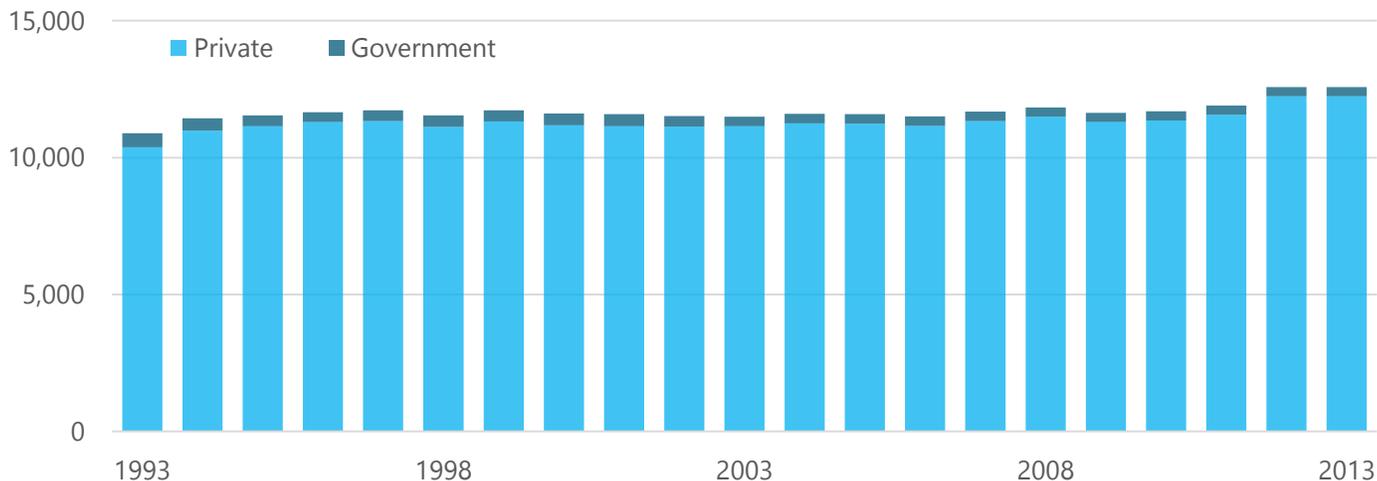
Ten-Year % Change by Age Group 2003-2013

Since 2003, all age groups experienced relatively small numerical changes (the industry change overall was +1,083 workers). The most significant change was among 45-64 year-olds (+18.9%), increasing by about 650 workers.

