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# NORTH DAKOTA WORKFORCE REVIEW

2016

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*This publication was prepared by the Labor Market Information Center of Job Service North Dakota.*

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### **NORTH DAKOTA WORKFORCE REVIEW**

Over the past 20 years, North Dakota's economy has transitioned 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 dramatic workforce fluctuations as a result of both the Great Recession in the United States (2007-2009) and the oil boom in the western part of North Dakota (2006-2014). Despite some downturn following the recession, the continuing effects of the oil boom drove overall employment, wage, and business growth to pre-recession levels and higher. Although the last few years have seen North Dakota experience population growth, an employment surge, and higher wages, the current economy is beginning to exhibit the recent effect of lessened oil and gas activity.

Because the oil boom sparked rapid economic growth, many industries have been affected by both the upswing (2006-2014) and the recent decline (2015). In 2015, oil and gas activity decreased due to low oil prices, which started declining from a high of \$96.26 in June 2014 to a low of \$22.72 in February 2016. Similarly, active drilling rigs started declining from nearly 200 in September 2014 to a recent low of 25 in May 2016. Although some economic figures in 2015 declined or remained flat, the numbers remain high overall. Employment and wages in industries associated with oil activity still reflect dramatic growth over ten years, though employment and wages did not continue the upward trend of recent years. Additionally, North Dakota's unemployment rate remained the lowest in the U.S. at 2.7 percent. The data released in the next edition of the North Dakota Workforce Review (in 2017) will provide more insight on the effect of lower oil prices on economic figures for both the state as a whole and more specifically in Regions 1, 2, and 8.

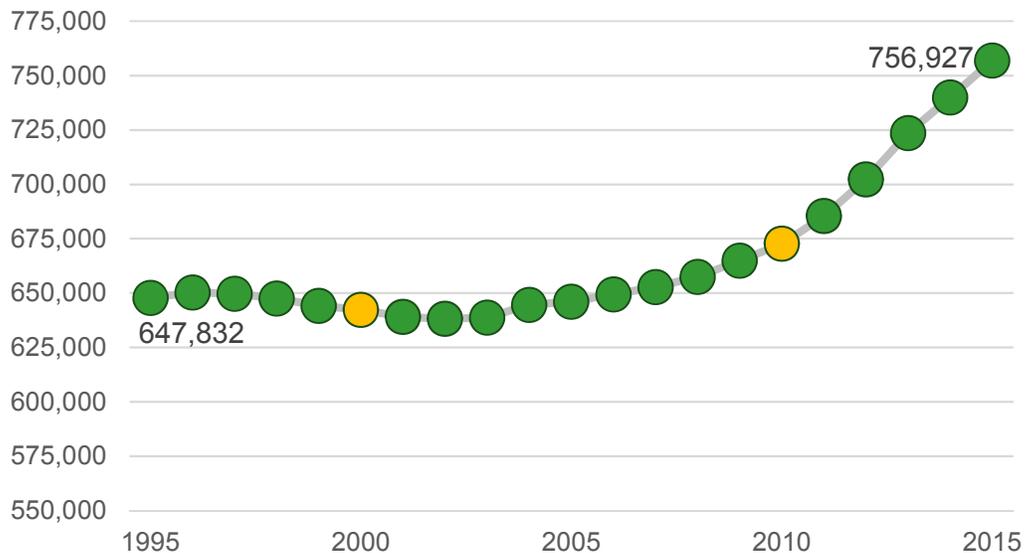
This publication examines population trends, labor force statistics, occupational group changes, and industry changes for either 10-year or 20-year (or both) time periods. Being several years past from the recession (2007-2009) and the beginning of the oil boom (2006), these landmark events can be studied to some extent, particularly 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. Similar information is presented in breakouts by region to provide a useful perspective of statewide trends and their roots in various parts of the state. With the combination of this broad-level and more detailed data, this publication is intended to provide a more nuanced understanding of how industry has developed over 20 years and identify trends expected in the future.

SOURCES: Population: United States Census Bureau, 1995-2015; Oil Prices: United States Energy Information Administration; Average Rig Count: North Dakota Industrial Commission, Department of Mineral Resources, Monthly Statistical Update; Unemployment Rate: Labor Market Information Center, Job Service North Dakota, LAUS Unit.

### NORTH DAKOTA POPULATION 1995-2015

When looking at North Dakota’s population over the past 20 years, the clear trend is that of relative stability followed by recent, rapid growth. The increasing population is another example of the widespread effects of the recent oil boom in the state, as the majority of growth has occurred since 2006. Despite oil and gas activity decreasing in 2015, North Dakota’s population reflects steady growth over the last year.



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 GROWTH 2006-2015

From 1995 to 2006, North Dakota’s population increased from 647,832 to 649,422 (a net increase of 1,590, or 0.2 percent), with an average growth rate of less than 0.1 percent per year. From 2006 to 2015, however, the population grew to 756,927 (a net increase of 107,505, or 16.6 percent), with an average growth rate of approximately 1.7 percent per year.

In the nine years since the beginning of the oil boom, population growth rates rose to a high in 2013, when the population increased by 21,361, or 3.0 percent, from the previous year. In 2015, the population increased at a slightly lower rate—by 16,887, or 2.3 percent.

	2006	2010	2011	2012	2013	2014	2015
<b>POPULATION</b>	<b>649,422</b>	<b>672,591</b>	<b>685,326</b>	<b>702,265</b>	<b>723,626</b>	<b>740,040</b>	<b>756,927</b>
<b># CHANGE</b>	---	7,623	12,735	16,939	21,361	16,414	16,887
<b>% CHANGE</b>	---	1.1	1.9	2.5	3.0	2.3	2.3

SOURCE: United States Census Bureau, 1995-2015.

## LABOR FORCE OVERVIEW

The labor force comprises all individuals aged 16 and over who are either employed or unemployed and actively seeking employment. This economic measure is used to generally assess the state of an economy. Because the data does not account for other factors like the under-employed, students, family caregivers, and the unemployed not seeking work, its use is rather limited to a broad perspective.

Other common economic measures include the labor force participation rate and the unemployment rate. The labor force participation rate refers to the proportion of people included in the labor force as a proportion of the entire population aged 16 and over. The unemployment rate refers to the unemployed portion of the labor force as a percentage of the total labor force.

## NORTH DAKOTA LABOR FORCE • p. 7

From 1995 to 2015, the labor force grew from a total of 340,299 to 414,344 (an increase of 74,045, or 21.8 percent). Like the state's population, the labor force has grown at a particularly higher rate since the beginning of the oil boom. Since 2006, the state's overall population grew by 107,505, while the labor force grew by 74,045. Both figures reinforce the growth observed among working-age adults in North Dakota that was driven by the oil boom.

Although oil and gas activity decreased in the last year, the labor force numbers remained rather flat from 2014. This is explained by how the labor force is counted—only residents of the state are included. Because many oil and gas workers do not permanently reside in North Dakota, this data only captures a portion of the overall downturn.

## LABOR FORCE PARTICIPATION RATE • p. 8

North Dakota has historically had a higher labor force participation rate than the national average. After the Great Recession in the late 2000s, North Dakota experienced a small dip from a high of 74.4 percent in 2008 down to 72.6 percent in 2010. During the same time period, the national labor force participation rate fell from 66.0 percent in 2008 to 64.7 percent in 2010. Since then, North Dakota's rate has remained relatively flat with a slight decrease in 2015, while the national rate has steadily decreased.

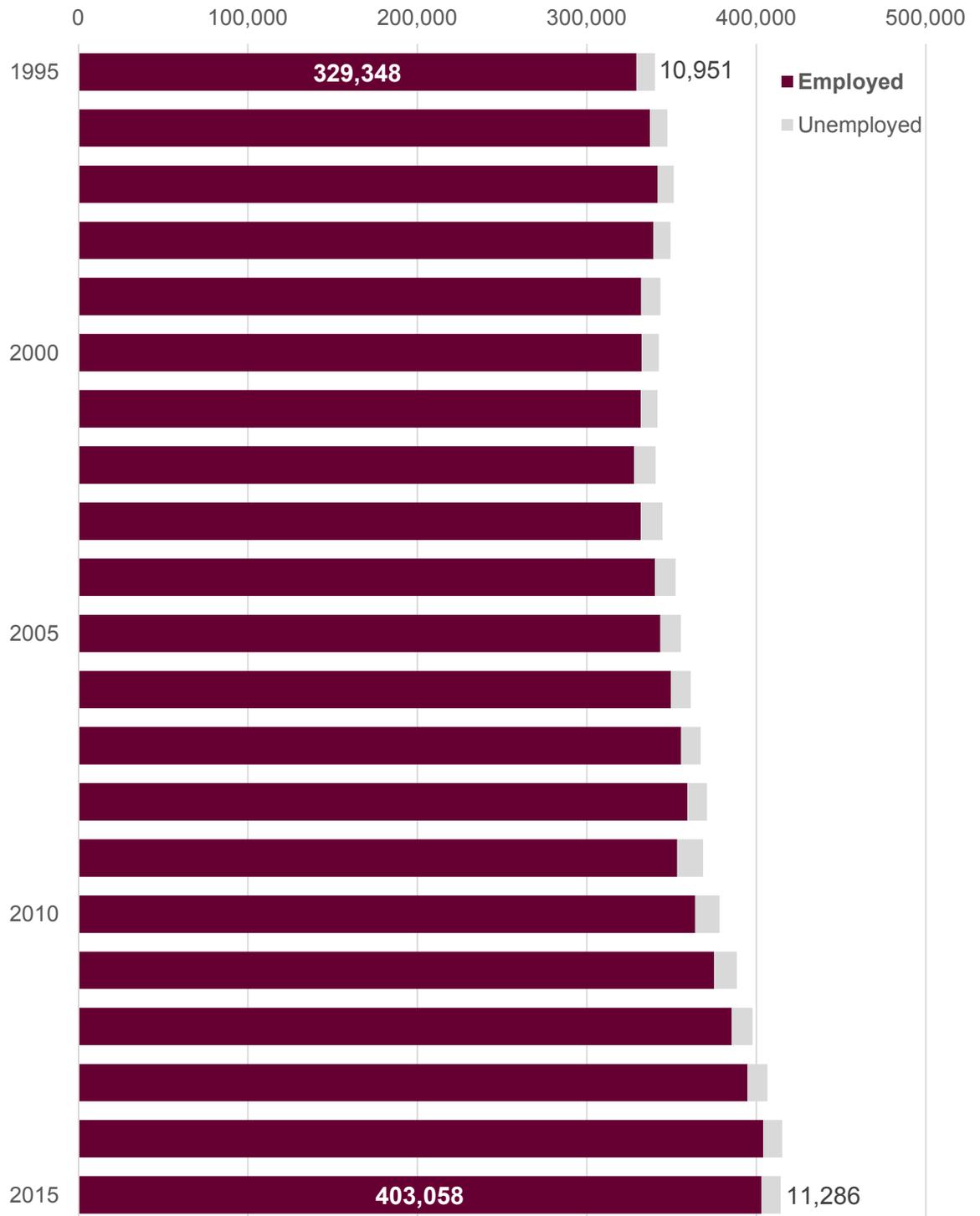
In 2015, North Dakota ranked first in the nation for labor force participation with an adjusted rate of 71.0 percent. West Virginia ranked 50th with a rate of 53.0 percent.

## UNEMPLOYMENT RATE • p. 9

North Dakota has maintained a very low unemployment rate in recent years. Much like the state's labor force participation, North Dakota's unemployment has historically outperformed the national average. After the Great Recession, North Dakota reached a high in 2009 at 4.1 percent and has since steadily dropped to its 2015 rate at 2.7 percent. The national unemployment rate reached a high in 2010 at 9.6 percent and has since steadily dropped, with a rate of 5.3 percent in 2015.

In 2015, North Dakota ranked first in the nation for lowest unemployment with a rate at 2.7 percent. Nevada and West Virginia were tied for 49th place, each with a rate of 6.7 percent.

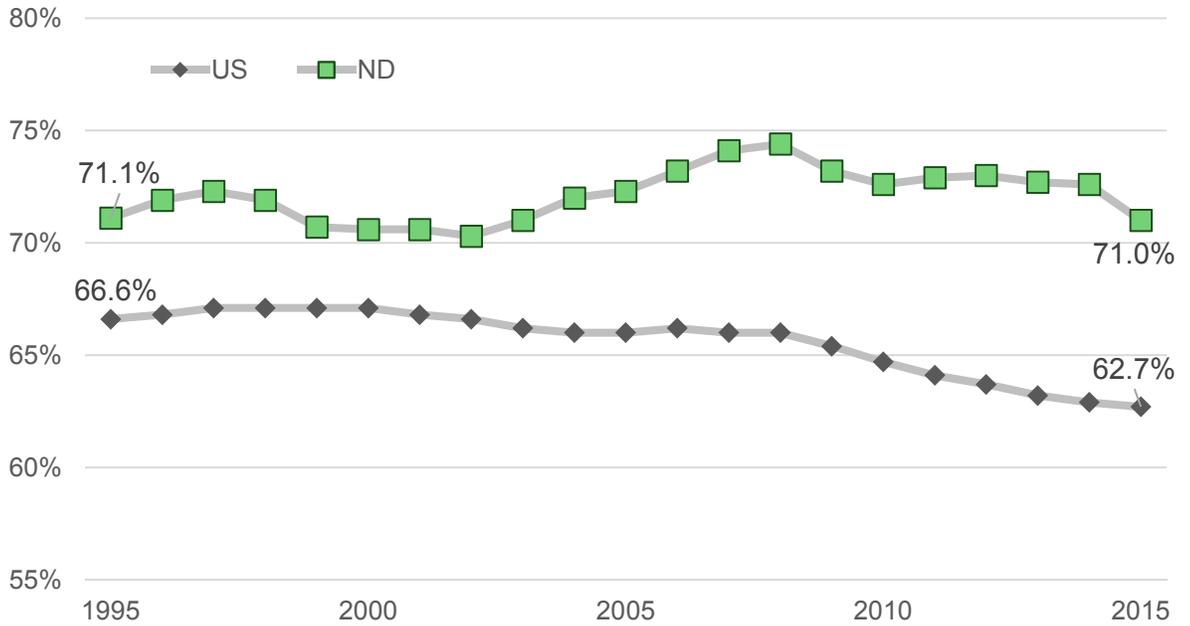
**NORTH DAKOTA LABOR FORCE**



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

# LABOR FORCE

## LABOR FORCE PARTICIPATION RATE

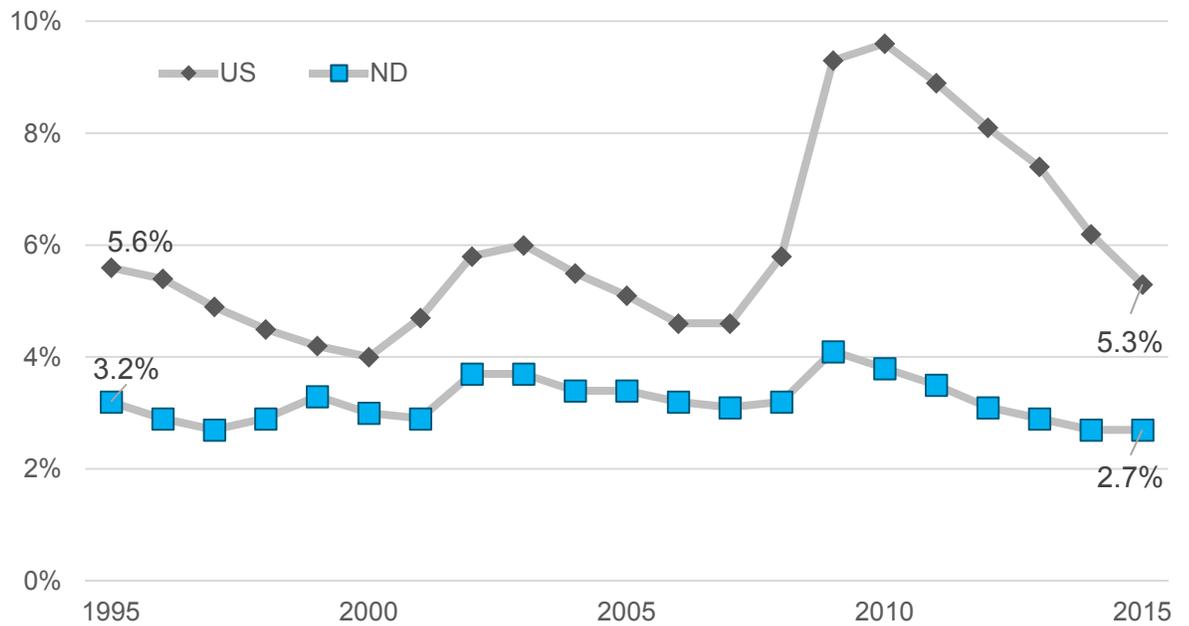


## U.S. RANKINGS BY LABOR FORCE PARTICIPATION RATE - 2015

RANK	STATE	LFP %	RANK	STATE	LFP %	RANK	STATE	LFP %
1	North Dakota	71.0	18	Massachusetts	64.9	35	Georgia	61.3
2	Minnesota	70.2	18	Rhode Island	64.9	36	North Carolina	61.2
3	Nebraska	70.1	20	Illinois	64.7	37	Oregon	61.1
4	Iowa	69.9	21	New Jersey	64.1	37	New York	61.1
5	South Dakota	69.4	22	Montana	64.0	39	Louisiana	60.5
6	New Hampshire	68.4	23	Idaho	63.9	40	Michigan	60.3
7	Utah	68.1	24	Texas	63.7	41	Arizona	59.8
8	Wisconsin	68.0	24	Indiana	63.7	42	Florida	59.3
9	Kansas	67.9	26	Nevada	63.2	42	Tennessee	59.3
10	Wyoming	67.7	27	Washington	63.0	44	South Carolina	59.0
11	Alaska	67.1	28	Pennsylvania	62.8	45	Arkansas	57.9
12	Vermont	66.8	29	Ohio	62.5	46	New Mexico	57.2
12	Maryland	66.8	30	Delaware	62.4	47	Kentucky	56.8
14	Colorado	66.7	31	Maine	62.3	48	Alabama	56.4
15	Connecticut	65.7	32	California	62.2	49	Mississippi	55.8
16	Missouri	65.6	33	Hawaii	62.0	50	West Virginia	53.0
17	Virginia	65.2	34	Oklahoma	61.9			

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

**UNEMPLOYMENT RATE**



**U.S. RANKINGS BY UNEMPLOYMENT RATE - 2015**

RANK	STATE	UR %						
<b>1</b>	<b>North Dakota</b>	<b>2.7</b>	<b>18</b>	Texas	4.5	<b>34</b>	Oregon	5.7
<b>2</b>	<b>Nebraska</b>	<b>3.0</b>	<b>19</b>	Wisconsin	4.6	<b>34</b>	Washington	5.7
<b>3</b>	<b>South Dakota</b>	<b>3.1</b>	<b>20</b>	Indiana	4.8	<b>37</b>	Tennessee	5.8
<b>4</b>	<b>New Hampshire</b>	<b>3.4</b>	<b>21</b>	Delaware	4.9	<b>38</b>	Georgia	5.9
<b>5</b>	<b>Utah</b>	<b>3.5</b>	<b>21</b>	Ohio	4.9	<b>38</b>	Illinois	5.9
<b>6</b>	<b>Hawaii</b>	<b>3.6</b>	<b>23</b>	Massachusetts	5.0	<b>40</b>	Rhode Island	6.0
<b>7</b>	<b>Iowa</b>	<b>3.7</b>	<b>23</b>	Missouri	5.0	<b>40</b>	South Carolina	6.0
<b>7</b>	<b>Minnesota</b>	<b>3.7</b>	<b>25</b>	Pennsylvania	5.1	<b>42</b>	Alabama	6.1
<b>7</b>	<b>Vermont</b>	<b>3.7</b>	<b>26</b>	Arkansas	5.2	<b>42</b>	Arizona	6.1
<b>10</b>	<b>Colorado</b>	<b>3.9</b>	<b>26</b>	Maryland	5.2	<b>44</b>	California	6.2
<b>11</b>	Idaho	4.1	<b>26</b>	New York	5.3	<b>45</b>	Louisiana	6.3
<b>11</b>	Montana	4.1	<b>29</b>	Florida	5.4	<b>46</b>	Alaska	6.5
<b>13</b>	Kansas	4.2	<b>29</b>	Kentucky	5.4	<b>46</b>	Mississippi	6.5
<b>13</b>	Oklahoma	4.2	<b>29</b>	Michigan	5.4	<b>48</b>	New Mexico	6.6
<b>13</b>	Wyoming	4.2	<b>32</b>	Connecticut	5.6	<b>49</b>	Nevada	6.7
<b>16</b>	Maine	4.4	<b>32</b>	New Jersey	5.6	<b>49</b>	West Virginia	6.7
<b>16</b>	Virginia	4.4	<b>34</b>	North Carolina	5.7			

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

## OCCUPATIONS OVERVIEW

To provide a better perspective on employment in North Dakota, the following pages display employment, wage, and projection figures by occupational groups with a 10-year comparison.