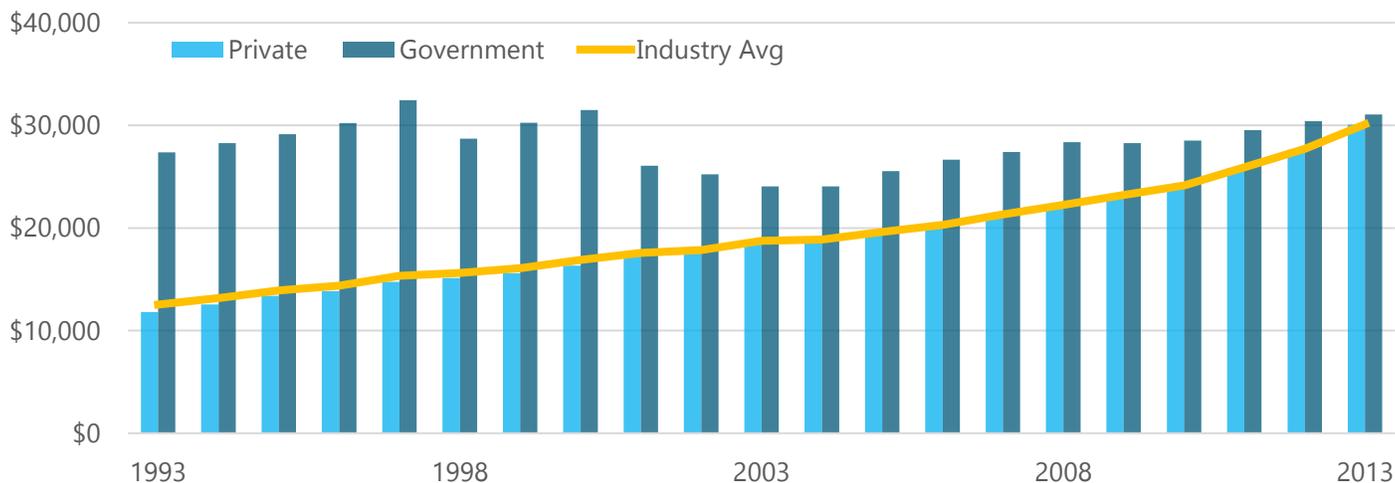
INDUSTRIES

OTHER SERVICES
All Ownerships

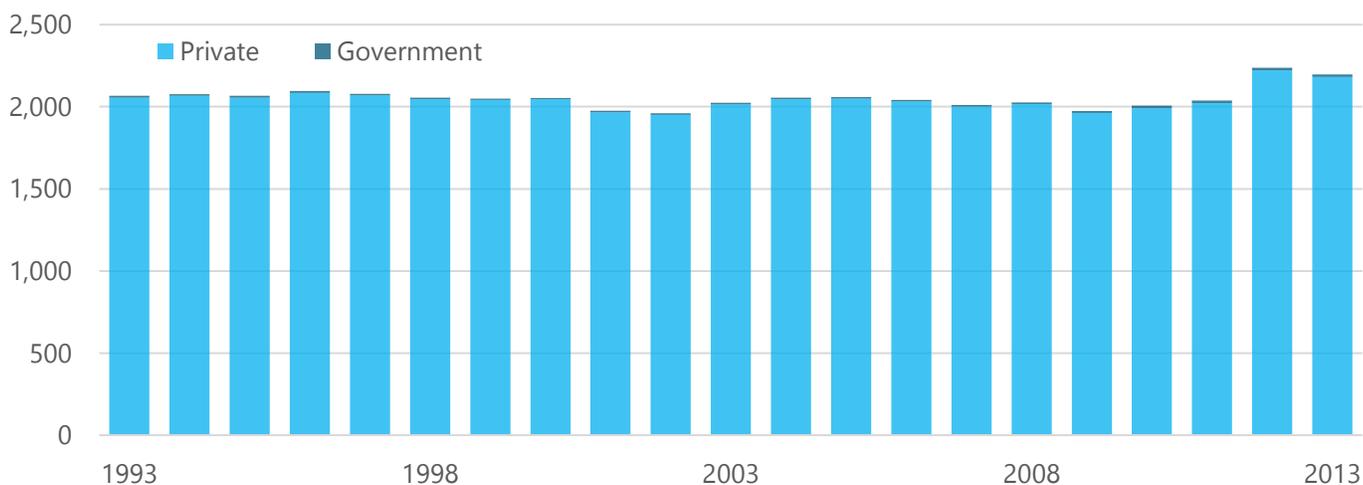
Average Employment



Average Annual Wage



Establishments

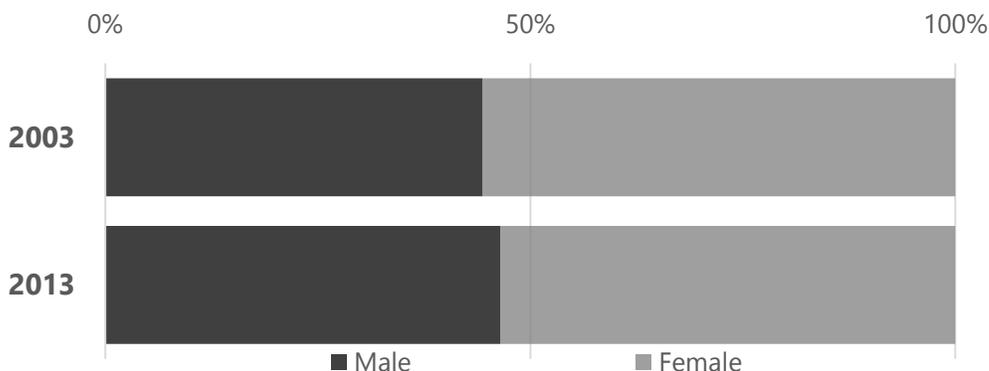


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

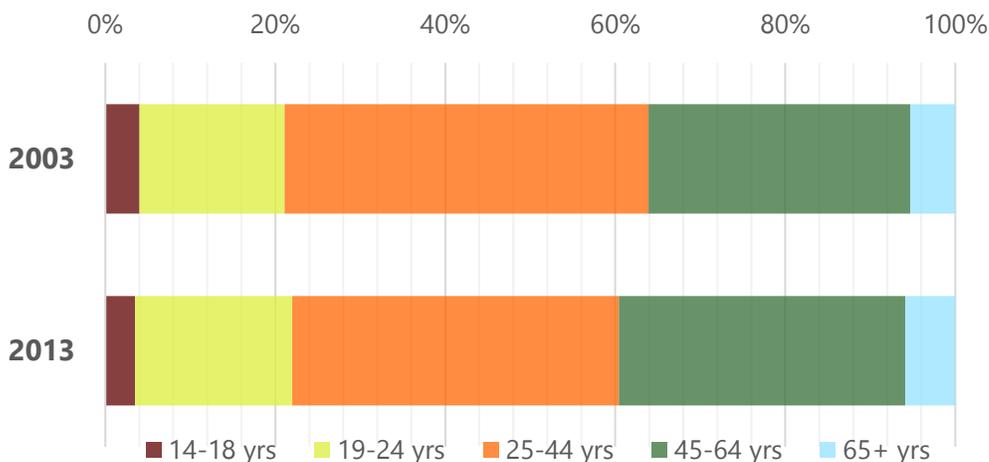
INDUSTRIES

OTHER SERVICES
All Ownerships

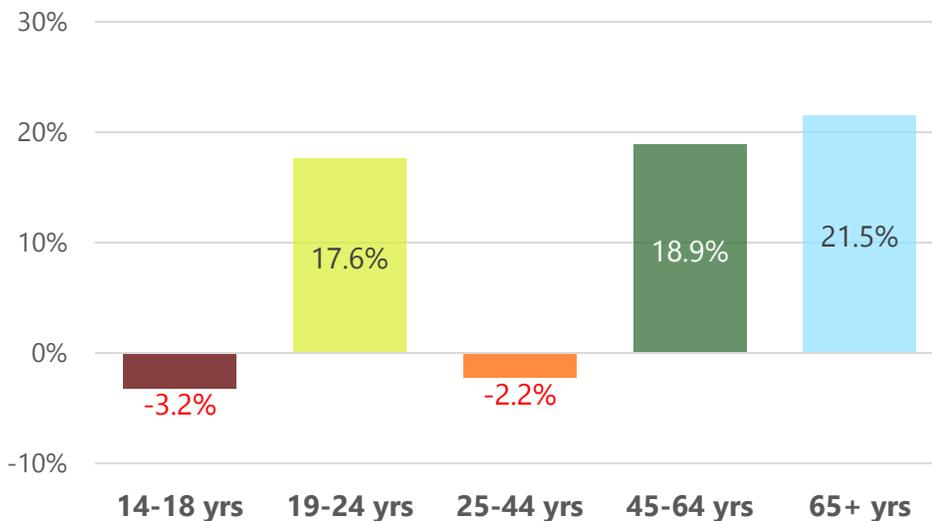
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

INDUSTRIES

PUBLIC ADMINISTRATION

All Ownerships

Public Administration Figures | p. 85

This industry is one of a few dominated by government ownership because it includes establishments like city governments and military bases. These figures are also affected by the reclassification of tribal entities in the early 2000s; tribal governance was considered privately-owned until about 2001.