Occupational groups are categories that are determined by the kind of work done by an employee. For example, a bookkeeper and a surgeon may work for the same hospital, but they fit into different occupational groups because their work is different (the bookkeeper in Office and Administrative Support, the surgeon in Healthcare Practitioners and Technical).

## OCCUPATIONS BY HIGHEST AVERAGE EMPLOYMENT • p. 12

From 2005 to 2015, the majority of workers held positions that belonged to the Office and Administrative Support occupational group. In that 10-year period, the Office and Administrative Support occupational group had increased by 8,390, or 15.4 percent. Similarly, nearly all occupational groups had increased in the same time period, with the gap closing between Office and Administrative Support and other occupational groups. Though oil and gas activity decreased in 2015, the groups that grew the most dramatically were those closely tied to the oil boom: Construction and Extraction (an increase of 27,900, or 147.9 percent) and Transportation and Material Moving (an increase of 19,300, or 72.6 percent).

## OCCUPATIONS BY HIGHEST AVERAGE ANNUAL WAGES • p. 13

From 2005 to 2015, average annual wages in most occupations grew by 30 to 45 percent (the average overall increase was 41.9 percent). The Management occupational group had the highest average annual wages in both 2005 and 2015, and increased in that time period by \$29,734, or 42.7 percent. The Food Preparation and Serving Related group had the lowest average annual wage in both 2005 and 2015, but increased in that time period by \$7,338, or 45.6 percent. In that 10-year period, nearly half of the occupational groups increased in wage by \$13,000 to \$19,000. The groups that experienced employment growth because of the oil boom had wage growth in this range: Construction and Extraction (an increase of \$18,165, or 53.6 percent) and Transportation and Material Moving (an increase of \$16,760, or 60.8 percent).

## OCCUPATIONS BY EMPLOYMENT PROJECTIONS • p. 14

Employment projections rankings do not necessarily reflect the fastest-growing occupations, but they provide an idea of the types of occupations that will need to be filled by 2024. For example, occupations in both Healthcare Practitioners and Technical group and Food Preparation and Serving Related group rank highest, with expected increases of over 4,500 positions each. Projected occupation growth seems to align with expected population growth in the next ten years: Personal Care and Service (expected to increase by 3,368, or 16.9 percent), Sales and Related (expected to increase by 2,673, or 5.9 percent), and Education, Training, and Library (expected to increase by 2,543, or 10.7 percent) are all expected to grow significantly. Most of the occupation groups expected to decrease are those directly tied to oil and gas activity, a trend reflective of current economic downturn in that industry.

# OCCUPATIONS

## OCCUPATIONS BY HIGHEST AVERAGE EMPLOYMENT\*

RANK	OCCUPATIONAL GROUP**	2015	2005	# CHANGE	% CHANGE
1	Office and Administrative Support	63,030	54,640	8,390	15.4
2	Construction and Extraction	46,770	18,870	27,900	147.9
3	Transportation and Material Moving	45,900	26,600	19,300	72.6
4	Sales and Related	42,900	36,560	6,340	17.3
5	Food Preparation and Serving Related	36,290	29,920	6,370	21.3
6	Production	25,220	20,900	4,320	20.7
7	Installation, Maintenance, and Repair	24,720	15,350	9,370	61.0
8	Healthcare Practitioners and Technical	24,570	18,210	6,360	34.9
9	Education, Training, and Library	22,800	20,650	2,150	10.4
10	Management	19,400	13,770	5,630	40.9
11	Business and Financial Operations	16,500	9,520	6,980	73.3
12	Building and Grounds Cleaning and Maintenance	15,760	12,780	2,980	23.3
13	Personal Care and Service	14,710	11,240	3,470	30.9
14	Healthcare Support	12,990	11,070	1,920	17.3
15	Architecture and Engineering	6,680	4,510	2,170	48.1
16	Computer and Mathematical	6,460	4,800	1,660	34.6
17	Protective Service	6,370	5,070	1,300	25.6
18	Community and Social Service	5,310	4,720	590	12.5
19	Arts, Design, Entertainment, Sports, and Media	4,540	3,790	750	19.8
20	Life, Physical, and Social Science	3,440	2,570	870	33.9
21	Legal	1,910	1,370	540	39.4
22	Farming, Fishing, and Forestry	1,570	1,580	-10	-0.6

Represents largest change from 2005 to 2015 by number or percentage

\* Average employment and wages for occupational groups is limited to employment covered by Unemployment Insurance. Those who are self-employed, like farmers and entrepreneurs, are not included. As a result, employment in certain occupational groups is likely higher in reality.

\*\* For a definition of occupational groups and examples of job titles associated with each group, please refer to Appendix B: Occupational Group Definitions, p. 118.

SOURCE: Labor Market Information Center, Job Service North Dakota, Occupational Employment Statistics (OES) Unit 2005-2015.

# OCCUPATIONS

## OCCUPATIONS BY HIGHEST AVERAGE ANNUAL WAGE\*

RANK	OCCUPATIONAL GROUP	2015	2005	# CHANGE	% CHANGE
1	Management	\$99,410	\$69,676	\$29,734	42.7
2	Legal	\$79,280	\$58,611	\$20,669	35.3
3	Healthcare Practitioners and Technical	\$68,300	\$48,240	\$20,060	41.6
4	Architecture and Engineering	\$67,500	\$49,557	\$17,943	36.2
5	Computer and Mathematical	\$64,620	\$46,636	\$17,984	38.6
6	Life, Physical, and Social Science	\$59,330	\$44,951	\$14,379	32.0
7	Business and Financial Operations	\$59,020	\$45,018	\$14,002	31.1
8	Construction and Extraction	\$52,080	\$33,915	\$18,165	53.6
9	Installation, Maintenance, and Repair	\$52,000	\$35,583	\$16,417	46.1
10	Education, Training, and Library	\$48,810	\$34,968	\$13,842	39.6
11	Community and Social Service	\$45,740	\$31,872	\$13,868	43.5
12	Transportation and Material Moving	\$44,320	\$27,560	\$16,760	60.8
13	Production	\$42,900	\$29,375	\$13,525	46.0
14	Protective Service	\$42,400	\$31,257	\$11,143	35.6
15	Arts, Design, Entertainment, Sports, and Media	\$38,350	\$30,550	\$7,800	25.5
16	Sales and Related	\$38,220	\$26,038	\$12,182	46.8
17	Office and Administrative Support	\$35,180	\$25,189	\$9,991	39.7
18	Farming, Fishing, and Forestry	\$33,860	\$22,934	\$10,926	47.6
19	Healthcare Support	\$30,880	\$21,268	\$9,612	45.2
20	Building and Grounds Cleaning and Maintenance	\$28,340	\$19,457	\$8,883	45.7
21	Personal Care and Service	\$26,880	\$18,910	\$7,970	42.1
22	Food Preparation and Serving Related	\$23,430	\$16,092	\$7,338	45.6

Represents largest change from 2005 to 2015 by number or percentage

\* Average wages for occupational groups do not include overtime pay, so average wages in occupational groups are likely higher in reality.

SOURCE: Labor Market Information Center, Job Service North Dakota, Occupational Employment Statistics (OES) Unit 2005-2015.

# OCCUPATIONS

## OCCUPATIONS BY EMPLOYMENT PROJECTIONS 2014-2024\*

RANK	OCCUPATIONAL GROUP	2014 EST.	2024 PROJ.	# CHANGE	% CHANGE
1	Healthcare Practitioners and Technical	24,692	30,018	<b>5,326</b>	<b>21.6</b>
2	Food Preparation and Serving Related	36,608	41,197	<b>4,589</b>	12.5
3	Personal Care and Service	19,904	23,272	<b>3,368</b>	16.9
4	Healthcare Support	13,379	16,110	<b>2,731</b>	20.4
5	Sales and Related	45,053	47,726	<b>2,673</b>	5.9
6	Education, Training, and Library	23,868	26,411	<b>2,543</b>	10.7
7	Business and Financial Operations	17,314	19,811	<b>2,497</b>	14.4
8	Office and Administrative Support	66,005	67,996	<b>1,991</b>	3.0
9	Building and Grounds Cleaning and Maintenance	17,992	19,669	<b>1,677</b>	9.3
10	Computer and Mathematical	6,695	8,103	<b>1,408</b>	21.0
11	Community and Social Service	7,083	8,149	<b>1,066</b>	15.1
12	Protective Service	6,740	7,408	<b>668</b>	9.9
13	Architecture and Engineering	6,712	7,286	<b>574</b>	8.6
14	Life, Physical, and Social Science	3,810	4,139	<b>329</b>	8.6
15	Arts, Design, Entertainment, Sports, and Media	5,691	6,012	<b>321</b>	5.6
16	Production	26,235	26,543	<b>308</b>	1.2
17	Legal	2,812	2,879	<b>67</b>	2.4
18	Farming, Fishing, and Forestry	6,922	6,923	<b>1</b>	0.0
19	Management	50,933	50,732	<b>-201</b>	<b>-0.4</b>
20	Installation, Maintenance, and Repair	25,810	25,521	<b>-289</b>	<b>-1.1</b>
21	Transportation and Material Moving	49,407	46,029	<b>-3,378</b>	<b>-6.8</b>
22	Construction and Extraction	49,917	42,274	<b>-7,643</b>	<b>-15.3</b>

**1** Represents largest estimated change from 2014 to 2024 by number or percentage

*\*These projections are estimated based on total employment in North Dakota, including workers not covered by Unemployment Insurance (e.g. the self-employed). As a result, the occupation employment estimates displayed here are higher than the figures included in the table for "Occupations by Highest Average Employment" (p.11). For example, farmers are included in the Management Occupational Group in the table on this page.*

SOURCE: Labor Market Information Center, Job Service North Dakota, Occupational Long-term Employment Projections 2014-2024.

## 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 an employer does. For example, a bookkeeper and a surgeon work for the same hospital. They were in different occupational groups because the nature of their work differed. They are both counted in the Health Care and Social Assistance industry employment, however, because their employer, the hospital, is a health care facility.

## INDUSTRIES BY HIGHEST AVERAGE EMPLOYMENT • p. 15

From 2005 to 2015, the majority of employment belonged to businesses in the Health Care and Social Assistance industry. In that 10-year period, the Health Care and Social Assistance Industry had increased by 12,026, or 24.4 percent. Similarly, nearly all industries had increased in that time period, though the Health Care and Social Assistance industry and Retail Trade industry remain the largest by far. Though oil and gas activity decreased in 2015, the industries that grew the most dramatically were still those closely tied to the oil boom: Mining, Quarrying, and Oil and Gas Extraction (an increase of 19,140, or 465.6 percent), Transportation and Warehousing (an increase of 11,345, or 104.6 percent), and Construction (an increase of 16,815, or 91.4 percent).

## INDUSTRIES BY HIGHEST AVERAGE ANNUAL WAGE • p. 16

From 2005 to 2015, average annual wages in all industries increased by an average of 63.8 percent. The Mining, Quarrying, and Oil and Gas Extraction industry had the highest average annual wage in 2015, and had increased since 2005 by \$44,544, or 78.1 percent. The Accommodation and Food Services industry had the lowest average annual wage in both 2005 and 2015, but had increased in that time period by \$7,452, or 73.7 percent. In that 10-year period, eight of the twenty industries increased in wage by \$13,000 to \$19,000. Again, despite a downturn in oil and gas activity, the industries with the most dramatic wage growth were those tied to the oil boom: Real Estate and Rental and Leasing (an increase of \$32,554, or 143.9 percent), Professional and Technical Services (an increase of \$32,191, or 85.7 percent), Construction (an increase of \$29,257, or 82.1 percent), and Transportation and Warehousing (an increase of \$27,702, or 80.0 percent).

## INDUSTRIES BY EMPLOYMENT PROJECTIONS • p. 17

Employment projections rankings do not necessarily reflect the fastest-growing jobs, but they provide an idea of the industries where there will be jobs to be filled by 2024. For example, the Health Care and Social Assistance industry ranks the highest by far, with an expected increase of 13,964 jobs. Similarly, other industries with high employment in 2015 are expected to continue to increase: Educational Services (expected to increase by 3,400, or 8.7 percent), Accommodation and Food Services (expected to increase by 3,392), and Retail Trade (expected to increase by 3,313). These projections align with expected population growth in the next ten years. Conversely, most of the industries expected to decrease are those directly tied to oil and gas activity.

# INDUSTRIES

## INDUSTRIES BY HIGHEST AVERAGE EMPLOYMENT

RANK	INDUSTRY*	2015	2005	# CHANGE	% CHANGE
1	Health Care and Social Assistance	61,316	49,290	12,026	24.4
2	Retail Trade	50,993	42,541	8,452	19.9
3	Accommodation and Food Services	36,224	27,784	8,440	30.4
4	Construction	35,210	18,395	16,815	91.4
5	Educational Services	34,078	29,914	4,164	13.9
6	Wholesale Trade	26,664	18,803	7,861	41.8
7	Manufacturing	25,674	26,413	-739	-2.8
8	Mining, Quarrying, and Oil and Gas Extraction	23,251	4,111	19,140	465.6
9	Public Administration	22,209	20,086	2,123	10.6
10	Transportation and Warehousing	22,187	10,842	11,345	104.6
11	Finance and Insurance	18,207	15,362	2,845	18.5
12	Professional and Technical Services	17,778	11,510	6,268	54.5
13	Administrative and Waste Services	14,139	12,695	1,444	11.4
14	Other Services (except Public Administration)	12,934	11,582	1,352	11.7
15	Arts, Entertainment, and Recreation	9,398	7,620	1,778	23.3
16	Information	6,827	7,777	-950	-12.2
17	Real Estate and Rental and Leasing	6,138	3,743	2,395	64.0
18	Management of Companies and Enterprises	5,333	3,283	2,050	62.4
19	Agriculture, Forestry, Fishing and Hunting	4,392	2,881	1,511	52.4
20	Utilities	4,126	3,489	637	18.3

Represents largest change from 2005 to 2015 by number or percentage

\*For definitions of these industries, please refer to Appendix C: Industry definitions, p. 120.

SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

# INDUSTRIES

## INDUSTRIES BY HIGHEST AVERAGE ANNUAL WAGES

RANK	INDUSTRY	2015	2005	# CHANGE	% CHANGE
1	Mining, Quarrying, and Oil and Gas Extraction	\$101,598	\$57,054	\$44,544	78.1
2	Utilities	\$92,552	\$68,272	\$24,280	35.6
3	Management of Companies and Enterprises	\$81,433	\$50,101	\$31,332	62.5
4	Professional and Technical Services	\$69,773	\$37,582	\$32,191	85.7
5	Wholesale Trade	\$66,629	\$40,120	\$26,509	66.1
6	Construction	\$64,899	\$35,641	\$29,257	82.1
7	Transportation and Warehousing	\$62,323	\$34,621	\$27,702	80.0
8	Finance and Insurance	\$59,409	\$38,759	\$20,651	53.3
9	Information	\$58,866	\$40,778	\$18,088	44.4
10	Real Estate and Rental and Leasing	\$55,173	\$22,619	\$32,554	143.9
11	Manufacturing	\$51,237	\$36,246	\$14,991	41.4
12	Public Administration	\$50,122	\$34,717	\$15,405	44.4
13	Health Care and Social Assistance	\$49,663	\$32,410	\$17,253	53.2
14	Educational Services	\$43,784	\$30,445	\$13,339	43.8
15	Agriculture, Forestry, Fishing and Hunting	\$42,238	\$27,378	\$14,859	54.3
16	Administrative and Waste Services	\$34,994	\$20,248	\$14,746	72.8
17	Other Services (except Public Administration)	\$33,235	\$19,647	\$13,589	69.2
18	Retail Trade	\$30,767	\$20,141	\$10,626	52.8
19	Arts, Entertainment, and Recreation	\$20,385	\$14,761	\$5,623	38.1
20	Accommodation and Food Services	\$17,561	\$10,109	\$7,452	73.7

Represents largest growth from 2005 to 2015 by number or percentage

SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1995-2015.

# INDUSTRIES

## INDUSTRIES BY EMPLOYMENT PROJECTIONS 2014-2024

RANK	INDUSTRY	2014 EST.	2024 PROJ.	# CHANGE	% CHANGE
1	Health Care and Social Assistance	56,619	70,583	13,964	24.7
2	Finance and Insurance	17,768	21,806	4,038	22.7
3	Educational Services	39,061	42,461	3,400	8.7
4	Accommodation and Food Services	36,262	39,654	3,392	9.4
5	Retail Trade	50,725	54,038	3,313	6.5
6	Professional and Technical Services	16,701	19,566	2,865	17.2
7	Government	35,837	38,318	2,481	6.9
8	Manufacturing	25,957	27,525	1,568	6.0
9	Management of Companies and Enterprises	5,141	6,683	1,542	30.0
10	Other Services (except Public Administration)	18,637	19,701	1,064	5.7
11	Administrative and Waste Services	14,301	15,278	977	6.8
12	Arts, Entertainment, and Recreation	6,278	7,157	879	14.0
13	Utilities	3,696	3,954	258	7.0
14	Information	6,738	6,493	-245	-3.6
15	Real Estate and Rental and Leasing	5,870	5,450	-420	-7.2
16	Agriculture, Forestry, Fishing and Hunting	34,623	33,071	-1,552	-4.5
17	Wholesale Trade	27,130	25,542	-1,588	-5.9
18	Construction	34,921	33,024	-1,897	-5.4
19	Transportation and Warehousing	26,547	22,414	-4,133	-15.6
20	Mining, Quarrying, and Oil and Gas Extraction	30,391	20,405	-9,986	-32.9

Represents largest estimated growth from 2014 to 2024 by number or percentage

SOURCE: Labor Market Information Center, Job Service North Dakota, Occupational Long-term Employment Projections 2014-2024.

**ALL INDUSTRIES** ▪ p. 19

The following pages present an overview of North Dakota employment, wages, and establishments aggregated by all industries. These figures provide a general view of demographic changes and economic trends as they have developed, with special attention to the 20-year and 10-year benchmarks.

**AVERAGE EMPLOYMENT**

From 1995-2015, average employment across all industries grew by 154,631 (or 54.7 percent). From 2005-2015, employment growth was 108,957 (or 33.2 percent). In 2015, most employment belonged to the private sector (84.0 percent).

	1995	2005	2015
<b>AVG EMP</b>	<b>282,447</b>	<b>328,121</b>	<b>437,078</b>
Private	81%	81%	84%
Government	19%	19%	16%

**AVERAGE ANNUAL WAGE**

From 1995-2015, the average wage across all industries grew by \$30,203 (or 147.4 percent). From 2005-2015, wage growth was \$20,741 (or 69.2 percent). In 2015, average wages in the private sector were higher than in government by \$5,516.

	1995	2005	2015
<b>AVG WAGE</b>	<b>\$20,493</b>	<b>\$29,955</b>	<b>\$50,696</b>
Private	\$19,965	\$29,576	\$51,578
Government	\$22,779	\$31,536	\$46,062

**TOTAL ESTABLISHMENTS**

From 1995-2015, total establishments across all industries grew by 10,567 (or 44.7 percent). From 2005-2015, growth was 8,291 (or 32.0 percent). In 2015, nearly all establishments belonged to the private sector (94.9 percent).

	1995	2005	2015
<b>TOTAL ESTAB</b>	<b>23,625</b>	<b>25,901</b>	<b>34,192</b>
Private	94%	95%	95%
Government	8%	7%	6%

**EMPLOYMENT DEMOGRAPHICS** ▪ p. 20

Employment in North Dakota has shifted from a nearly even split between the sexes to a growing, albeit slight, majority of male workers in recent years. The majority of employment has consisted of 25-44 year-olds (41.5 percent in 2005, 44.0 percent in 2015).

**COMPOSITION BY SEX**

In 2015, the employment composition was 55.2 percent Male to 44.8 percent Female. For comparison, in 2005, it was 48.7 percent Male to 51.3 percent Female. Both sexes experienced high numerical increases, with a significantly higher increase in male workers.

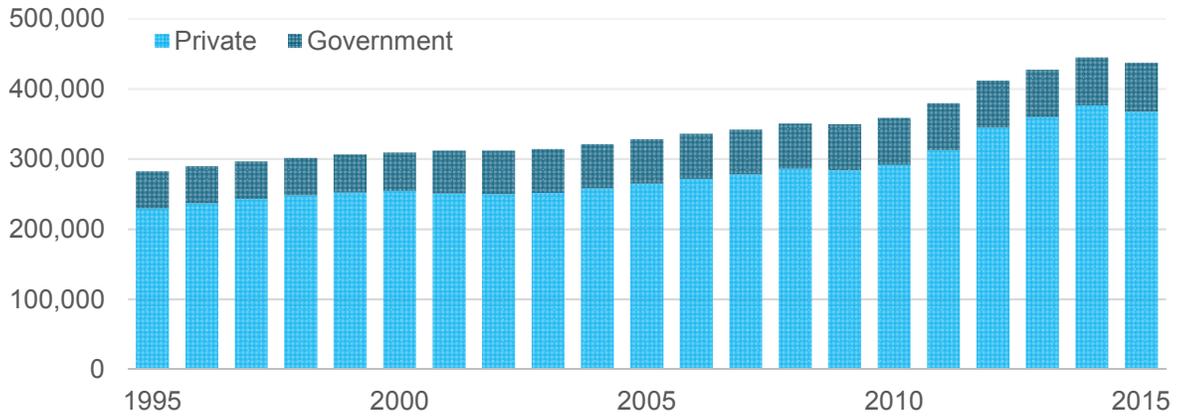
**COMPOSITION BY AGE GROUP**

Since 2005, the proportions among age groups across all industries changed by relatively small percentages. The largest shifts in proportion were among 25-44 year-olds (+2.5 percent) and 19-24 year-olds (-2.1 percent). The age groups with the largest employment shares in North Dakota were 25-44 year-olds (44.0 percent) and 45-64 year-olds (35.5 percent).

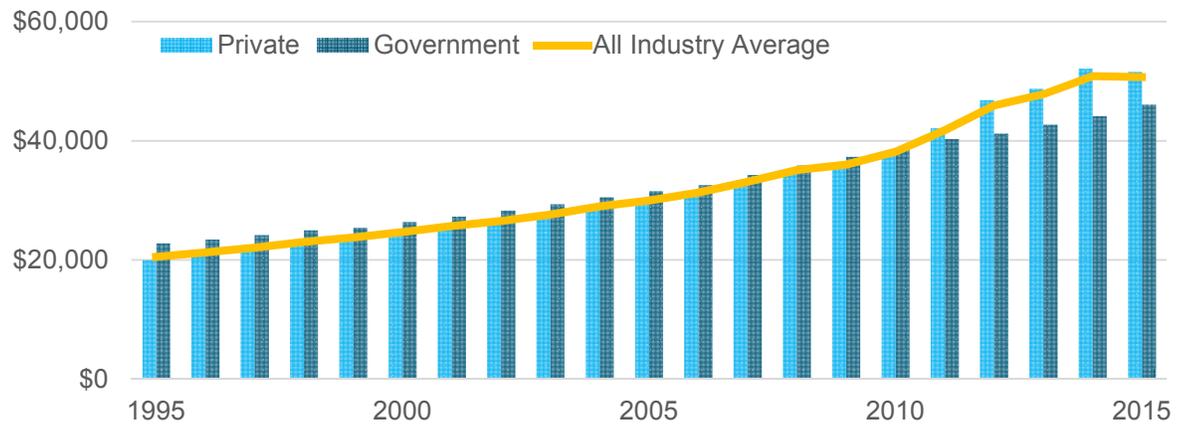
**TEN-YEAR CHANGE BY AGE GROUP**

From 2005 to 2015, the most significant increases were those among workers 25-44 year-olds (grew by 45.6 percent) and 45-64-year-olds (grew by 36.6 percent). The largest increase by percent was among 65+ year-olds (grew by 87.2 percent). Although this cohort is the smallest numerically, the 10-year growth suggests that aging workers may be opting to remain in or rejoin the labor force rather than retiring.

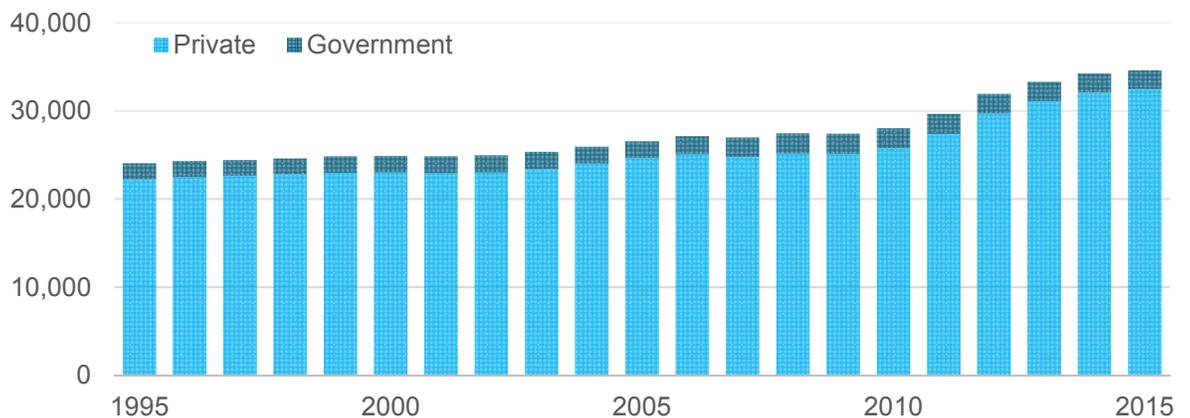
### AVERAGE EMPLOYMENT



### AVERAGE ANNUAL WAGE



### ESTABLISHMENTS

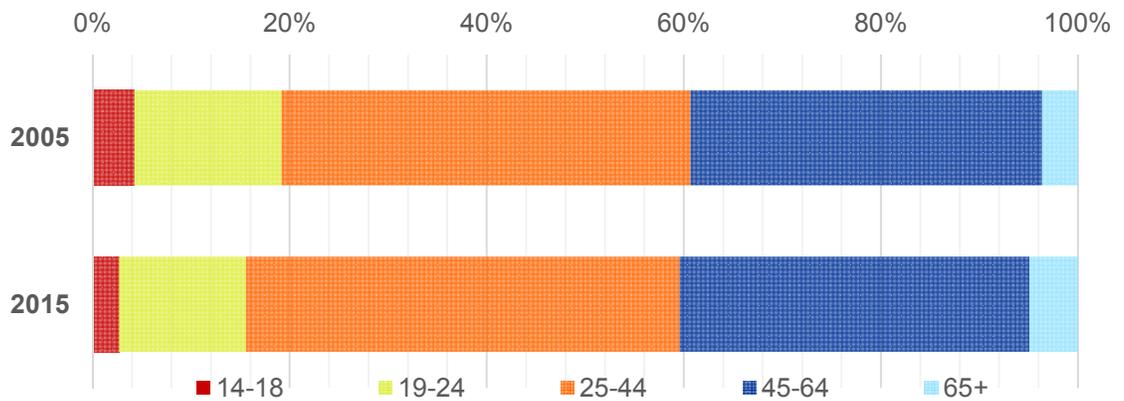


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

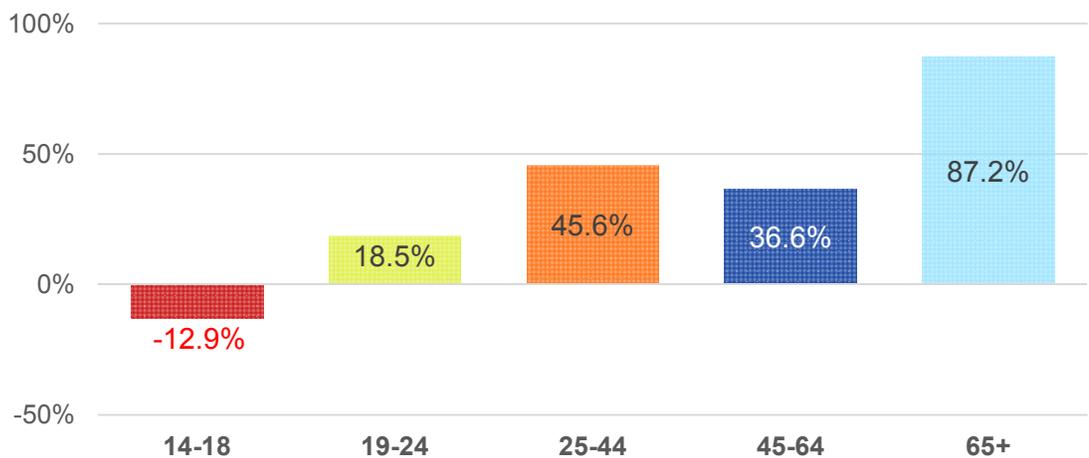
### COMPOSITION BY SEX



### COMPOSITION BY AGE GROUP



### TEN-YEAR CHANGE BY AGE GROUP 2005-2015



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

## EMPLOYMENT DISTRIBUTION BY AGE GROUPS

The charts on the following pages depict industry employment for different age groups of workers. Over 75 percent of workers belong to the 25-44 year-old and 45-64 year-old age groups. A minority of workers belong to the youngest and oldest age groups because those populations tend to be in a pre- or post-career phase of life (e.g. students and retirees).

### AGES 14-18 ■ p. 22

The industries with the largest shares of 14-18 year-old workers continue to be the Retail Trade industry (28.0 percent, up 2.3 percent from 2005) and the Accommodation and Food Services industry (31.9 percent, down 3.6 percent from 2005). These industries attract young and unskilled workers because many operate seasonally and rely on part-time, entry-level workers (e.g. retail stores, restaurants, hotels, etc.). Within this age group of workers, all other industries shares changed by a figure between -1.4 percent and +1.2 percent from 2005.

### AGES 19-24 ■ p. 23

The industries with the largest shares of 19-24 year-old workers continue to be the Retail Trade industry (17.6 percent, down 2.8 from 2005) and the Accommodation and Food Service industry (16.9 percent, down 2.2 from 2005), though the shares have dropped in the past 10 years. This age group is broken out specifically to observe the effects of the oil boom on young employment, since 19-24 year-old workers tend to have some skill and work experience, and they are most flexible (e.g. willing to relocate, travel, work nontraditional hours). The Mining, Quarrying, and Oil and Gas Extraction industry experienced the largest growth in share (up 4.8 percent), while the other affiliated industries—Transportation and Warehousing (up 1.6 percent) and Construction (up 2.1 percent)—grew by smaller percentages. Within this age group of workers, all other industries shares changed by a figure between -2.2 percent and +1.0 percent from 2005.

### AGES 25-44 ■ p. 24

The industries with the largest shares of 25-44 year-old workers are the Health Care and Social Assistance industry (13.3 percent, down 2.1 percent from 2005) and the Retail Trade industry (9.6 percent, down 1.6 percent from 2005), although employment is more evenly distributed within this age group than in others. The oil boom clearly affected this age group, since the Mining, Quarrying, and Oil and Gas Extraction industry had the largest increase (8.5 percent, up 7.2 percent from 2005). Affiliated industries—Construction (9.3 percent, up 2.9 percent from 2005) and Transportation and Warehousing (4.8 percent, up 2.0 percent from 2005)—grew by smaller percentages. Within this age group of workers, all other industries shares changed by a figure between -3.6 percent and +0.9 percent from 2005.

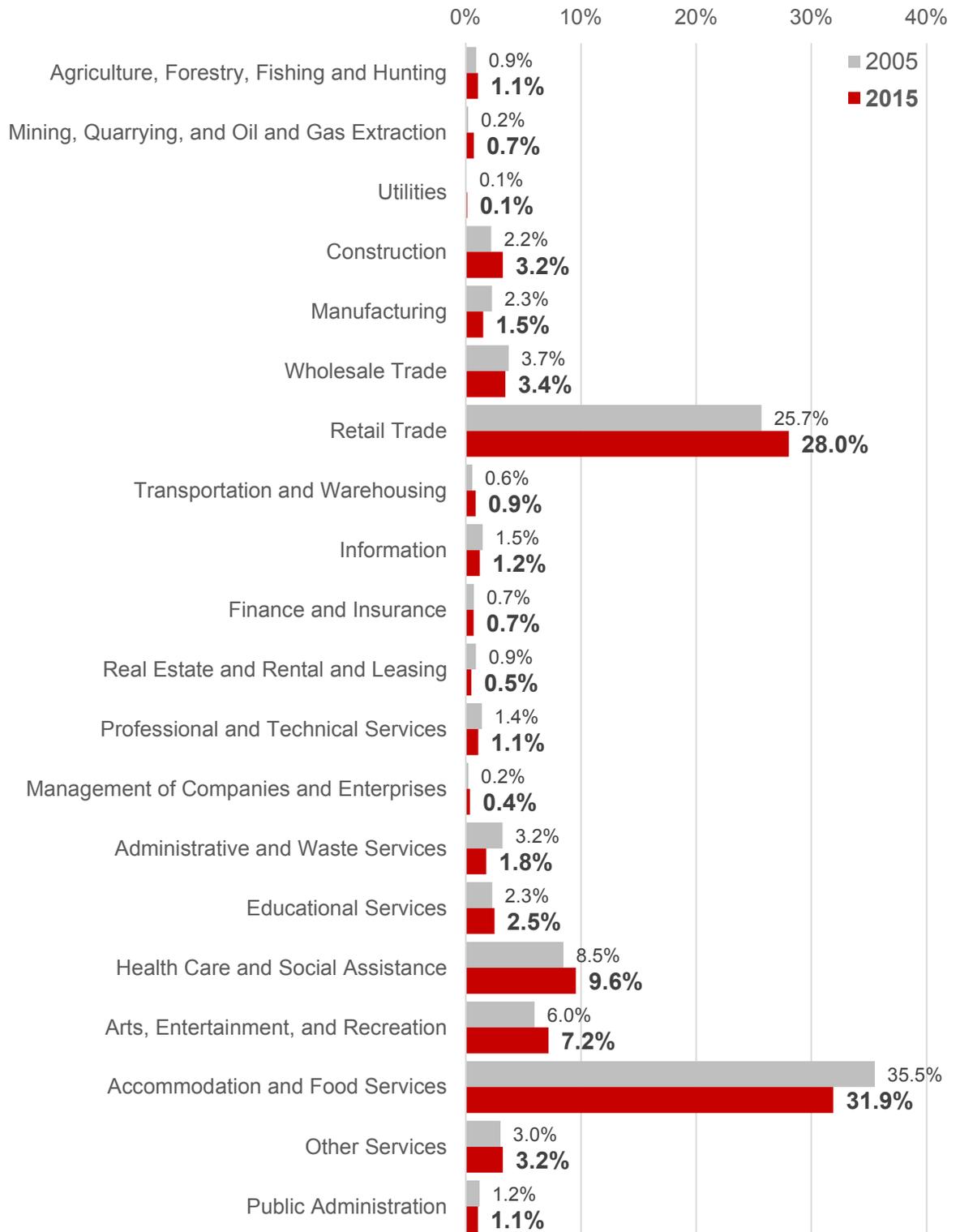
### AGES 45-64 ■ p. 25

The industries with the largest shares of 45-64 year-old workers are the Health Care and Social Assistance industry (14.4 percent, down 2.7 percent from 2005), the Educational Services industry (10.1 percent, down 3.7 percent from 2005), and the Retail Trade industry (9.9 percent, down 0.6 percent from 2005). Employment in this age group is rather evenly distributed among industries, though. The oil boom clearly affected this age group, since the Mining, Quarrying, and Oil and Gas Extraction industry had the largest increase (4.8 percent, up 3.2 percent from 2005). Affiliated industries—Transportation and Warehousing (6.2 percent, up 3.1 percent from 2005) and Construction (7.7 percent, up 2.6 percent from 2005)—grew by similar percentages. Within this age group of workers, all other industries shares changed by a figure between -1.5 percent and +0.9 percent from 2005.