Average Employment		1993	2003	2013
From 1993-2013, average employment grew by 23.1% (+3,997); 2003-2013 growth was 8.2% (+1,613). All employment is now in the government (100.0%).	Avg Emp	17,286	19,670	21,283
	Private	6.4%	0.0%	0.0%
	Govt.	93.6%	100.0%	100.0%

Average Annual Wage		1993	2003	2013
From 1993-2013, average wages grew by 107.2% (+\$23,753); 2003-2013 wage growth was 43.8% (+\$13,979).	Avg Wage	\$22,160	\$31,934	\$45,913
	Private	\$16,421	\$0	\$0
	Govt.	\$22,568	\$31,928	\$45,916

Establishments		1993	2003	2013
From 1993-2013, total establishments grew by 10.0% (+103); 2003-2013 figures fell by 3.2% (-37). All establishments are government-owned (100.0%).	Total Est	1,028	1,168	1,131
	Private	0.5%	0.0%	0.0%
	Govt.	99.5%	100.0%	100.0%

Public Administration Demographics | p. 86

Composition by Sex

In 2003, the employment composition was 54.5% Male to 45.5% Female. In 2013, it shifted to 53.6% Male, 46.4% Female. Both sexes experienced similar numerical increases.

Composition by Age Group

Since 2003, the proportions among most age groups changed by slight percentages. The biggest proportional changes, however, was among 25-44 year-olds (-3.7%). 45-64 year-olds (47.4%) comprise the majority of employment.

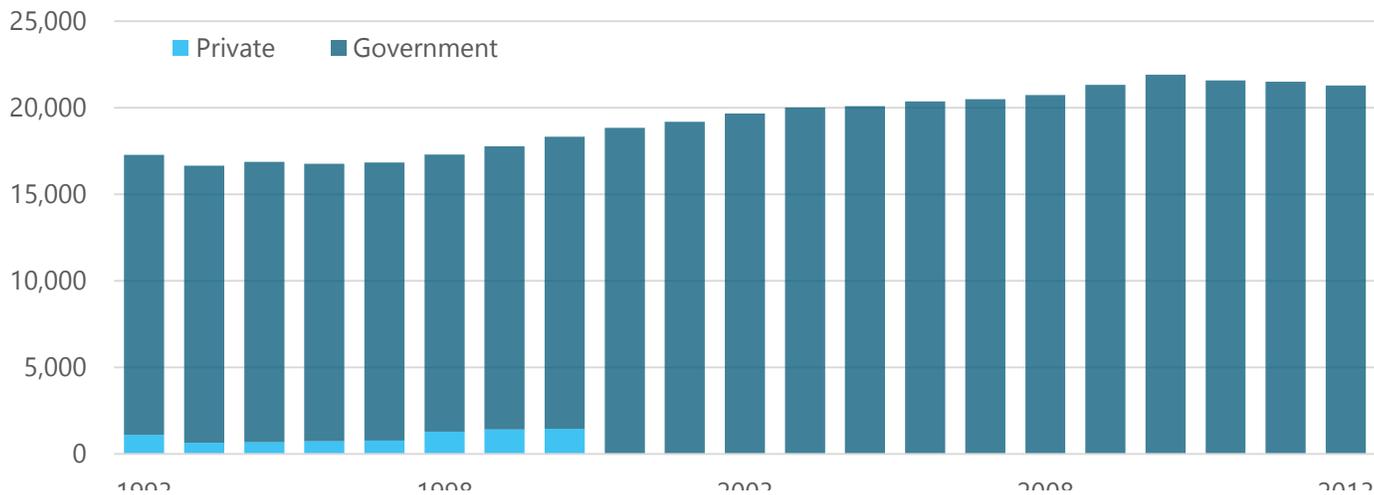
Ten-Year % Change by Age Group 2003-2013

Since 2003, nearly age groups experienced relatively small numerical changes in the hundreds or less (the industry change overall was +1,613). The most significant change was among 45-64 year-olds (+15.0%). increasing by about 1,000 workers.

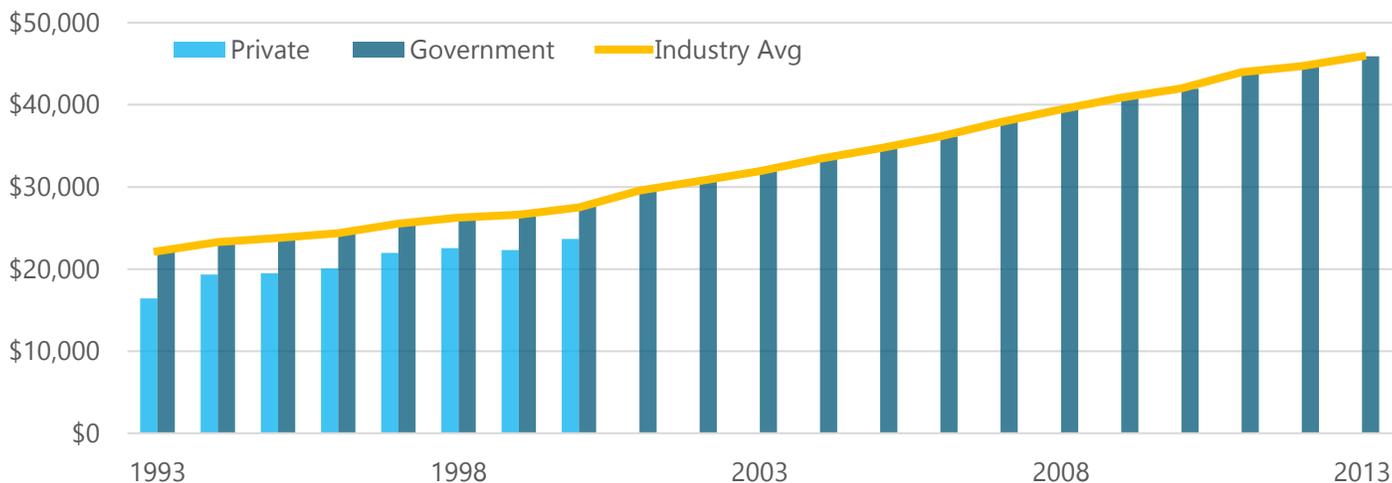
INDUSTRIES

PUBLIC ADMINISTRATION
All Ownerships

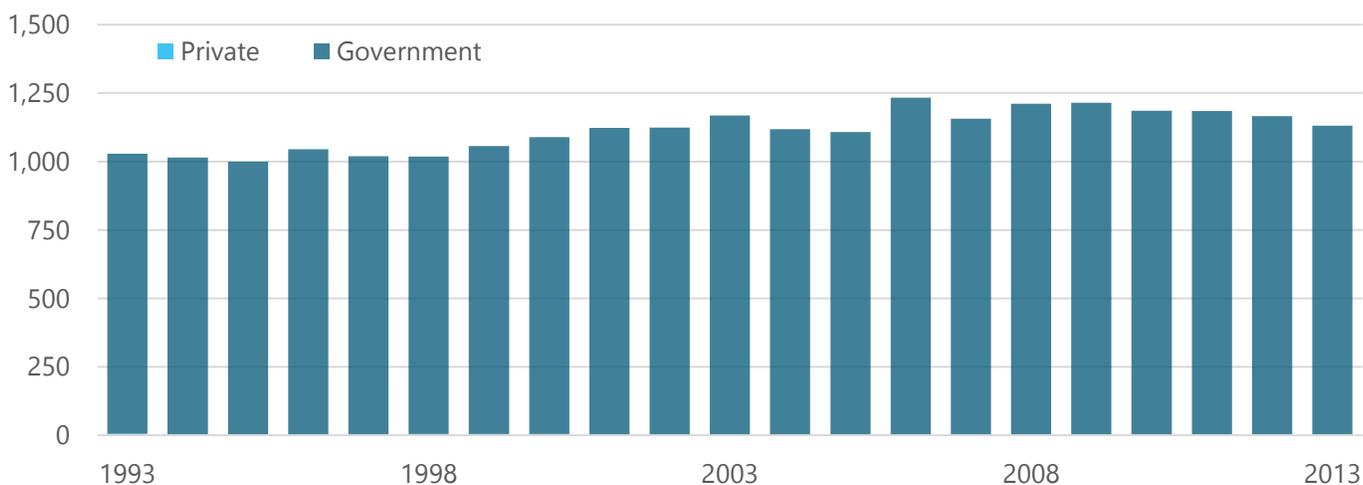
Average Employment



Average Annual Wage



Establishments

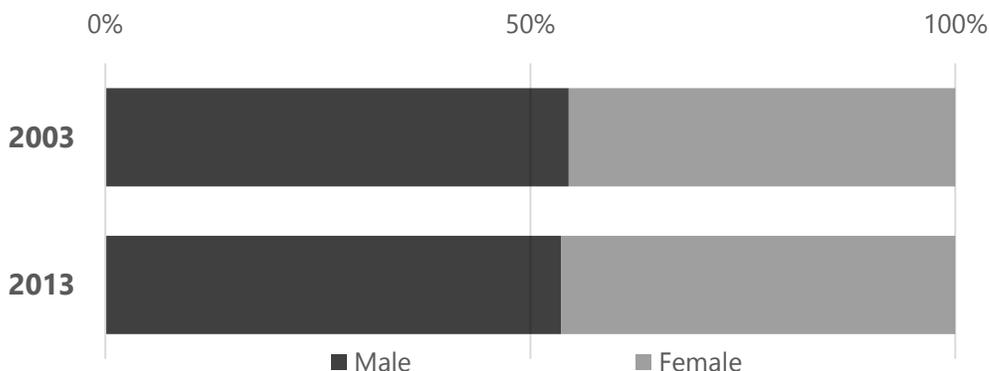


Source: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages, 1993-2013.