### AGES 65+ ■ p. 26

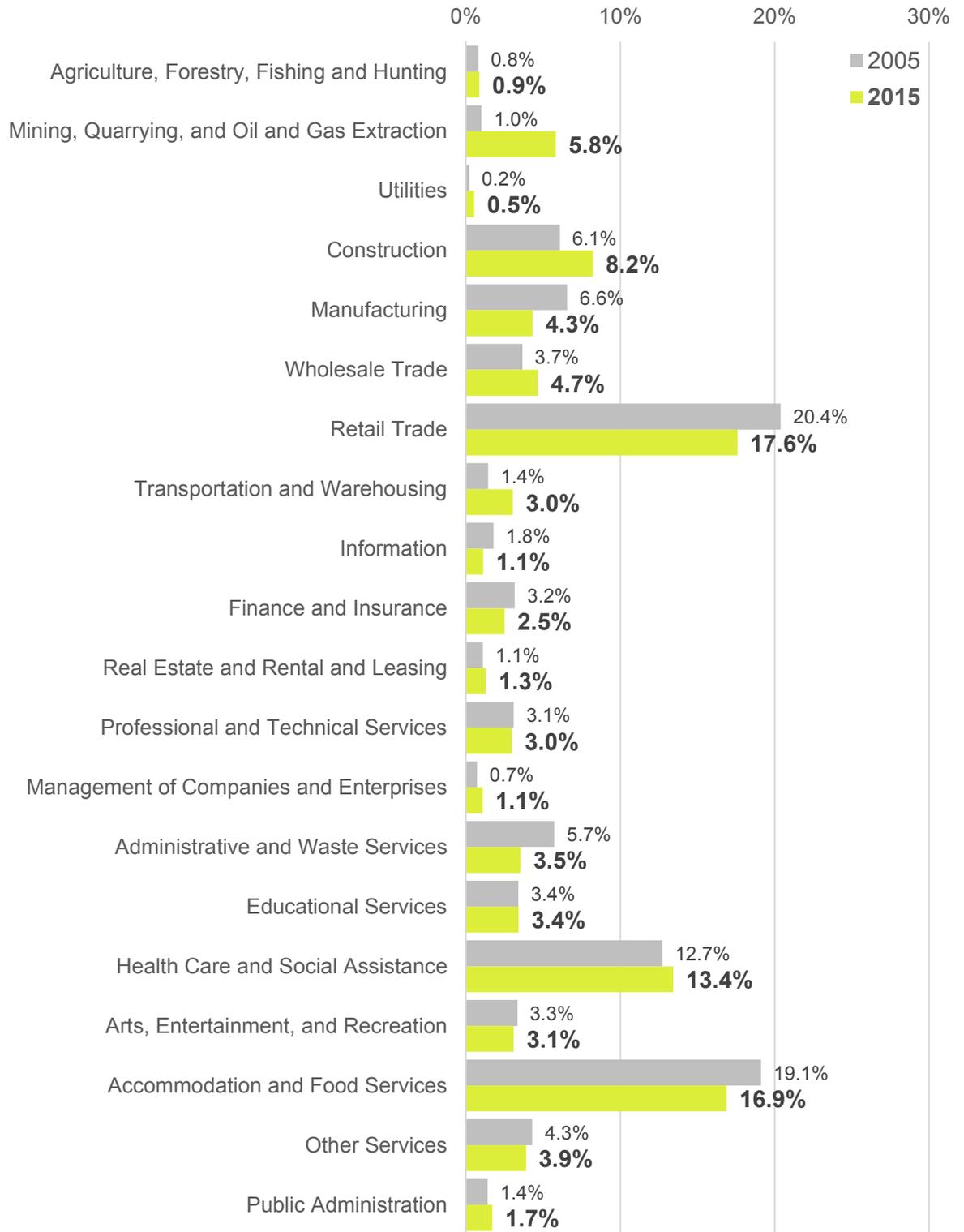
The industries with the largest shares of 65+ year-old workers continue to be the Health Care and Social Assistance industry (15.0 percent, down 2.7 percent from 2005), the Retail Trade industry (14.6 percent, down 0.6 percent from 2005), and the Educational Services industry (12.0 percent, up 0.3 percent from 2005). Within this age group of workers, all other industries shares changed by a figure between -1.4 percent and +1.7 percent from 2005.

**EMPLOYMENT DISTRIBUTION - AGES 14-18**



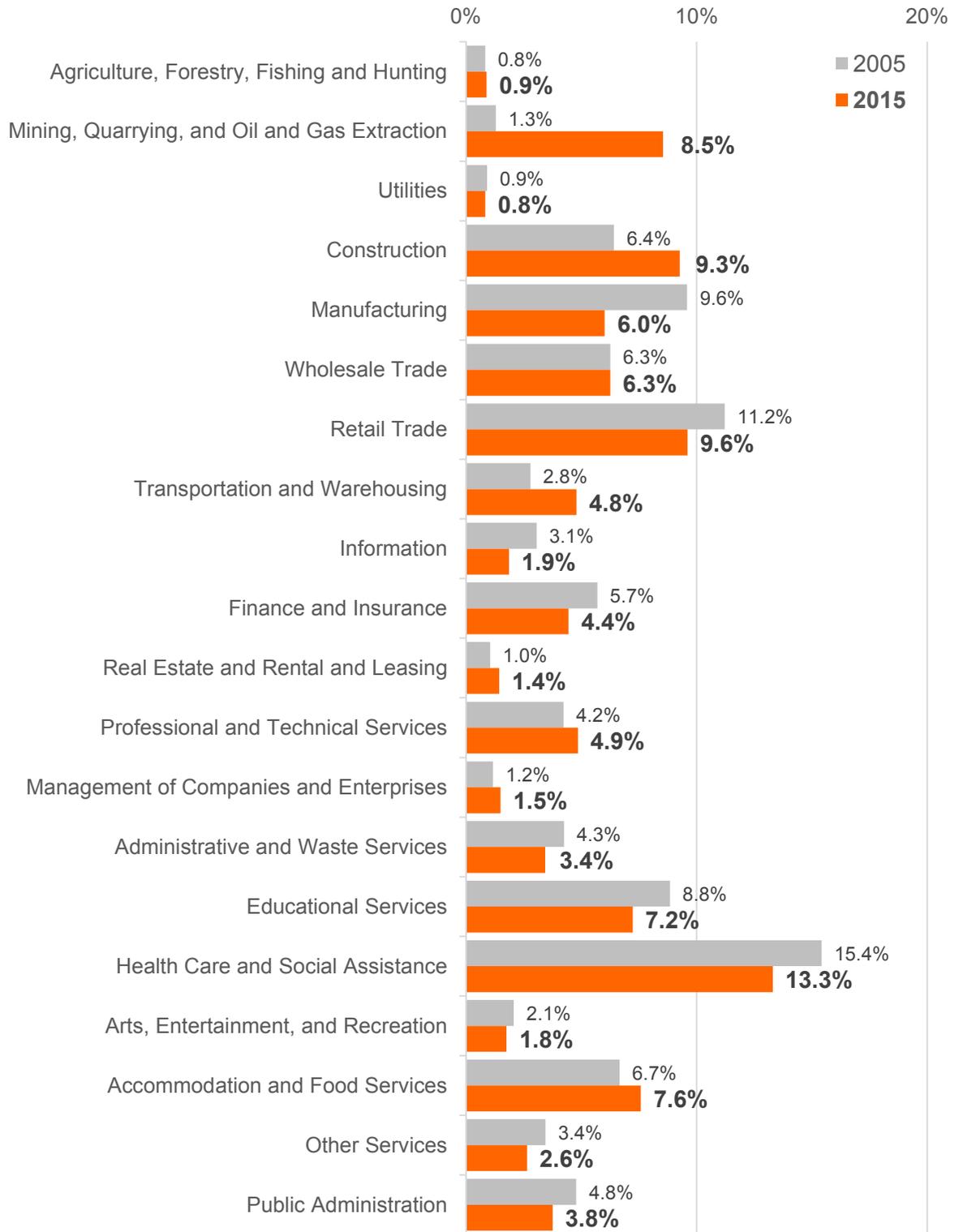
SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**EMPLOYMENT DISTRIBUTION - AGES 19-24**



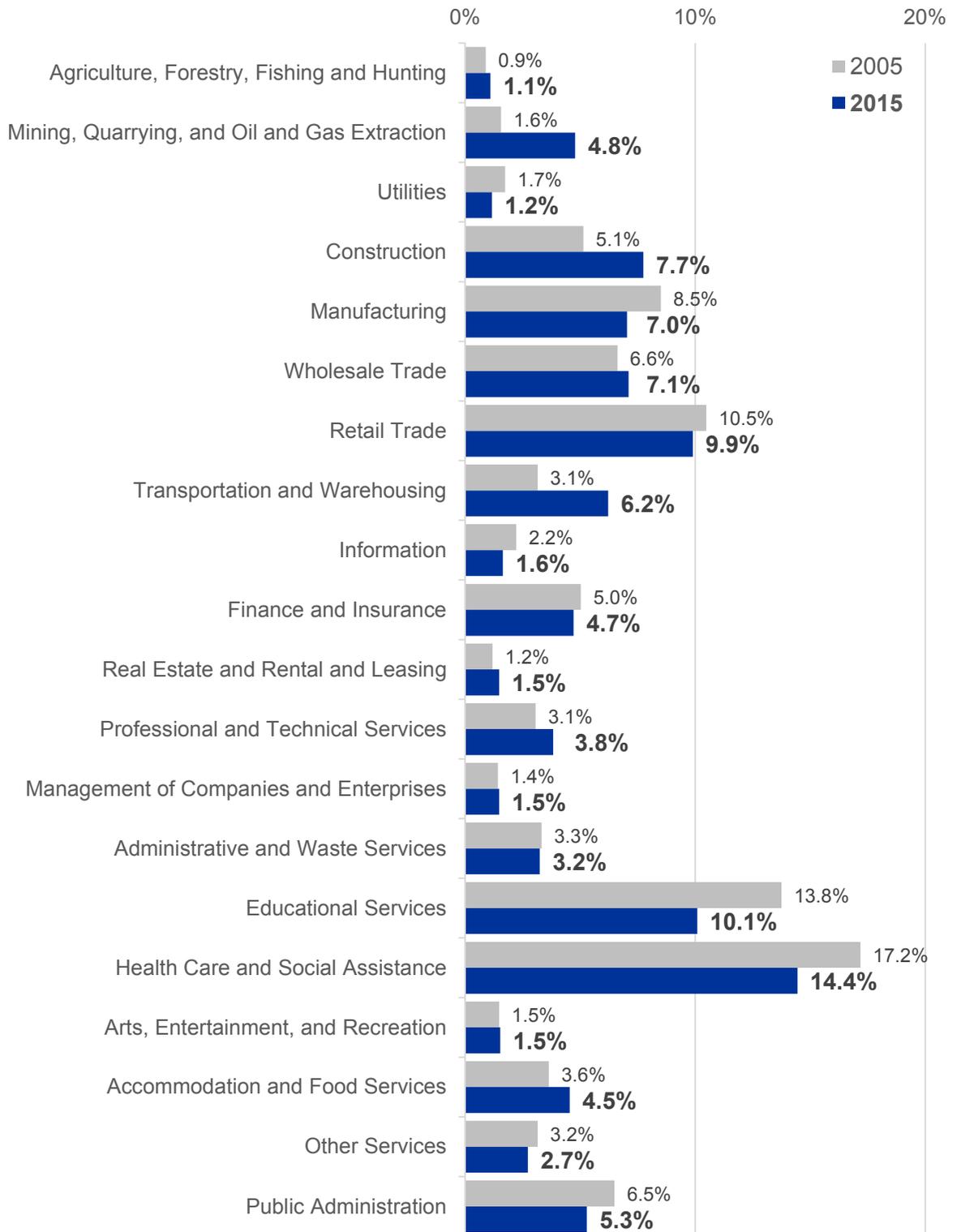
SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**EMPLOYMENT DISTRIBUTION - AGES 25-44**



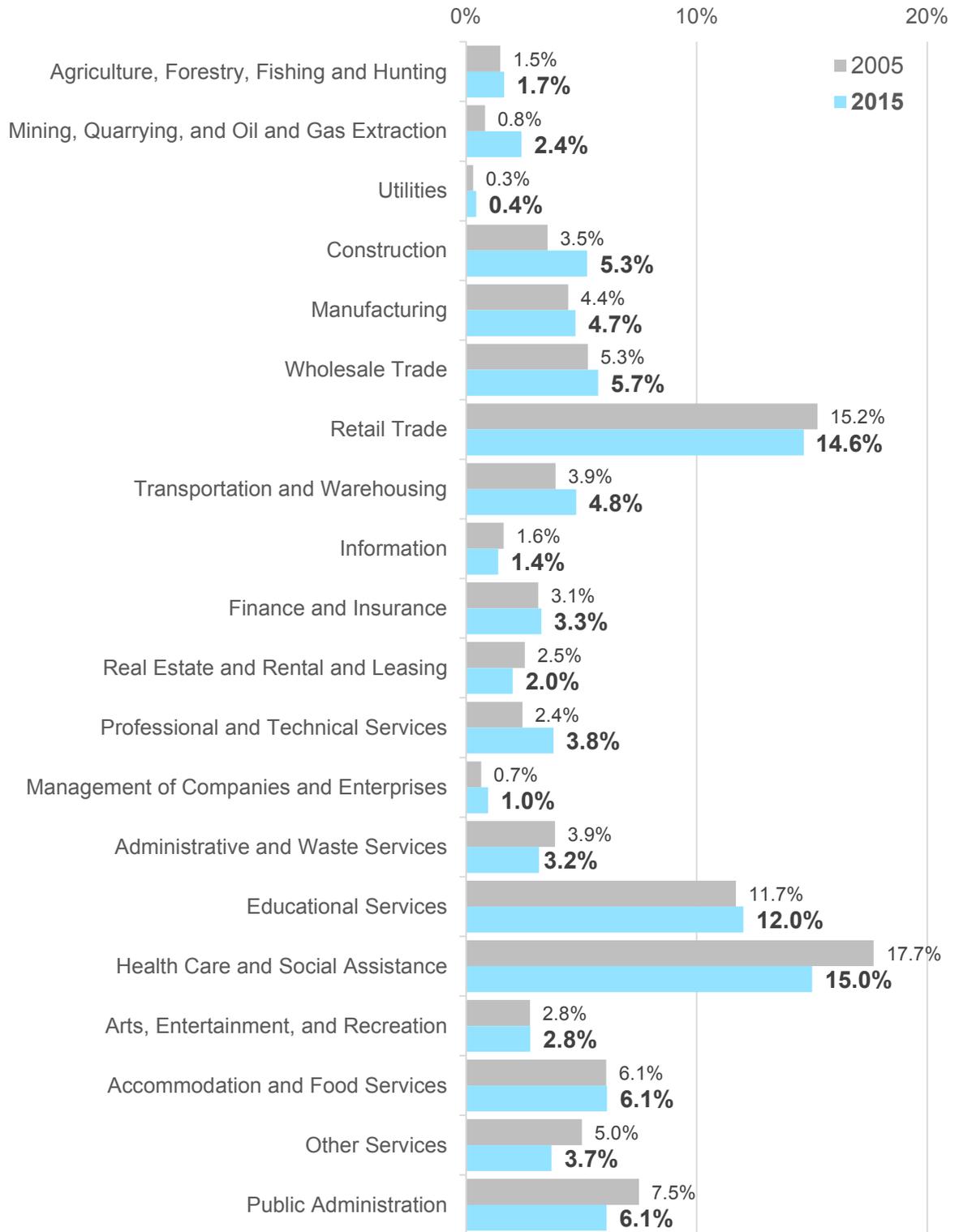
SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**EMPLOYMENT DISTRIBUTION ■ AGES 45-64**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**EMPLOYMENT DISTRIBUTION - AGES 65+**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**AGRICULTURE, FORESTRY, FISHING AND HUNTING** ■ p. 28

This industry, though relatively small, has exhibited strong growth in the past 10 years. Figures about employment, wage, and establishments come from Quarterly Census of Employment and Wages (QCEW) data, which only counts workers covered by Unemployment Insurance. Self-employed workers (e.g. farmers) are not liable for Unemployment Insurance, so the figures below may underrepresent reality for this industry.

**AVERAGE EMPLOYMENT**

From 1995-2015, average employment in this industry grew by 2,168 (or 97.5 percent). From 2005-2015, employment growth was 1,511 (or 52.4 percent). In 2015, nearly all employment belonged to the private sector (more than 99.9%).

	1995	2005	2015
<b>AVG EMP</b>	<b>2,224</b>	<b>2,881</b>	<b>4,392</b>
Private	100%	99.7%	100%
Government	---	0%*	0%*

\*There were less than 10 Govt. Employees.

**AVERAGE ANNUAL WAGE**

From 1995-2015, the average wage in this industry grew by \$24,771 (or 141.7 percent). From 2005-2015, wage growth was \$14,793 (or 53.9 percent). In 2015, average wages in the private sector were higher than in government by \$6,733.

	1995	2005	2015
<b>AVG WAGE</b>	<b>\$17,476</b>	<b>\$27,454</b>	<b>\$42,247</b>
Private	\$17,476	\$27,353	\$42,239
Government	---	\$36,352	\$35,506

**TOTAL ESTABLISHMENTS**

From 1995-2015, total establishments in this industry grew by 517 (or 124.9 percent). From 2005-2015, growth was 393 (or 73.0 percent). In 2015, nearly all establishments belonged to the private sector (99.9 percent).

	1995	2005	2015
<b>TOTAL ESTAB</b>	<b>414</b>	<b>538</b>	<b>931</b>
Private	100%	100%	100%
Government	---	0%**	0%**

\*\*There was 1 Govt. Establishment.

**EMPLOYMENT DEMOGRAPHICS** ■ p. 29

This industry has historically been male-dominated, and the majority of employment has consisted of 25-44 year-olds (39.4 percent in 2005, 39.1 percent in 2015).

**COMPOSITION BY SEX**

In 2015, the employment composition was 77.9 percent Male to 22.1 percent Female. For comparison, in 2005, it was 77.0 percent Male to 23.0 percent Female. Both sexes experienced moderate numerical increases, with a higher increase in male workers.

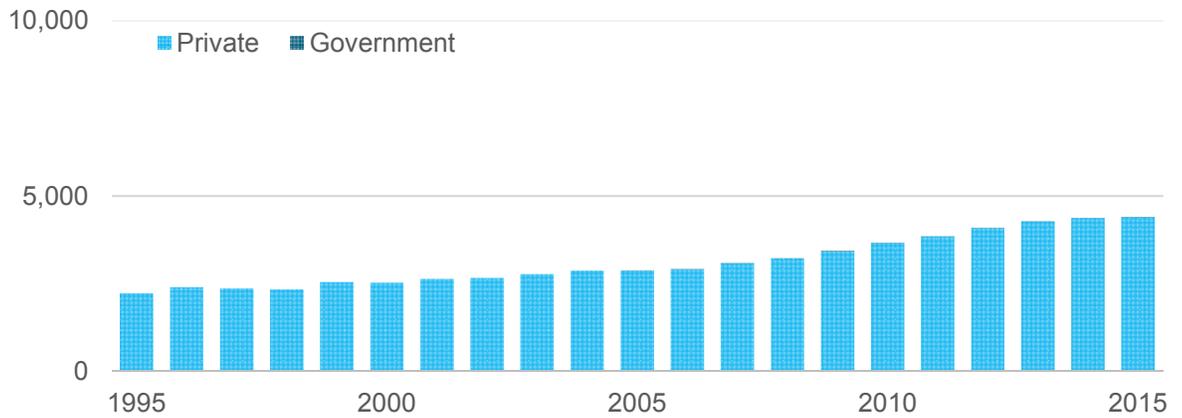
**COMPOSITION BY AGE GROUP**

Since 2005, the proportions among all age groups changed by moderate percentages. The largest shifts in proportions were among 19-24 year-olds (-2.5 percent), 45-64 year-olds (+2.3 percent), and 65+ year-olds (-2.0 percent). The age groups with the largest employment shares in the Agriculture, Forestry, Fishing and Hunting industry were 25-44 year-olds (39.1 percent) and 45-64 year-olds (38.7 percent).

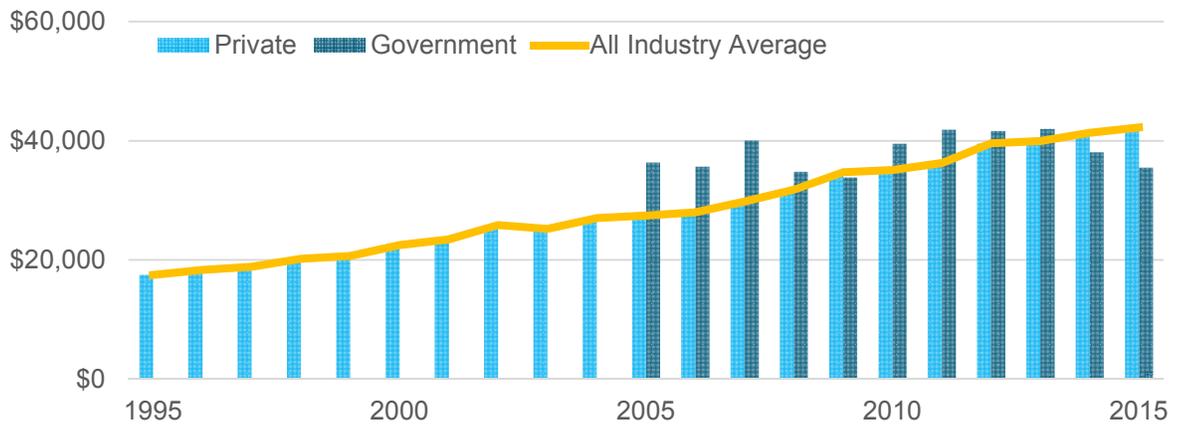
**TEN-YEAR CHANGE BY AGE GROUP**

From 2005 to 2015, the most significant increases were those among 45-64 year-olds (grew by 66.8 percent) and 25-44 year-olds (grew by 55.6 percent); each of these groups grew by several hundred workers. The largest increase by percent was among 65+ year-olds (107.8 percent), though this reflects a numerical increase of just under two hundred workers. Because employment in this industry is small relative to others, the 10-year percent changes reflect a cumulative numerical change of less than two thousand workers.