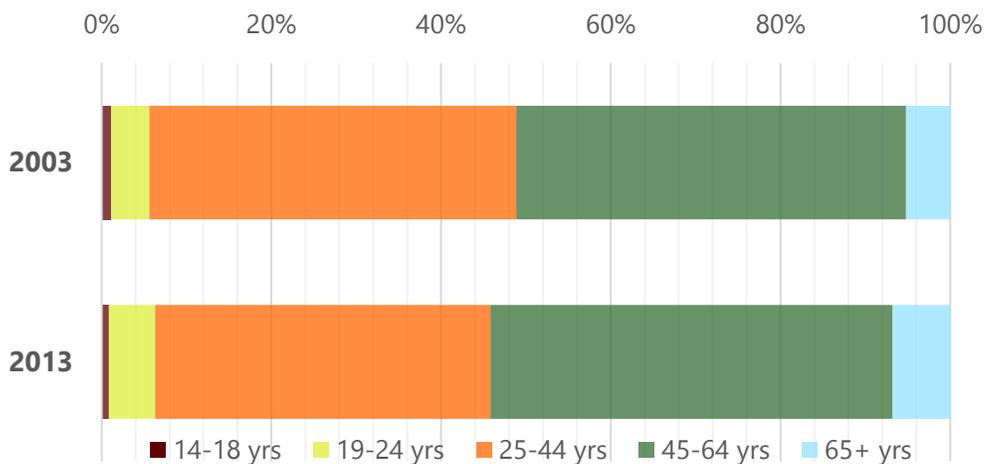
INDUSTRIES

PUBLIC ADMINISTRATION
All Ownerships

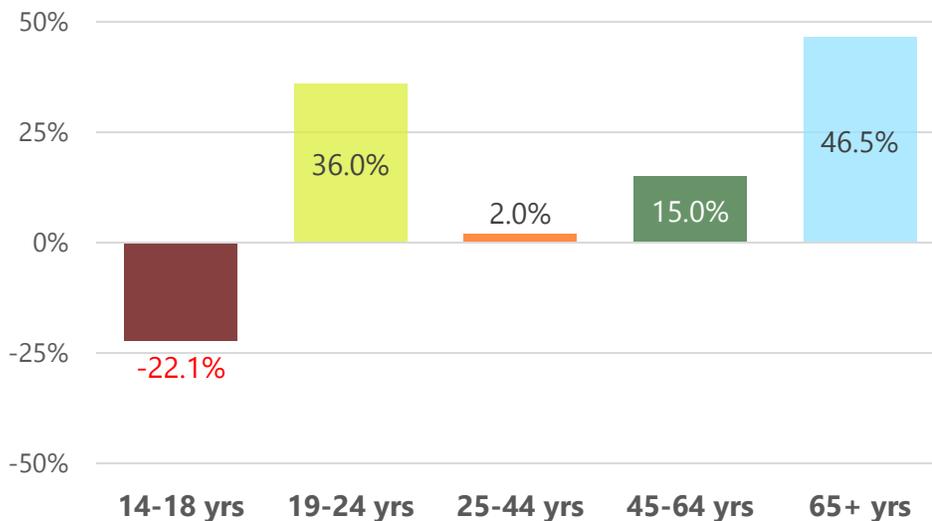
Composition by Sex



Composition by Age Group



Ten-Year % Change by Age Group 2003-2013



Source: US Census Bureau, Local Employment Dynamics, 2003-2013.

APPENDIX A

NOTES ON DATA

Local Area Unemployment Statistics (LAUS)

The **LAUS** program produces monthly and annual employment, unemployment, and labor force data for North Dakota and its many substate areas by place of residence. These estimates are key indicators of local economic conditions. The LAUS program is a federal-state cooperative effort between the Job Service North Dakota Labor Market Information Center and the Bureau of Labor Statistics (BLS) of the U.S. Department of Labor. BLS is responsible for the concepts, definitions, technical procedures, validation, and publication of the estimates that the Job Service North Dakota Labor Market Information Center prepares under agreement with BLS.

Labor Force

The noninstitutionalized resident civilian population ages 16 and older either employed (part-time or full-time) or unemployed but actively seeking employment.

Employed

All persons who, during the reference week (week that includes the 12th of the month), (a) did any work at all (at least 1 hour) as paid employees, worked in their own business, profession, or on their own farm, or worked 15 hours or more as unpaid workers in an enterprise operated by a member of the family, and (b) all those who were not working but who had jobs or businesses from which they were temporarily absent because of vacation, illness, bad weather, childcare problems, maternity or paternity leave, labor-management dispute, job training, or other family or personal reasons, whether or not they were paid for the time off or were seeking other jobs. In the labor force concept counts persons, not jobs, so a person holding more than one job is counted only once (the job they worked the most hours). Also, commuters are counted where they live, not where they work, so the effects of commuting into and out of an area are negated.

Unemployed

All persons who had no employment during the reference week (week that includes the 12th of the month), were available for work, except for temporary illness, and had made specific efforts to find employment sometime during the 4-week period ending with the reference week. Persons who were waiting to be recalled to a job from which they had been laid off need not have been looking for work to be classified as unemployed. Not all persons 16 years and older are unemployed if not working. One must be actively looking and available for work in order to qualify. Otherwise, these persons are not in the labor force. Unemployed persons are always counted at their place of residence as opposed to place of previous employment, if any. Unemployed persons may be so by virtue of being laid off or having quit a job. A person does not have to be receiving unemployment benefits to be counted as unemployed.

Unemployment Rate

The unemployment rate represents the number unemployed as a percent of the labor force.

APPENDIX A

NOTES ON DATA

Local Employment Dynamics (LED)

LED is a voluntary partnership between state Labor Market Information (LMI) agencies and the U.S. Census Bureau to develop new information about local labor market conditions at low cost, with no added respondent burden, and with the same confidentiality protections afforded census and survey data. The state LMI agencies supply data from unemployment insurance wage records for workers and quarterly contribution reports for businesses. The data are merged with existing U.S. Census Bureau resident records to develop Quarterly Workforce Indicators (QWI). Due to methodology differences, LED data are not directly comparable to other labor market information generated by the U.S. Bureau of Labor Statistics and Job Service North Dakota.

Occupational Employment Statistics (OES)

The OES program administers a semiannual survey measuring annual employment and wage rates by occupation for wage and salary workers in nonfarm establishments in North Dakota. The source of the data is workers covered by state unemployment insurance (UI) laws and federal workers covered by the Unemployment Compensation for Federal Employees (UCFE) program, which covers at least 95 percent of all North Dakota workers. Supplemental sources are used for "noncovered" industries. OES categorizes workers into nearly 800 detailed occupations based on the 2010 Standard Occupational Classification (SOC) system; together, these detailed occupations make up 22 of the 23 SOC major occupational groups. The OES program is a federal-state cooperative effort between the Job Service North Dakota Labor Market Information Center and the Bureau of Labor Statistics (BLS) of the U.S. Department of Labor. BLS is responsible for the concepts, definitions, technical procedures, validation, and publication of the estimates that the Job Service North Dakota Labor Market Information Center prepares under agreement with the BLS. Rounding may affect additivity. Data are subject to confidentiality restrictions.

Employment

Occupational employment is the estimate of total wage and salary employment in an occupation. OES defines employment as the number of workers who can be classified as full- or part-time employees, including workers on paid vacations or other types of paid leave; workers on unpaid short-term absences; salaried officers, executives, and staff members of incorporated firms; employees temporarily assigned to other units; and employees for whom the reporting unit is their permanent duty station, regardless of whether that unit prepares their paycheck. OES employment does not include the self-employed, owners and partners in unincorporated firms, household workers, or unpaid family workers.

Wage Data

OES wage rates are straight-time, gross pay, exclusive of premium pay. Base rate; cost-of-living allowances; guaranteed pay; hazardous-duty pay; incentive pay, including commissions and production bonuses; and tips are included. Excluded are overtime pay, severance pay, shift differentials, nonproduction bonuses, employer cost for supplementary benefits, and tuition reimbursements. OES wage rates do not include the self-employed, owners and partners in unincorporated firms, household workers, or unpaid family workers.

APPENDIX A

NOTES ON DATA

Occupational Projections (Long-term)

Each State Employment Security Agency, in cooperation with the Bureau of Labor Statistics, uses the Occupational Employment Statistics (OES) report to gather occupational employment data. These OES data are the basis for the staffing patterns used in the projections. The data collected reflect the Standard Occupational Classification (SOC).

Employment may not be sufficient to warrant the development of occupational projections in every occupation in each State, or the data may be confidential. Occupations for which projections are not available are indicated with an (NA) for 'not available.'

Numeric Employment Change

Numeric employment change is the difference in the number of jobs between the base and projected years. A positive number means employment is growing due to the creation of new jobs. A negative number indicates employment is declining in the occupation.

Numeric change is important to consider along with percent change, because both types of change are affected by the size of employment in an occupation. Occupations with a large base of numeric employment may be creating large numbers of new jobs yet have small percent changes. Occupations with a small base of numeric employment may be creating a small number of new jobs yet have large percent changes.

Percent Employment

Percent employment change indicates how fast employment is expected to increase or decrease during the projection period. The larger the positive percent change, the faster employment is growing. A large positive percent change is generally an indicator of favorable employment prospects. Likewise, the larger the negative percent change, the faster employment is declining, and the more unfavorable the employment prospects.

Industry Projections (Long-term)

Estimates of nonagricultural employment and expected job growth and decline for industries are projected for a ten year period and are revised every two years. Data supporting the industry projections are derived from a monthly survey of employers (Current Employment Statistics Program) and a quarterly tax report from employers (QCEW program). These programs are part of a cooperative effort between the State and the U.S. Bureau of Labor Statistics (BLS) to measure employment.

Industry employment projections are obtained through regression analysis using historical employment data, with consideration of economic and demographic factors. Data are produced using the Projections Suite software system, a national standard which is a product of the Projections Workgroup under the direction of the Projections Managing Partnership (PMP) working in cooperation with the Employment and Training Administration of the U.S. Department of Labor and developed by the Utah Department of Workforce Services, Workforce Information Division, Systems Research & Analysis. The data reflect the number of jobs in an industry, not the number of people, since no attempt is made to correct for multiple job-holding. Jobs include both full-time and part-time.

APPENDIX B

OCCUPATIONAL GROUPS DEFINITIONS

Definitions of Occupational Groups

Occupational Groups are based on the titles and type of work an employee does. The information is collected by the Occupational Employment Statistics unit using surveys to contact employers for titles and wage ranges at their firm. Occupations are classified using the Standard Occupational Classification (SOC) system and codes. The occupational groups give an idea of the type of work conducted by the employees in the category, but the occupations vary widely.