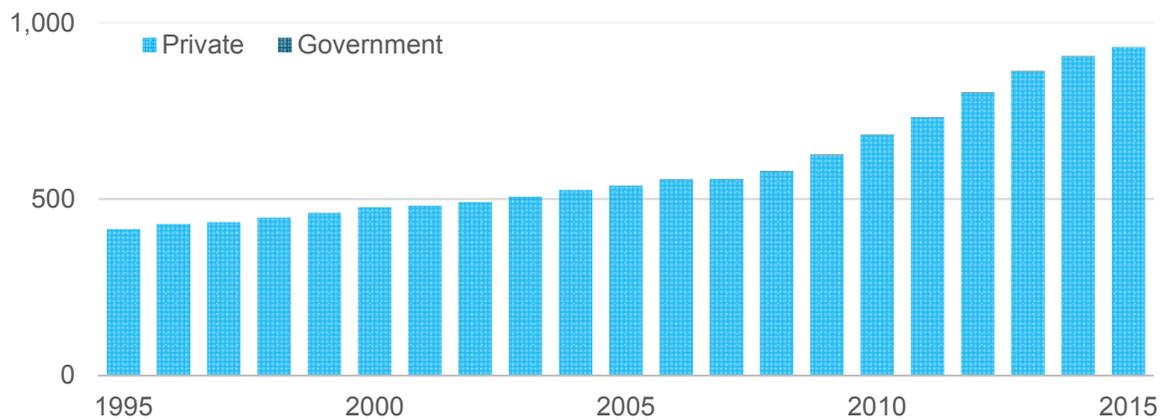
**AVERAGE EMPLOYMENT**



**AVERAGE ANNUAL WAGE**



**ESTABLISHMENTS**

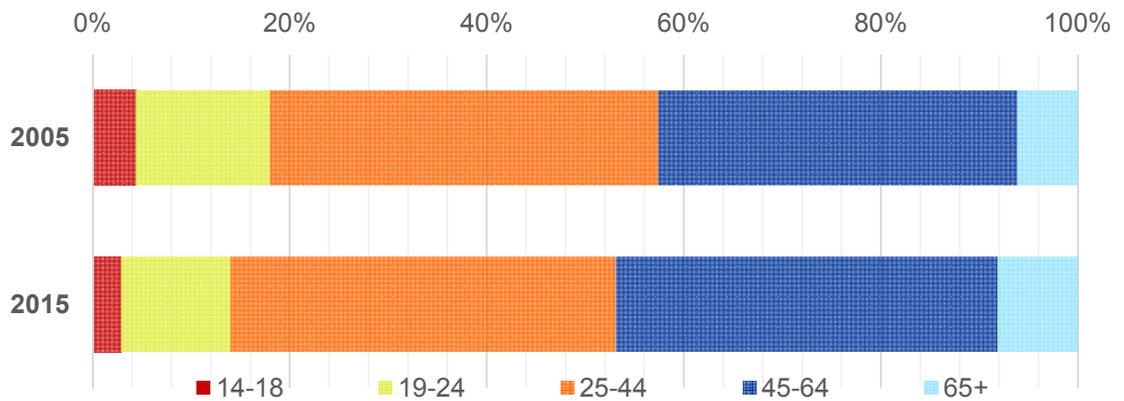


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

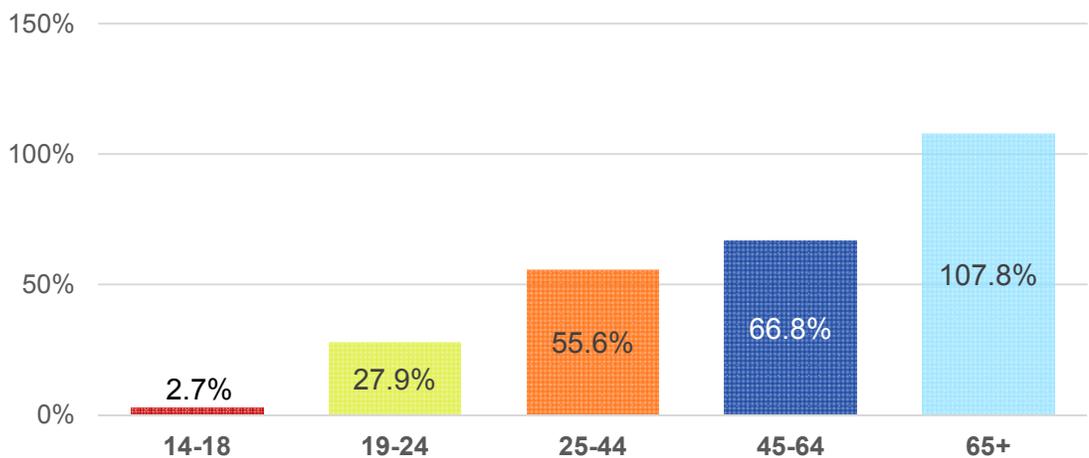
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**MINING, QUARRYING, AND OIL AND GAS EXTRACTION** ■ p. 31

This industry is closely tied to the oil and gas sector, and therefore provides an excellent view of the oil boom's powerful impact on the state's economy. The effect is clearly reflected in both the above-average growth in all areas—employment, wages, and establishments—until 2014 and the slight downturn following low oil prices in 2015.

<b>AVERAGE EMPLOYMENT</b>	From 1995-2015, average employment in this industry grew by 19,879 (or 589.5 percent). From 2005-2015, employment growth was 19,140 (or 465.6 percent). In 2015, nearly all employment belonged to the private sector (more than 99.9 percent).		1995	2005	2015
		<b>AVG EMP</b>			<b>3,372</b>
		Private	100%	100%	100%
		Government	---	---	0%*

*\*There were less than 10 Govt. Employees.*

<b>AVERAGE ANNUAL WAGE</b>	From 1995-2015, the average wage in this industry grew by \$64,445 (or 173.5 percent). From 2005-2015, wage growth was \$44,544 (or 78.1 percent). In 2015, average wages in the private sector were higher than in government by \$28,801.		1995	2005	2015
		<b>AVG WAGE</b>			<b>\$37,152</b>
		Private	\$37,152	\$57,054	\$101,602
		Government	---	---	\$72,801

<b>TOTAL ESTABLISHMENTS</b>	From 1995-2015, total establishments in this industry grew by 696 (or 271.9 percent). From 2005-2015, growth was 734 (or 336.7 percent). In 2015, nearly all establishments belonged to the private sector (99.9 percent).		1995	2005	2015
		<b>TOTAL ESTAB</b>			<b>256</b>
		Private	100%	100%	100%
		Government	---	---	0%**

*\*\*There was 1 Govt. Establishment.*

**EMPLOYMENT DEMOGRAPHICS** ■ p. 32

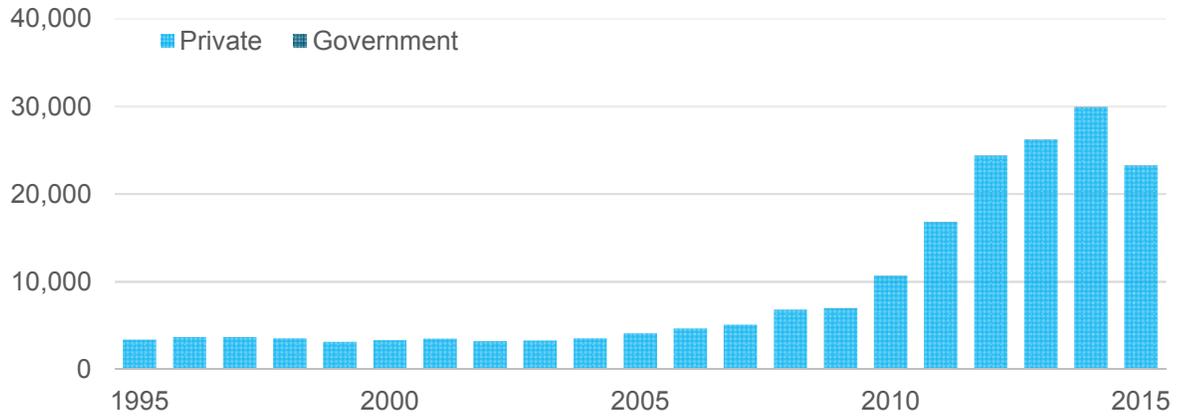
This industry has historically been male-dominated, and a majority of employment has consisted of 25-44 year-olds (41.9 percent in 2005, 59.3 percent in 2015). Because employment has increased drastically, particularly among younger age groups and male workers, the shifts in this industry may help explain demographic shifts in North Dakota's employment as a whole.

<b>COMPOSITION BY SEX</b>	In 2015, the employment composition was 90.7 percent Male to 9.3 percent Female. For comparison, in 2005, it was 91.2 percent Male to 8.8 percent Female. Both sexes experienced high numerical increases, with a significantly higher increase in male workers. This extreme shift corresponds with the effect of the oil boom and indicates that it predominantly attracted male workers.
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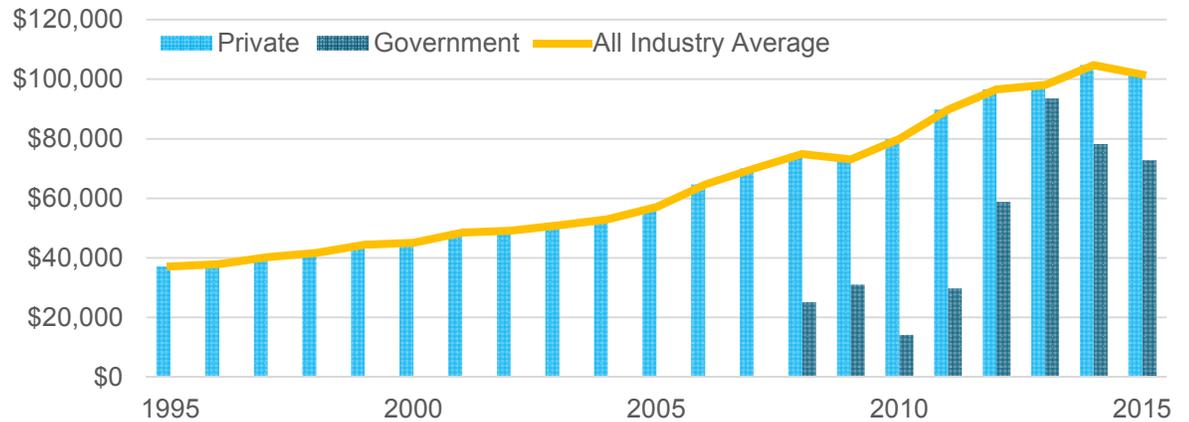
<b>COMPOSITION BY AGE GROUP</b>	Since 2005, the proportions among age groups changed by widely varying percentages. The largest shifts in proportion were among 25-44 year-olds (+17.4 percent) and 45-64 year-olds (-16.7 percent). The age group with the largest employment share in the Mining, Quarrying, and Oil and Gas Extraction industry was 25-44 year-olds (59.3 percent).
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<b>TEN-YEAR CHANGE BY AGE GROUP</b>	From 2005 to 2015, the most significant increases were those among 25-44 year-olds (grew by 862.6 percent), 19-24 year-olds (grew by 591.4 percent) and 45-64 year-olds (grew by 318.2 percent); each of these groups grew numerically by thousands of workers. All other age groups changed numerically by a few hundred workers or less.
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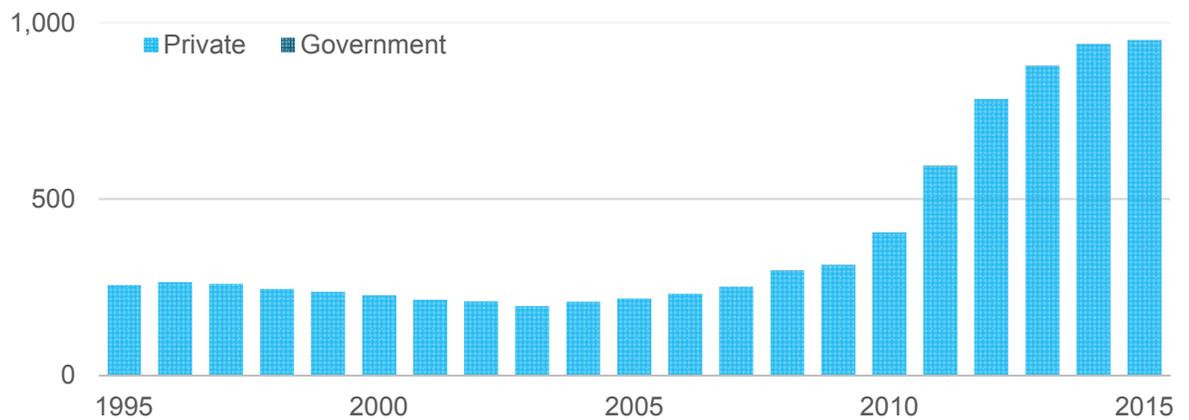
**AVERAGE EMPLOYMENT**



**AVERAGE ANNUAL WAGE**

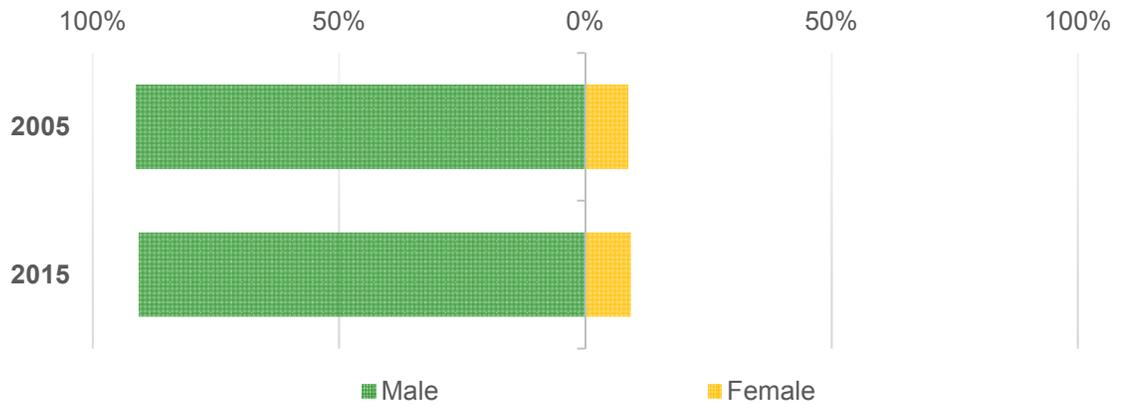


**ESTABLISHMENTS**

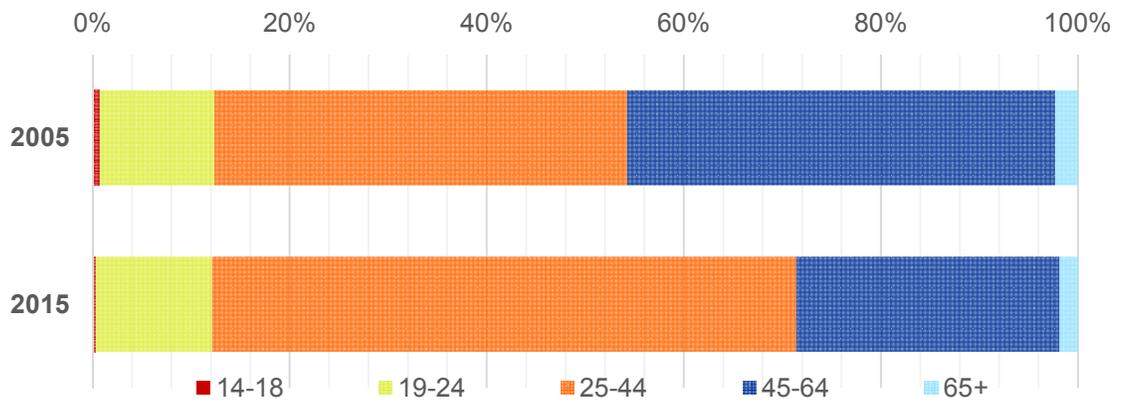


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

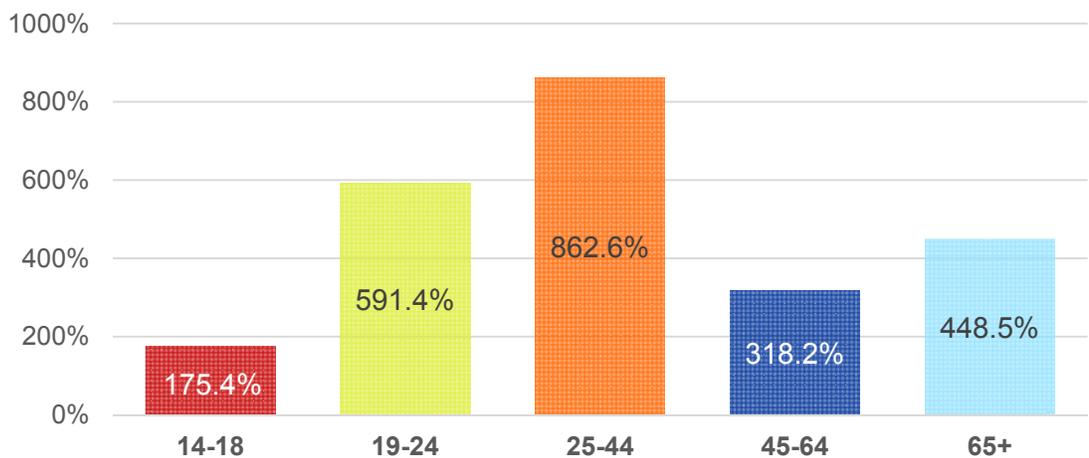
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**UTILITIES** ■ p. 34

This industry has been one of the most stable over the past 20 years. Both average employment and establishment counts remain nearly level over the entire time period, with wages having grown steadily. This pattern suggests long-term employment for workers.

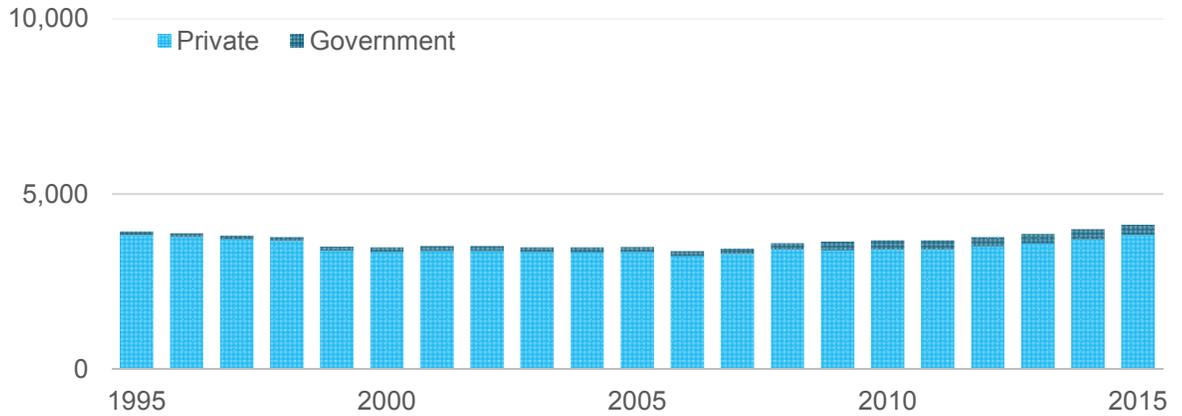
		1995	2005	2015
<b>AVERAGE EMPLOYMENT</b>	From 1995-2015, average employment in this industry grew by 192 (or 4.9 percent). From 2005-2015, employment growth was 637 (or 18.3 percent). In 2015, most employment belonged to the private sector (92.8 percent).			
	<b>AVG EMP</b>	<b>3,934</b>	<b>3,489</b>	<b>4,126</b>
	Private	97%	96%	93%
	Government	3%	4%	7%
<b>AVERAGE ANNUAL WAGE</b>	From 1995-2015, the average wage in this industry grew by \$48,130 (or 108.3 percent). From 2005-2015, wage growth was \$24,280 (or 35.6 percent). In 2015, average wages in the private sector were higher than in government by \$37,206.			
	<b>AVG WAGE</b>	<b>\$44,422</b>	<b>\$68,272</b>	<b>\$92,552</b>
	Private	\$44,530	\$69,052	\$95,221
	Government	\$40,745	\$50,154	\$58,015
<b>TOTAL ESTABLISHMENTS</b>	From 1995-2015, total establishments in this industry grew by 29 (or 19.0 percent). From 2005-2015, growth was 31 (or 20.5 percent). In 2015, most establishments belonged to the private sector (83.0 percent).			
	<b>TOTAL ESTAB</b>	<b>153</b>	<b>151</b>	<b>182</b>
	Private	91%	86%	83%
	Government	9%	14%	17%

**EMPLOYMENT DEMOGRAPHICS** ■ p. 35

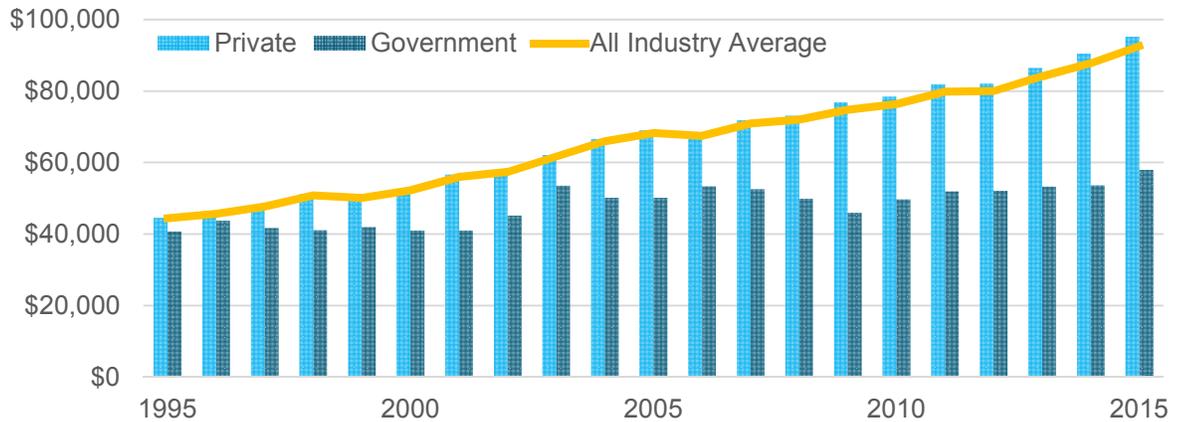
This industry has historically been male-dominated, and a majority employment has consisted of 45-64 year-olds (59.2 percent in 2005, 47.4 percent in 2015). In the past 10 years, employment in this industry has grown among workers in the 25-44 year-old group, suggesting a shift toward a balance between younger and older workers.

<b>COMPOSITION BY SEX</b>	In 2015, the employment composition was 81.5 percent Male to 18.5 percent Female. For comparison, in 2005, it was 80.4 percent Male to 19.6 percent Female. Both sexes experienced relatively small numerical increases, with a higher increase in male workers.
<b>COMPOSITION BY AGE GROUP</b>	Since 2005, the proportions among all age groups changed by varying percentages. The largest shifts in proportions were among 45-64 year-olds (-11.9 percent), 25-44 year-olds (+5.6 percent), and 19-24 year-olds (+4.8 percent). The age groups with the largest employment shares in the Utilities industry were 45-64 year-olds (47.4 percent) and 25-44 year-olds (41.8 percent).
<b>TEN-YEAR CHANGE BY AGE GROUP</b>	From 2005 to 2015, the most significant increases were those among 19-24 year-olds (grew by 186.9 percent) and 25-44 year-olds (grew by 32.8 percent); each of these groups grew numerically by a couple hundred workers. The largest increase by percent was among 65+ year-olds (grew by 172.7 percent), though this reflects a numerical increase of less than a hundred workers. Because employment in this industry is small relative to others, the 10-year percent changes reflect numerical changes of a few hundred workers or less.

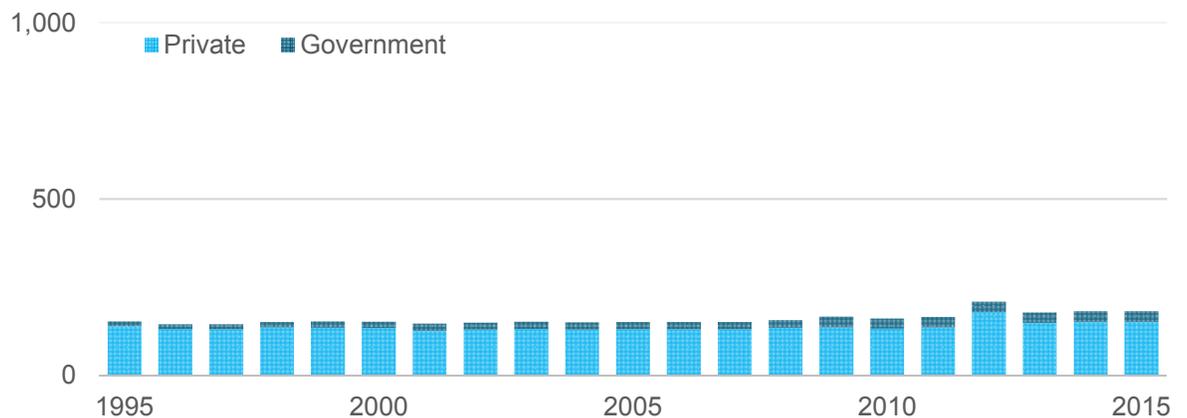
### AVERAGE EMPLOYMENT



### AVERAGE ANNUAL WAGE



### ESTABLISHMENTS

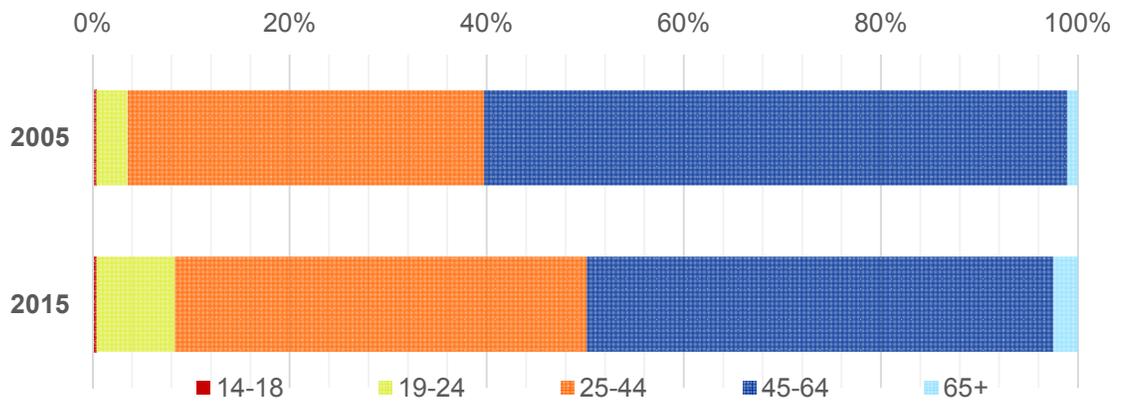


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

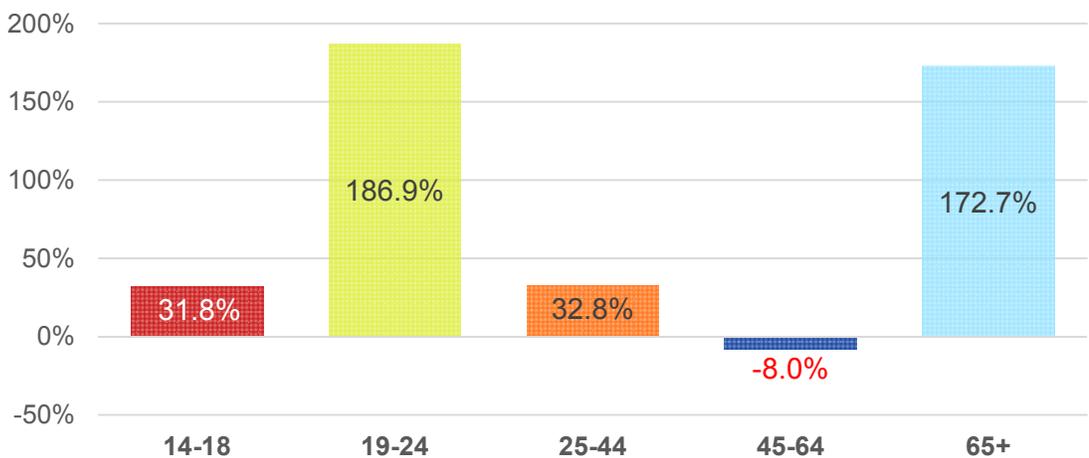
### COMPOSITION BY SEX



### COMPOSITION BY AGE GROUP



### TEN-YEAR CHANGE BY AGE GROUP 2005-2015



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**CONSTRUCTION** ▪ p. 37

This industry is closely tied to the oil and gas sector, and therefore provides an excellent view of the oil boom's powerful impact. The boom's effect is clearly reflected in the above-average growth in all areas—employment, wages, and establishments—specifically within the past 10 years.

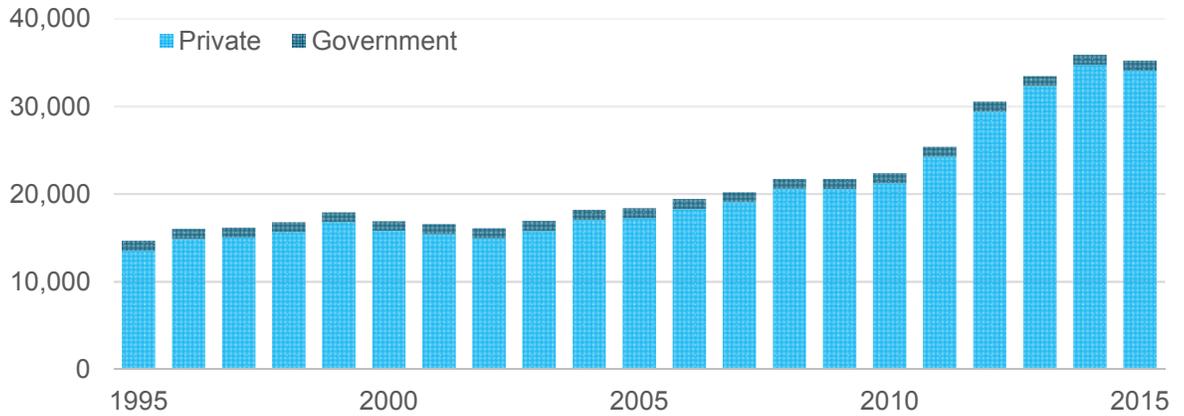
<b>AVERAGE EMPLOYMENT</b>	From 1995-2015, average employment in this industry grew by 20,524 (or 139.8 percent). From 2005-2015, employment growth was 16,815 (or 91.4 percent). In 2015, most employment belonged to the private sector (96.7 percent).		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>AVG EMP</b>	<b>14,686</b>	<b>18,395</b>	<b>35,210</b>
		Private	92%	94%	97%
		Government	8%	6%	3%
<b>AVERAGE ANNUAL WAGE</b>	From 1995-2015, the average wage in this industry grew by \$39,996 (or 160.6 percent). From 2005-2015, wage growth was \$29,257 (or 82.1 percent). In 2015, average wages in the private sector were higher than in government by \$1,721.		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>AVG WAGE</b>	<b>\$24,903</b>	<b>\$35,641</b>	<b>\$64,899</b>
		Private	\$24,879	\$35,704	\$64,955
		Government	\$25,178	\$34,722	\$63,234
<b>TOTAL ESTABLISHMENTS</b>	From 1995-2015, total establishments in this industry grew by 2,231 (or 87.1 percent). From 2005-2015, growth was 1,624 (or 51.3 percent). In 2015, most establishments belonged to the private sector (98.9 percent).		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>TOTAL ESTAB</b>	<b>2,560</b>	<b>3,167</b>	<b>4,791</b>
		Private	98%	98%	99%
		Government	2%	2%	1%

**EMPLOYMENT DEMOGRAPHICS** ▪ p. 38

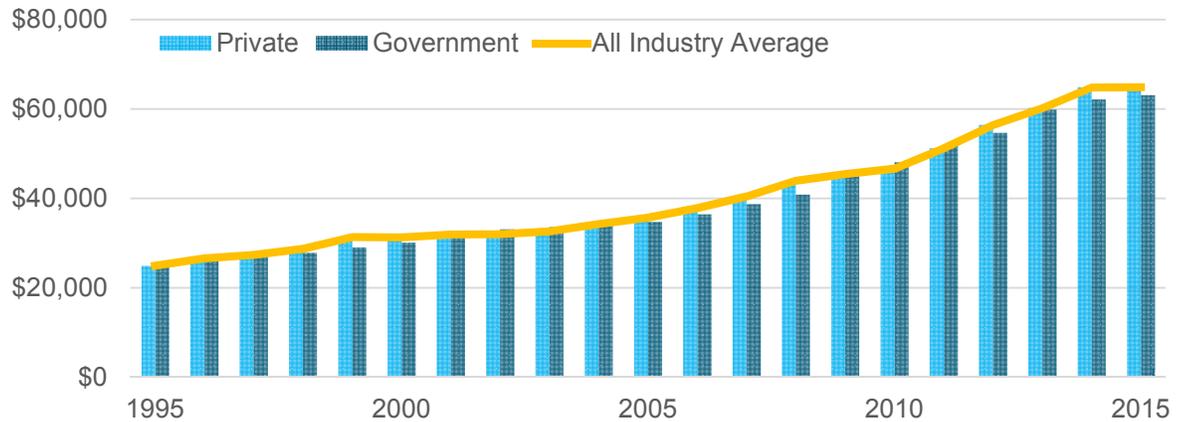
This industry has historically been male-dominated, and a majority of employment has consisted of 25-44 year-olds (47.3 percent in 2005, 49.6 percent in 2015). Because employment has increased drastically, particularly among younger age groups and male workers, the shifts in this industry may help explain demographic shifts in North Dakota's employment as a whole.

<b>COMPOSITION BY SEX</b>	In 2015, the employment composition was 88.1 percent Male to 11.9 percent Female. For comparison, in 2005, it was 89.0 percent Male to 11.0 percent Female. Both sexes experienced high numerical increases, with a significantly higher increase in male workers.
<b>COMPOSITION BY AGE GROUP</b>	Since 2005, the proportions among all age groups across changed by varying percentages. The largest shifts in proportion were among 19-24 year-olds (-3.3 percent) and 25-44 year-olds (+2.2 percent). The age groups with the largest employment shares in the Construction industry were 25-44 year-olds (49.6 percent) and 45-64 year-olds (33.4 percent).
<b>TEN-YEAR CHANGE BY AGE GROUP</b>	From 2005 to 2015, the most significant increases were those among 25-44 year-olds (grew by 110.3 percent) and 45-64 year-olds (grew by 105.8 percent); each of these groups grew numerically in the thousands. The largest increase by percent was among 65+ year-olds (178.3 percent), though this reflects a numerical increase by several hundred workers.

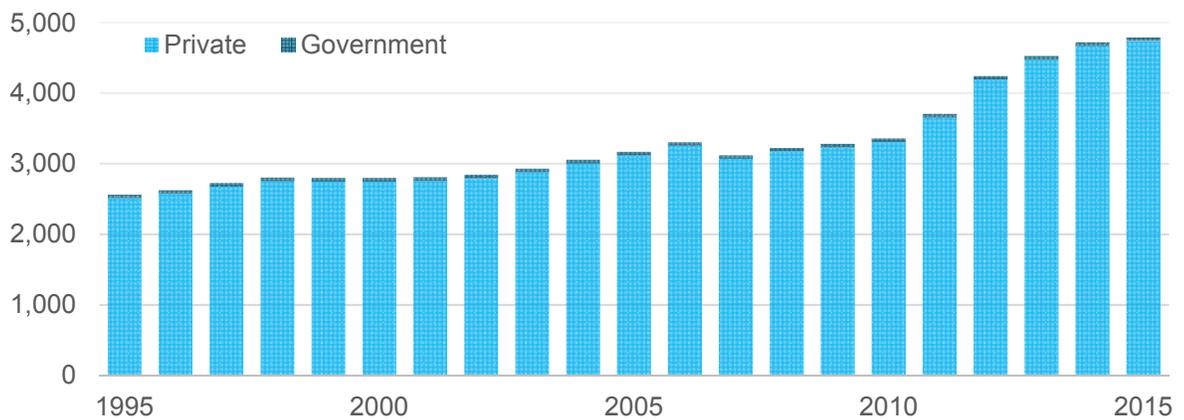
### AVERAGE EMPLOYMENT



### AVERAGE ANNUAL WAGE



### ESTABLISHMENTS

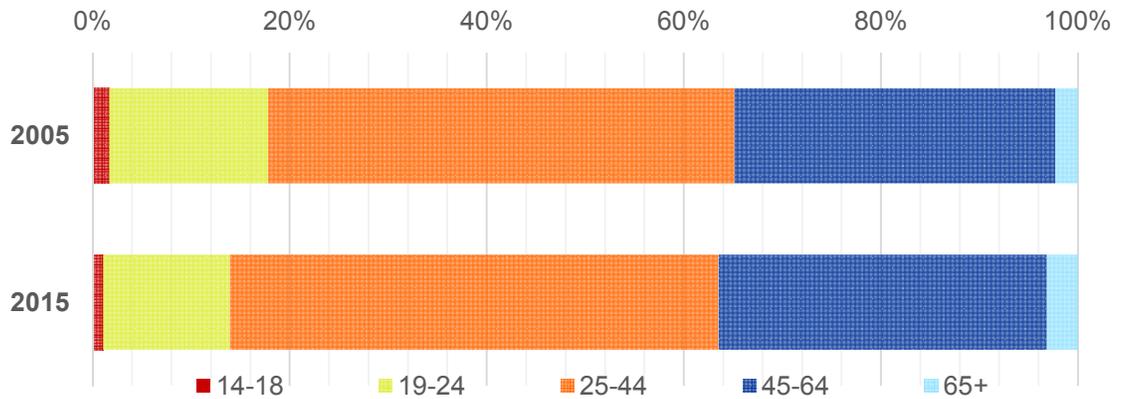


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

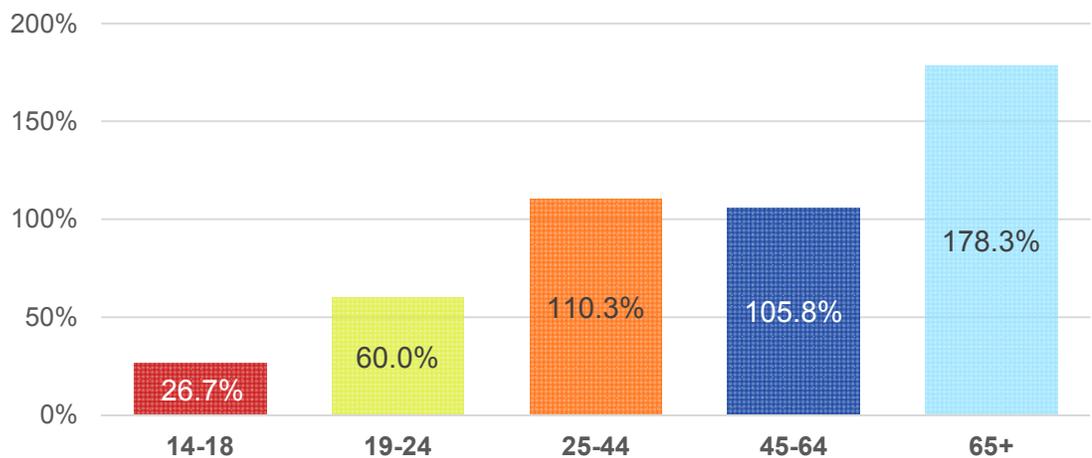
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**MANUFACTURING** ■ p. 40

This industry clearly exhibits the impact of the Great Recession. Before the recession, employment was stable, growing to a peak of 26,818 workers in 2008. Following the recession, employment dipped to a low of 22,895 workers in 2010. Since then, the industry recovered 97.7 percent of the employment lost before declining slightly in 2015.