Code	Occupational Group	Examples of Occupations
110000	Management	Chief Executives, Legislators, Marketing Managers, Sales Managers, Financial Managers, Human Resource Managers, Food Service Managers, Education Administrators, Gaming Managers, Emergency Management Directors.
130000	Business and Financial Operations	Agents and Business Managers of Artists, Performers, and Athletes, Purchasing Agents, Claims Adjusters, Compliance Officers, Human Resource Workers, Event Planners, Fundraisers, Market Research Analysts, Budget Analysts, Credit Analysts, Loan Officers, Tax Preparers.
150000	Computer and Mathematical	Information Security Analysts, Computer Programmers, Software Developers, Web Developers, Database Administrators, Computer Network Architects, Actuaries, Mathematicians.
170000	Architecture and Engineering	Architects, Cartographers, Surveyors, Engineers, Drafters, Engineering Technicians, Surveying and Mapping Technicians.
190000	Life, Physical, and Social Science	Animal Scientists, Soil and Plant Scientists, Biochemists, Microbiologists, Zoologists, Foresters, Epidemiologists, Astronomers, Physicists, Chemists, Economists, Psychologists, Sociologists, Urban and Regional Planners, Anthropologists, Geographers, Historians, Social Science Research Assistants.
210000	Community and Social Service	Marriage and Family Therapists, Mental Health Counselors, Rehabilitation Counselors, Social Workers, Health Educators, Probation Officers, Clergy.
230000	Legal	Lawyers, Judicial Law Clerks, Arbitrators, Judges, Paralegals, Court Reporters, Title Examiners.
250000	Education, Training, and Library	Postsecondary Teachers, Graduate Teaching Assistants, Preschool and Kindergarten Teachers, Elementary and Middle School Teachers, Secondary School Teachers, Special Education Teachers, Self-Enrichment Education Teachers, Archivists, Curators, Librarians.
270000	Arts, Design, Entertainment, Sports, and Media	Art Directors, Fine Artists, Fashion Designers, Graphic Designers, Interior Designers, Actors, Producers and Directors, Athletes, Coaches and Scouts, Dancers, Musicians and Singers, Radio Announcers, Reporters and Correspondents, Editors, Writers and Authors, Interpreters and Translators, Audio and Video Equipment Technicians, Photographers.
290000	Healthcare Practitioners and Technical	Chiropractors, Dentists, Dietitians, Optometrists, Pharmacists, Anesthesiologists, Family and General Practitioners, Pediatricians, Psychiatrists, Surgeons, Physical Therapists, Speech-Language Therapists, Veterinarians, Registered Nurses, Nurse Practitioners, Emergency Medical Technicians, Dental Hygienists, Athletic Trainers.

Source: US Department of Labor, BLS, Standard Occupational Classification.

APPENDIX B

OCCUPATIONAL GROUPS DEFINITIONS *(Continued)*

Code	Occ. Group	Examples of Occupations
310000	Healthcare Support	Home Health Aides, Nursing Assistants, Orderlies, Physical Therapist Aides, Massage Therapists, Dental Assistants, Pharmacy Aides, Phlebotomists.
330000	Protective Service	Supervisors of Law Enforcement Workers, Firefighters, Fire Inspectors, Bailiffs, Correctional Officers, Detectives, Fish and Game Wardens, Police Officers, Animal Control Workers, Security Guards, Crossing Guards, Lifeguards, Transportation Security Screeners.
350000	Food Preparation and Serving Related	Chefs and Head Cooks, Cooks, Bartenders, Fast Food and Counter Workers, Waiters and Waitresses, Dishwashers.
370000	Building and Grounds Cleaning and	Janitors, Maids, Building Cleaning Workers, Pest Control Workers, Groundskeeping Workers, Pesticide Handlers, Grounds Maintenance Workers.
390000	Personal Care and Service	Gaming Supervisors, Animal Trainers, Nonfarm Animal Caretakers, Gaming Dealers, Ushers, Amusement and Recreation Attendants, Embalmers, Morticians, Barbers, Hairdressers, Manicurists, Skincare Specialists, Concierges, Tour Guides and Escorts, Childcare Workers, Fitness Trainers and Aerobics Instructors, Residential Advisors.
410000	Sales and Related	Supervisors of Retail Sales Workers, Cashiers, Counter and Rental Clerks, Retail Salespersons, Advertising Sales Agents, Insurance Sales Agents, Travel Agents, Wholesale Sales Representatives, Models, Real Estate Brokers, Telemarketers.
430000	Office and Administrative Support	Switchboard Operators, Bill and Account Collectors, Bookkeeping Clerks, Tellers, Customer Service Representatives, Credit Authorizers, File Clerks, Hotel Desk Clerks, Library Assistants (Clerical), Receptionists, Cargo and Freight Agents, Dispatchers, Postal Service Carriers, Data Entry Keyers, Office Clerks, Proofreaders.
450000	Farming, Fishing, and Forestry	Agricultural Inspectors, Animal Breeders, Farmworkers and Laborers, Fishers, Hunters, Forest and Conservation Workers, Logging Workers.
470000	Construction and Extraction	Boilermakers, Brickmasons, Carpenters, Floor Layers, Construction Laborers, Electricians, Painters, Plumbers, Roofers, Highway Maintenance Workers, Mining Machine Operators, Rock Splitters (Quarry), Roustabouts (Oil & Gas).
490000	Installation, Maintenance, and Repair	Computer and Office Machine Repairers, Cellular Equipment Installers and Repairers, Aircraft Mechanics, Automotive Technicians and Repairers, Bicycle Repairers, Heating/Air Conditioning Mechanics and Installers, Wind Turbine Service Technicians, Commercial Divers, Locksmiths.
510000	Production	Aircraft Structure Assemblers, Coil Winders, Engine Assemblers, Fiberglass Laminators, Bakers, Butchers, Machinists, Pourers and Casters (Metal), Tool and Die Makers, Welders, Laundry and Dry-Cleaning Workers, Shoe and Leather Repairers, Tailors, Dressmakers, Cabinetmakers, Power Plant Operators, Jewelers, Etchers and Engravers.
530000	Transportation and Material Moving	Commercial Pilots, Air Traffic Controllers, Flight Attendants, Bus Drivers, Taxi Drivers and Chauffeurs, Railroad Conductors, Captains, Ship Engineers, Parking Lot Attendants, Traffic Technicians, Crane and Tower Operators, Loading Machine Operators (Underground Mining), Wellhead Pumpers,, Refuse and Recyclable Material Collectors.