**AVERAGE EMPLOYMENT**

From 1995-2015, average employment in this industry grew by 4,833 (or 23.2 percent). From 2005-2015, employment fell by 739 (or 2.8 percent). In 2015, nearly all employment belonged to the private sector (99.0 percent).

	1995	2005	2015
<b>AVG EMP</b>	<b>20,841</b>	<b>26,413</b>	<b>25,674</b>
Private	99%	98%	99%
Government	1%	2%	1%

**AVERAGE ANNUAL WAGE**

From 1995-2015, the average wage in this industry grew by \$26,026 (or 103.2 percent). From 2005-2015, wage growth was \$14,991 (or 41.4 percent). In 2015, average wages in government were higher than in the public sector by \$5,840.

	1995	2005	2015
<b>AVG WAGE</b>	<b>\$25,211</b>	<b>\$36,246</b>	<b>\$51,237</b>
Private	\$25,183	\$36,375	\$51,179
Government	\$28,634	\$29,605	\$57,019

**TOTAL ESTABLISHMENTS**

From 1995-2015, total establishments in this industry grew by 43 (or 5.1 percent). From 2005-2015, total establishments fell by 1 (or 0.1 percent). In 2015, most establishments belonged to the private sector (99.4 percent).

	1995	2005	2015
<b>TOTAL ESTAB</b>	<b>845</b>	<b>889</b>	<b>888</b>
Private	100%	99%	99%
Government	0%*	1%	1%

\*There were 3 Govt. Establishments.

**EMPLOYMENT DEMOGRAPHICS** ■ p. 41

This industry has historically been male-dominated, and a majority of employment has consisted of 25-44 year-olds (48.2 percent in 2005, 44.3 percent in 2015). Unions are more common in this industry, and build benefits based on years-of-service, which suggests a benefit to remaining employed in later years. The demographic changes in the past 10 years seem to reflect retained employment, particularly in the growth among older workers (45-64 year-olds and 65+ year-olds).

**COMPOSITION BY SEX**

In 2015, the employment composition was 74.0 percent Male to 26.0 percent Female. For comparison, in 2005, it was 74.1 percent Male to 25.9 percent Female. Male workers experienced a small numerical increase, while there was a slight decrease among female workers in the 10 year period.

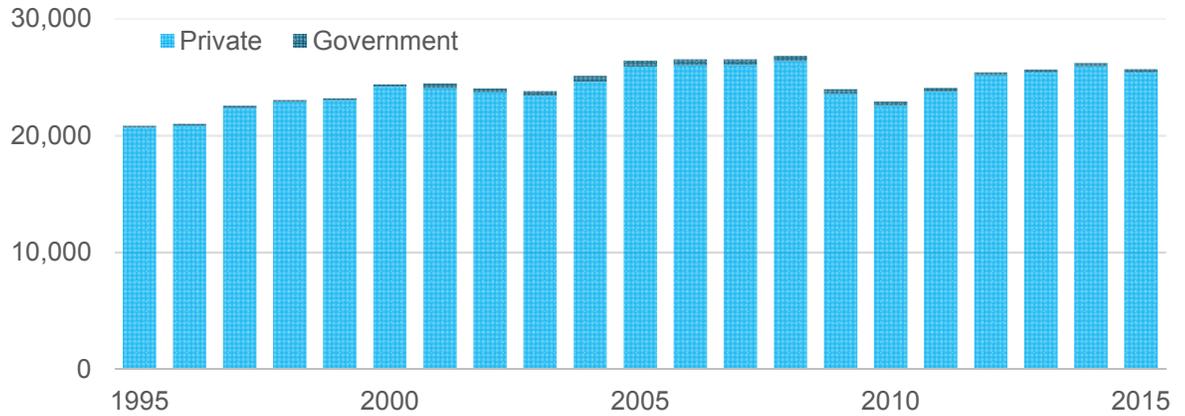
**COMPOSITION BY AGE GROUP**

Since 2005, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 45-64 year-olds (+5.0 percent) and 25-44 year-olds (-3.9 percent). The age groups with the largest employment shares in the Manufacturing industry were 25-44 year-olds (44.3 percent) and 45-64 year-olds (41.8 percent).

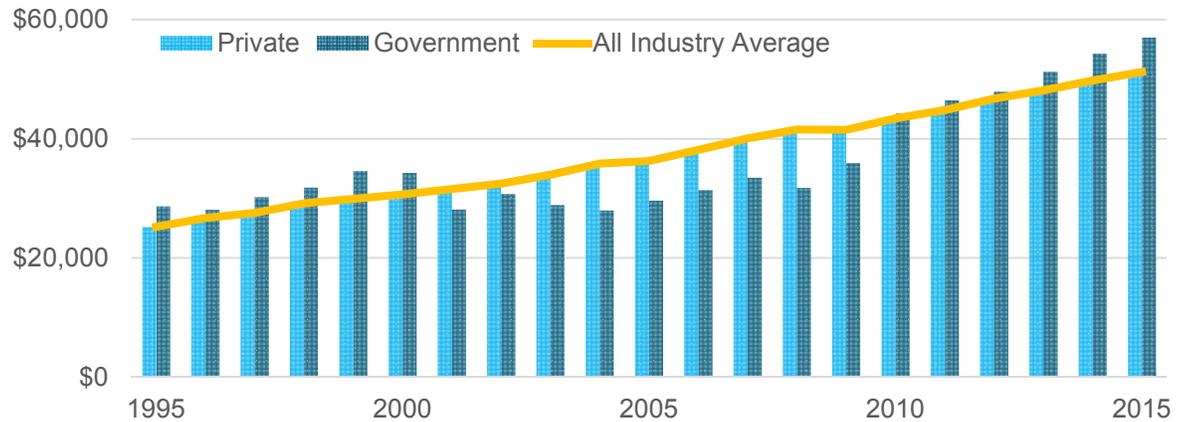
**TEN-YEAR CHANGE BY AGE GROUP**

From 2005 to 2015, the most significant changes were among 25-44 year-olds (fell by 8.7 percent) and 45-64 year-olds (grew by 13.0 percent). Each age group changed by a measure of about a thousand workers. All other age groups changed numerically by a few hundred workers or less, and most groups experienced a decrease.

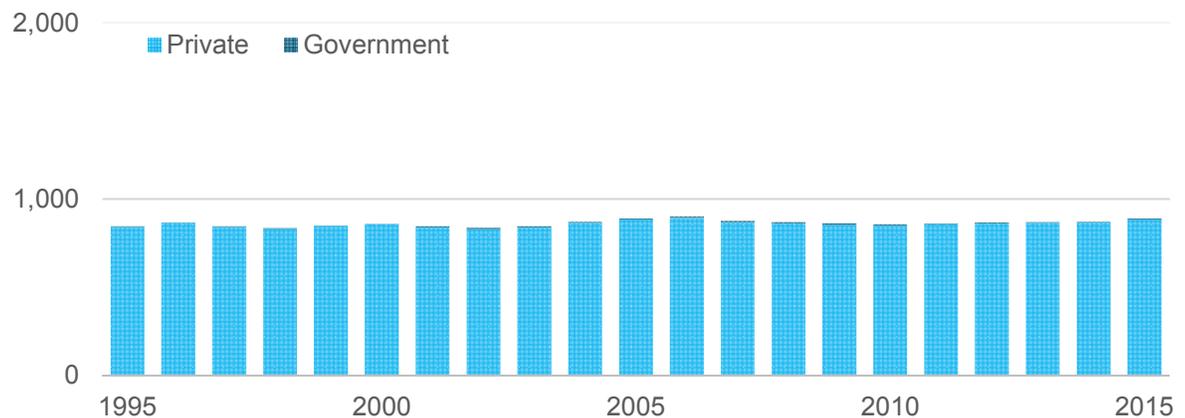
**AVERAGE EMPLOYMENT**



**AVERAGE ANNUAL WAGE**



**ESTABLISHMENTS**

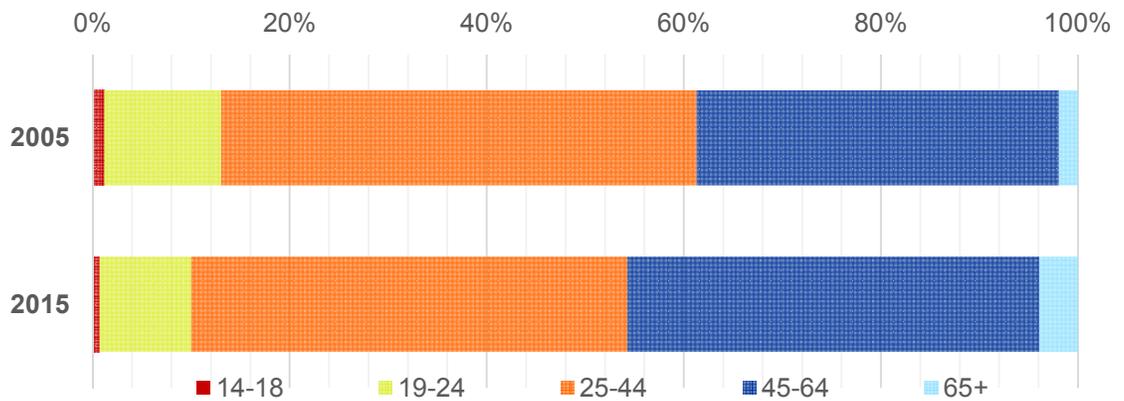


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

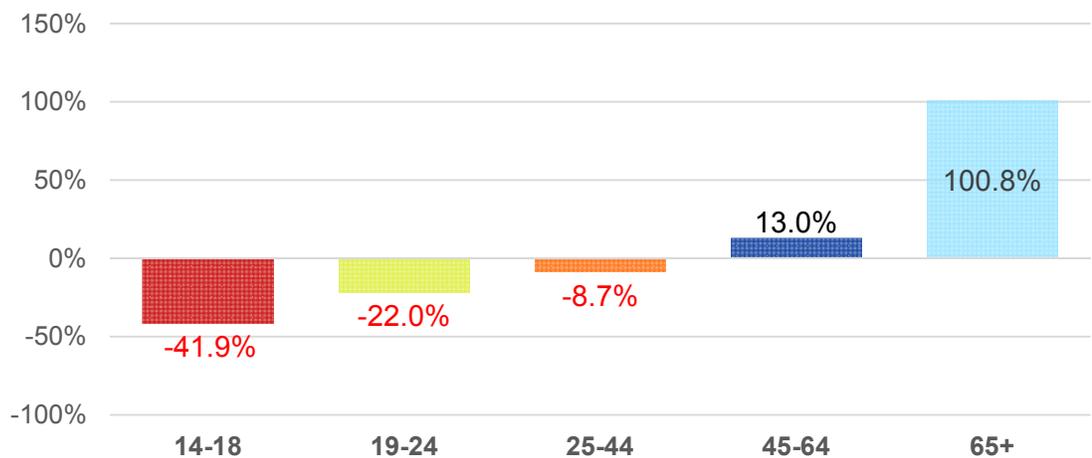
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**WHOLESALE TRADE ■ p. 43**

This industry is affiliated with the oil and gas sector (for businesses selling petroleum, heavy equipment, chemicals, etc.), though not as closely as others. The figures reflect strong growth in all areas, especially within the past 10 years.

<b>AVERAGE EMPLOYMENT</b>	From 1995-2015, average employment in this industry grew by 9,100 (or 51.8 percent). From 2005-2015, employment growth was 7,861 (or 41.8 percent). In 2015, nearly all employment belonged to the private sector (more than 99.9 percent).		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>AVG EMP</b>	<b>17,564</b>	<b>18,803</b>	<b>26,664</b>
		Private	100%	100%	100%
		Government	---	---	0%*

*\*There were less than 10 Govt. Employees.*

<b>AVERAGE ANNUAL WAGE</b>	From 1995-2015, the average wage in this industry grew by \$40,384 (or 153.9 percent). From 2005-2015, wage growth was \$26,509 (or 66.1 percent). In 2015, average wages in the private sector were higher than in government by \$30,825.		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>AVG WAGE</b>	<b>\$26,246</b>	<b>\$40,120</b>	<b>\$66,629</b>
		Private	\$26,245	\$40,120	\$66,634
		Government	---	---	\$35,809

<b>TOTAL ESTABLISHMENTS</b>	From 1995-2015, total establishments in this industry grew by 558 (or 23.3 percent). From 2005-2015, growth was 479 (or 19.4 percent). In 2015, most establishments belonged to the private sector (more than 99.9 percent).		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>TOTAL ESTAB</b>	<b>2,392</b>	<b>2,471</b>	<b>2,950</b>
		Private	100%	100%	100%
		Government	---	---	0%**

*\*\*There was 1 Govt. Establishment.*

**EMPLOYMENT DEMOGRAPHICS ■ p. 44**

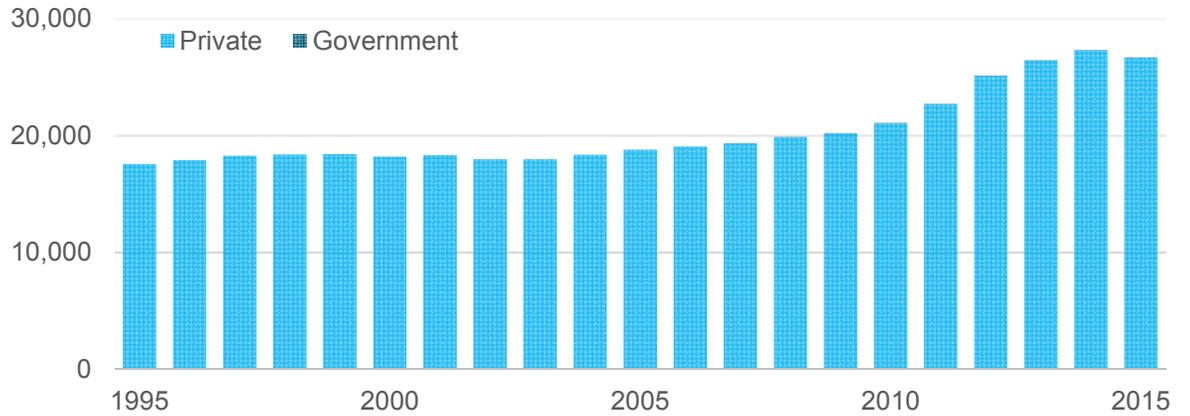
This industry has historically been male-dominated, and a majority of employment has consisted of 25-44 year-olds (44.4 percent in 2005, 44.0 percent in 2015).

**COMPOSITION BY SEX** In 2015, the employment composition was 78.1 percent Male to 21.9 percent Female. For comparison, in 2005, it was 76.7 percent Male to 23.3 percent Female. Both sexes experienced numerical increases, with a significantly higher increase in male workers.

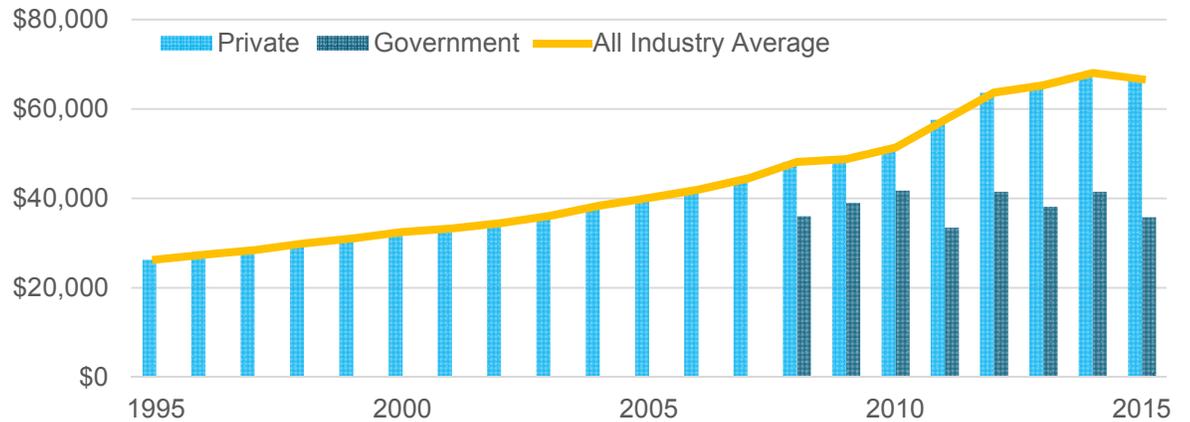
**COMPOSITION BY AGE GROUP** Since 2005, the proportions among all age groups changed by moderate percentages. The largest shifts in proportion were among 14-18 year-olds (-1.2 percent), and 65+ year-olds (+1.3 percent). The age groups with the largest employment shares in the Wholesale Trade industry were 25-44 year-olds (44.0 percent) and 45-64 year-olds (40.3 percent).

**TEN-YEAR CHANGE BY AGE GROUP** From 2005 to 2015, the most significant increases were those among 45-64 year-olds (grew by 46.5 percent) and 25-44 year-olds (grew by 45.4 percent); each of these groups grew numerically in the thousands. The largest increase by percent was among 65+ year-olds (grew by 102.9 percent), though this reflects a numerical change of a few hundred workers.