Source: US Department of Labor, BLS, Standard Occupational Classification.

APPENDIX C

INDUSTRY DEFINITIONS

Industry Definitions

Industries are used to describe the type of work in which a business is engaged. Employees at a business may hold a variety of titles or be engaged in different activities, though they are all related to the work the business does. This information is collected by the Quarterly Census of Employment and Wages unit, and is mandatorily reported by employers who have Unemployment Insurance accounts for their business.

Code	Industry	NAICS Definition
11	Agriculture, forestry, fishing and hunting	Establishments are primarily engaged in growing crops, raising animals, harvesting timber, and harvesting fish and other animals from a farm, ranch, or their natural habitats.
21	Mining, quarrying, and oil and gas extraction	Establishments are engaged in extracting naturally occurring mineral solids, such as coal and ores; liquid minerals, such as crude petroleum; and gases, such as natural gas. The term mining is used in the broad sense to include quarrying, well operations, beneficiating (e.g., crushing, screening, washing, and flotation), and other preparation customarily performed at the mine site, or as a part of mining activity.
22	Utilities	Establishments are engaged in the provision of the following utility services: electric power, natural gas, steam supply, water supply, and sewage removal.
23	Construction	Establishments primarily engaged in the construction of buildings or engineering projects (e.g., highways and utility systems). This sector includes establishments primarily engaged in the preparation of sites for new construction and those primarily engaged in subdividing land for sale as building sites.
31-33	Manufacturing	Establishments are engaged in the mechanical, physical, or chemical transformation of materials, substances, or components into new products.
42	Wholesale Trade	Establishments are engaged in wholesaling merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. Wholesalers are organized to sell or arrange the purchase or sale of (a) goods for resale (i.e., goods sold to other wholesalers or retailers), (b) capital or durable nonconsumer goods, and (c) raw and intermediate materials and supplies used in production.
44-45	Retail Trade	Establishments are engaged in retailing merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. The retailing process is the final step in the distribution of merchandise; retailers are, therefore, organized to sell merchandise in small quantities to the general public. This includes store and nonstore retailers.
48-49	Transportation and Warehousing	Establishments are engaged in providing transportation of passengers and cargo, warehousing and storage for goods, scenic and sightseeing transportation, and support activities related to modes of transportation. The modes of transportation are air, rail, water, road, and pipeline.
51	Information	Establishments are engaged in the following processes: (a) producing and distributing information and cultural products, (b) providing the means to transmit or distribute these products as well as data or communications, and (c) processing data.

Source: US Census Bureau, North American Industry Classification System.

APPENDIX C

INDUSTRY DEFINITIONS *(Continued)*

Code	Industry	NAICS Definition
52	Finance and insurance	Establishments are engaged in three principal types of activities: (1) raising funds by taking deposits and/or issuing securities; (2) underwriting insurance and annuities; (3) providing specialized services facilitating/supporting financial intermediation, insurance, and employee benefit programs.
53	Real estate and rental and leasing	Establishments are primarily engaged in renting, leasing, or otherwise allowing the use of tangible or intangible assets, and establishments providing related services. The assets may be tangible, as is the case of real estate and equipment, or intangible, as is the case with patents and trademarks.
54	Professional and technical services	Establishments are engaged in specialized professional, scientific, and technical activities for others, such as legal advice and representation; accounting, bookkeeping, and payroll services; architectural, engineering, and specialized design services; computer services; consulting services; research services; advertising services; photographic services; translation and interpretation services; veterinary services.
55	Management of companies and enterprises	Establishments (1) hold the securities of (or other equity interests in) companies and enterprises for the purpose of owning a controlling interest or influencing management decisions and/or (2) administer, oversee, and manage establishments of the company or enterprise and that normally undertake the strategic or organizational planning and decisionmaking role (except government).
56	Administrative and waste services	Establishments engaged in performing routine support activities for the day-to-day operations of other organizations. Activities performed include: office administration, hiring and placing of personnel, document preparation and similar clerical services, solicitation, collection, security and surveillance services, cleaning, and waste disposal services.
61	Educational services	Establishments are engaged in providing instruction and training in a wide variety of subjects (e.g. schools, colleges, universities, and training centers).
62	Health care and social assistance	Establishments are engaged in providing health care and social assistance for individuals. The sector includes both health care and social assistance because it is sometimes difficult to distinguish between the boundaries of these two activities
71	Arts, entertainment, and recreation	Establishments engaged in (1) producing, promoting, or participating in live performances, events, or exhibits intended for public viewing; (2) preserving and exhibiting objects and sites of historical, cultural, or educational interest; and (3) operating facilities or providing services that enable patrons to participate in recreational activities or pursue amusement, hobby, and leisure time interests.
72	Accommodation and food services	Establishments providing customers with lodging and/or preparing meals, snacks, and beverages for immediate consumption. The sector includes both accommodation and food services establishments because the two activities are often combined at the same establishment.
81	Other services	Establishments engaged in activities not otherwise specified in the classification system, such as equipment and machinery repairing, promoting or administering religious activities, grantmaking, advocacy, providing drycleaning and laundry services, personal care services, death care services, pet care services, photofinishing services, temporary parking services, and dating services
92	Public Administration	Federal, state, and local government agencies that administer, oversee, and manage public programs and have executive, legislative, or judicial authority over other institutions within a given area.

Source: US Census Bureau, North American Industry Classification System.