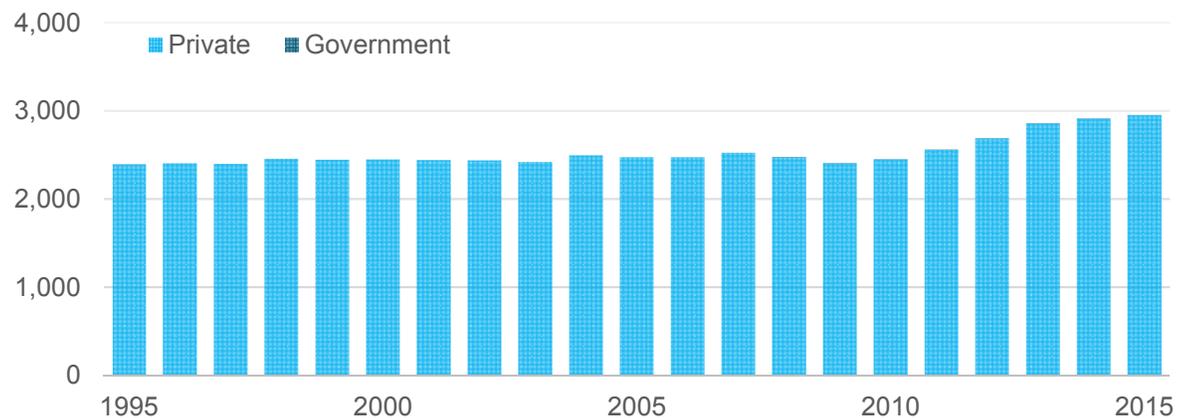
**AVERAGE EMPLOYMENT**



**AVERAGE ANNUAL WAGE**



**ESTABLISHMENTS**

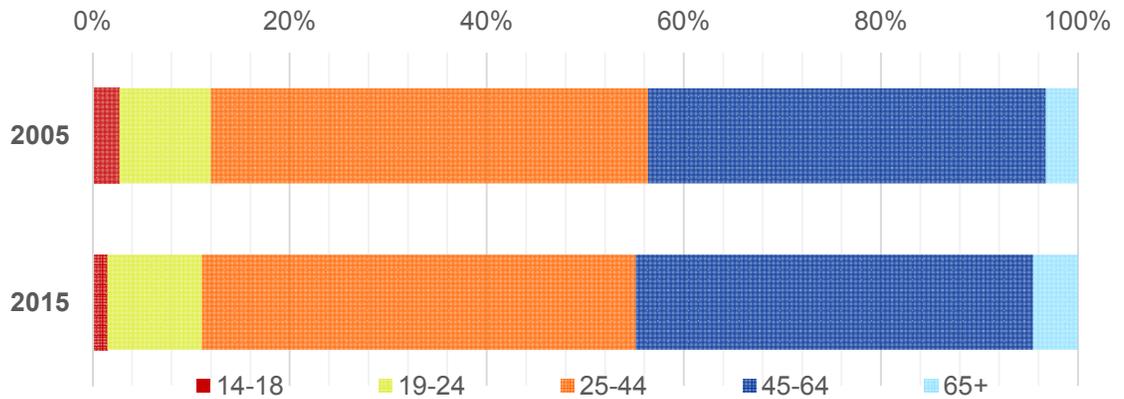


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

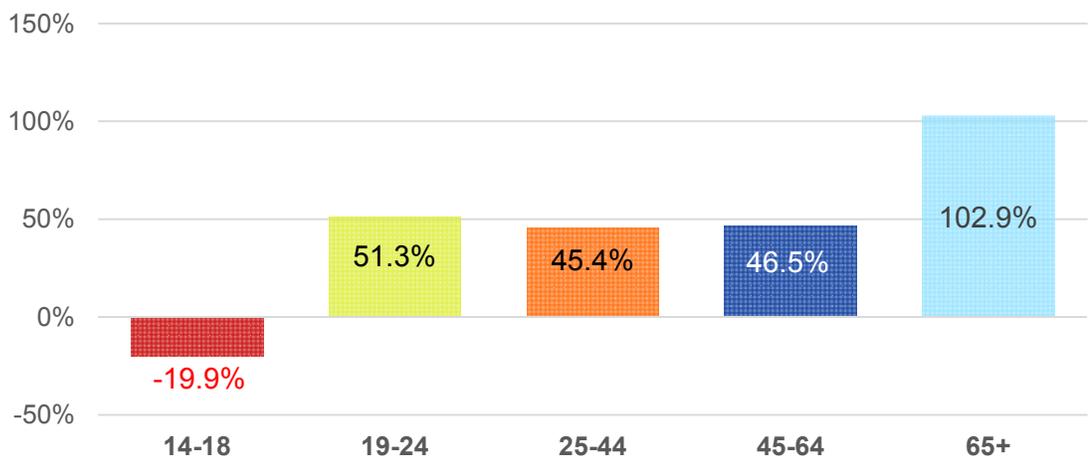
### COMPOSITION BY SEX



### COMPOSITION BY AGE GROUP



### TEN-YEAR CHANGE BY AGE GROUP 2005-2015



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**RETAIL TRADE** ■ p. 46

This industry has exhibited moderate growth within the past 10 years. These figures provide a view of the ancillary effects of the boom (e.g. increased population, higher wages), since this industry includes retailers of both essential and luxury goods (e.g. grocery stores and car dealerships).

AVERAGE EMPLOYMENT	From 1995-2015, average employment in this industry grew by 11,168 (or 28.0 percent). From 2005-2015, employment growth was 8,452 (or 19.9 percent). In 2015, nearly all employment belonged to the private sector (99.5 percent).	1995	2005	2015
		<b>AVG EMP</b>	<b>39,825</b>	<b>42,541</b>
Private	99%	99%	99%	
Government	1%	1%	1%	

AVERAGE ANNUAL WAGE	From 1995-2015, the average wage in this industry grew by \$16,156 (or 110.6 percent). From 2005-2015, wage growth was \$10,626 (or 52.8 percent). In 2015, average wages in the private sector were higher than in government by \$3,333.	1995	2005	2015
		<b>AVG WAGE</b>	<b>\$14,611</b>	<b>\$20,141</b>
Private	\$14,668	\$20,204	\$30,784	
Government	\$8,866	\$13,819	\$27,451	

TOTAL ESTABLISHMENTS	From 1995-2015, total establishments in this industry fell by 372 (or 10.1 percent). From 2005-2015, establishments fell by 112 (or 3.3 percent). In 2015, most establishments belonged to the private sector (99.7 percent).	1995	2005	2015
		<b>TOTAL ESTAB</b>	<b>3,700</b>	<b>3,440</b>
Private	100%	100%	100%	
Government	0%*	0%*	0%*	

\*There were less than 10 Govt. Establishments.

**EMPLOYMENT DEMOGRAPHICS** ■ p. 47

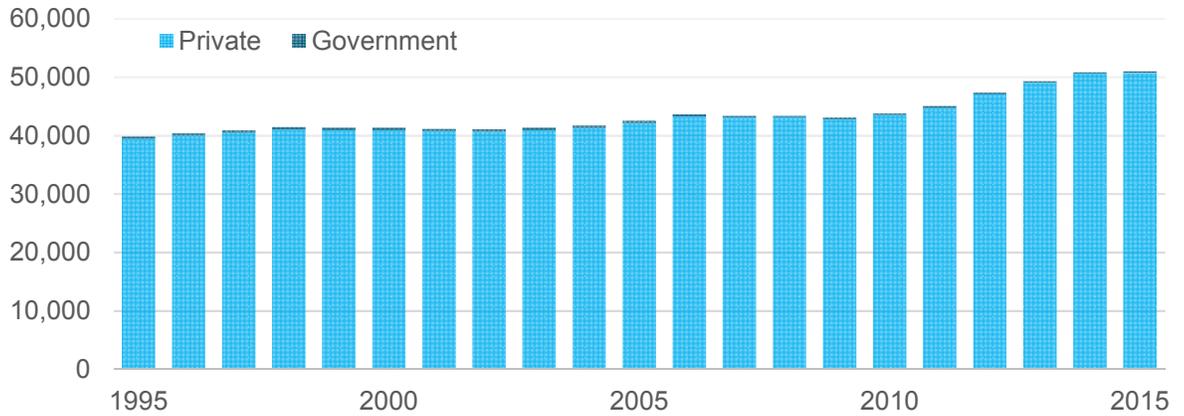
This industry has historically been evenly split between both sexes, and the majority of employment has consisted of 25-44 year-olds (35.6 percent in 2005, 36.8 percent in 2015), though 19-24 year-olds and 45-64 year-olds comprise relatively high proportions as well.

COMPOSITION BY SEX	In 2015, the employment composition was 50.4 percent Male to 49.6 percent Female. For comparison, in 2005, it was 48.4 percent Male to 51.6 percent Female. Both sexes experienced numerical increases, with a slightly higher increase in male workers.
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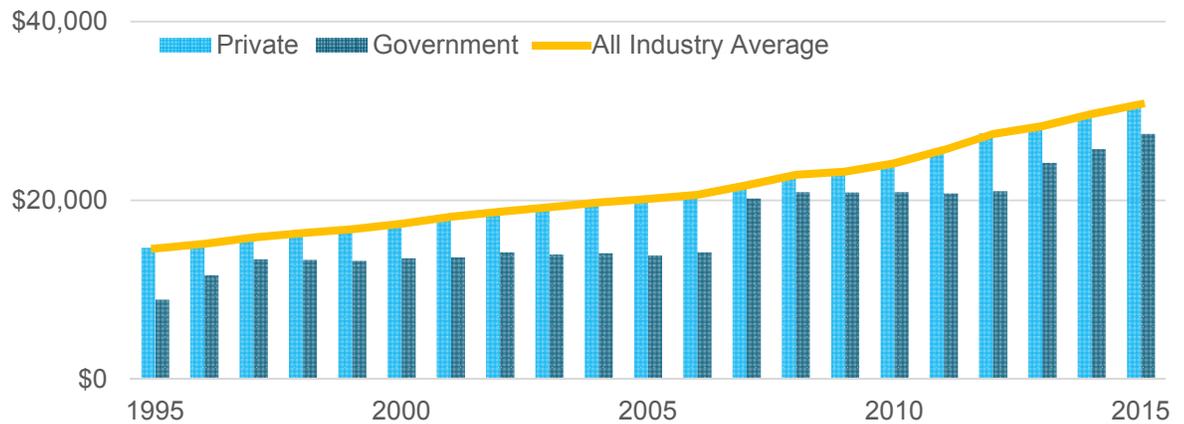
COMPOSITION BY AGE GROUP	Since 2005, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 19-24 year-olds (-3.5 percent), 65+ year-olds (+2.1 percent), and 45-64 year-olds (+2.0 percent). The age groups with the largest employment shares in the Retail Trade industry were 25-44 year-olds (36.8 percent), 45-64 year-olds (30.6 percent), and 19-24 year-olds (19.7 percent).
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TEN-YEAR CHANGE BY AGE GROUP	From 2005 to 2015, the most significant increases were those among 45-64 year-olds (grew by 28.9 percent) and 25-44 year-olds (grew by 24.6 percent), and 65+ year-old workers (grew by 79.8 percent); each of these groups grew numerically by a few thousand.
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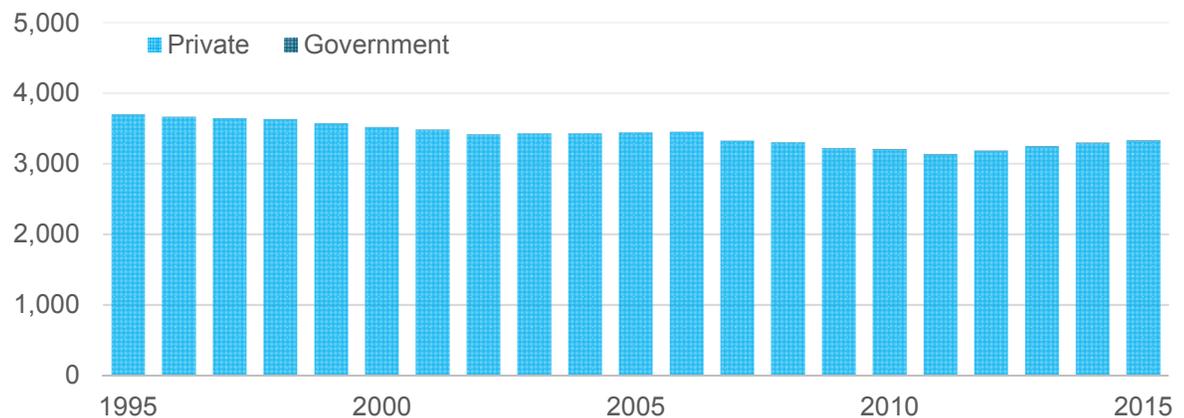
### AVERAGE EMPLOYMENT



### AVERAGE ANNUAL WAGE

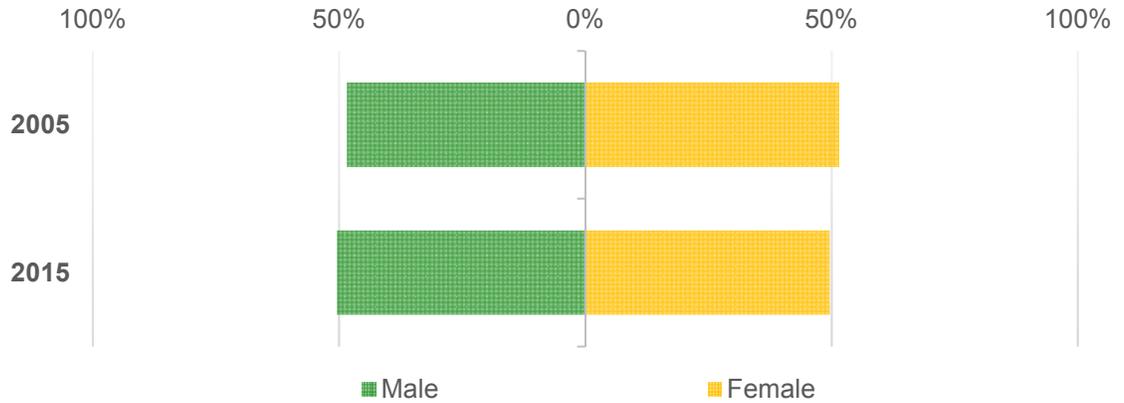


### ESTABLISHMENTS

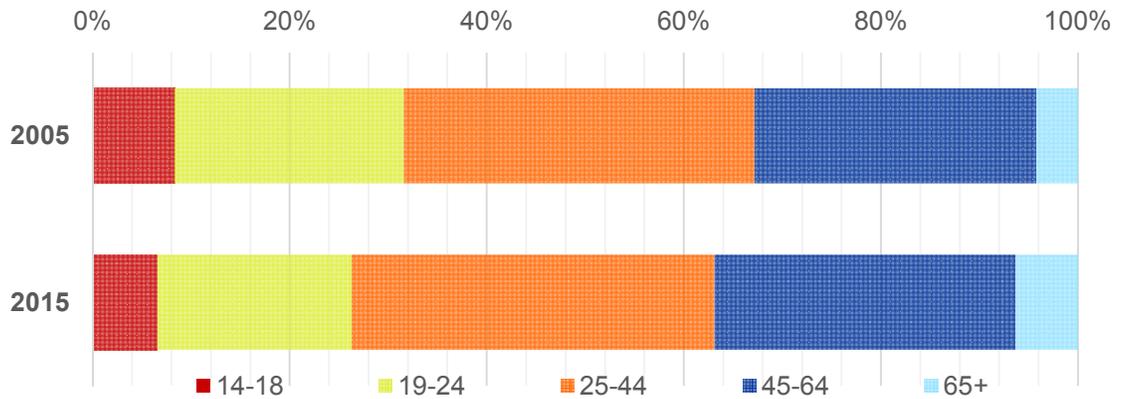


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

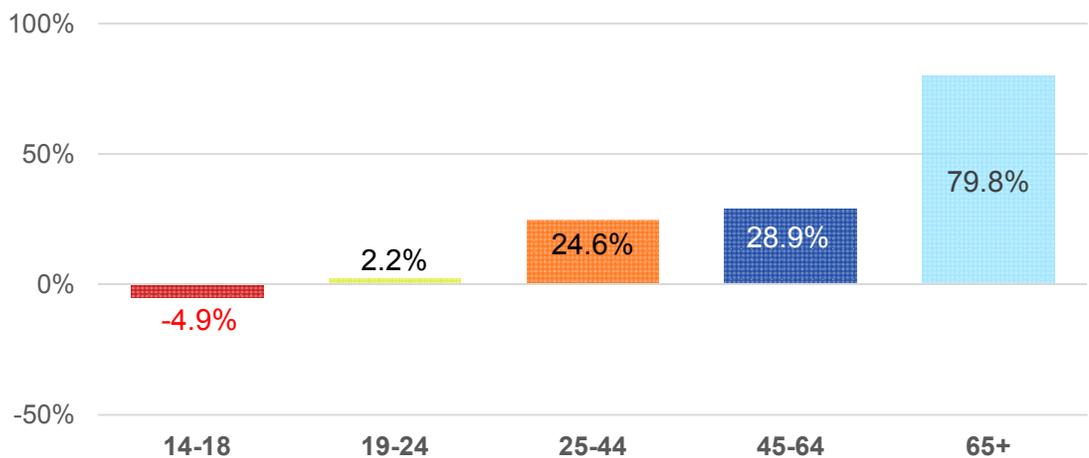
### COMPOSITION BY SEX



### COMPOSITION BY AGE GROUP



### TEN-YEAR CHANGE BY AGE GROUP 2005-2015



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**TRANSPORTATION AND WAREHOUSING** ■ p. 49

This industry is closely tied to the oil and gas sector, and therefore provides an excellent view of the oil boom's powerful impact. The effect is clearly reflected in both the above-average growth in all areas—employment, wages, and establishments—until 2014 and the slight downturn following low oil prices in 2015.

**AVERAGE EMPLOYMENT**

From 1995-2015, average employment in this industry grew by 11,611 (or 109.8 percent). From 2005-2015, employment growth was 11,344 (or 104.6 percent). In 2015, nearly all employment belonged to the private sector (91.9 percent).

	1995	2005	2015
<b>AVG EMP</b>	<b>10,576</b>	<b>10,843</b>	<b>22,187</b>
Private	76%	79%	92%
Government	24%	22%	8%

**AVERAGE ANNUAL WAGE**

From 1995-2015, the average wage in this industry grew by \$37,050 (or 146.6 percent). From 2005-2015, wage growth was \$27,705 (or 80.0 percent). In 2015, average wages in the private sector were higher than in government by \$11,722.

	1995	2005	2015
<b>AVG WAGE</b>	<b>\$25,274</b>	<b>\$34,618</b>	<b>\$62,323</b>
Private	\$23,416	\$32,871	\$63,271
Government	\$31,162	\$40,996	\$51,549

**TOTAL ESTABLISHMENTS**

From 1995-2015, total establishments in this industry grew by 1,529 (or 126.9 percent). From 2005-2015, growth was 1,457 (or 114.1). In 2015, most establishments belonged to the private sector (89.4 percent).

	1995	2005	2015
<b>TOTAL ESTAB</b>	<b>1,205</b>	<b>1,277</b>	<b>2,734</b>
Private	94%	95%	89%
Government	6%	5%	11%

**EMPLOYMENT DEMOGRAPHICS** ■ p. 50

This industry has historically been male-dominated, and a majority of employment has consisted of 25-44 year-olds (43.6 percent in 2005, 42.4 percent in 2015) and 45-64 years-old (42.1 percent in 2005, 44.4 percent in 2015). Because employment has increased drastically, particularly among younger age groups and male workers, the shifts in this industry may help explain demographic shifts in North Dakota's employment as a whole.

**COMPOSITION BY SEX**

In 2015, the employment composition was 83.6 percent Male to 16.4 percent Female. For comparison, in 2005, it was 80.7 percent Male to 19.3 percent Female. Both sexes experienced high numerical increases, with a significantly higher increase in male workers.

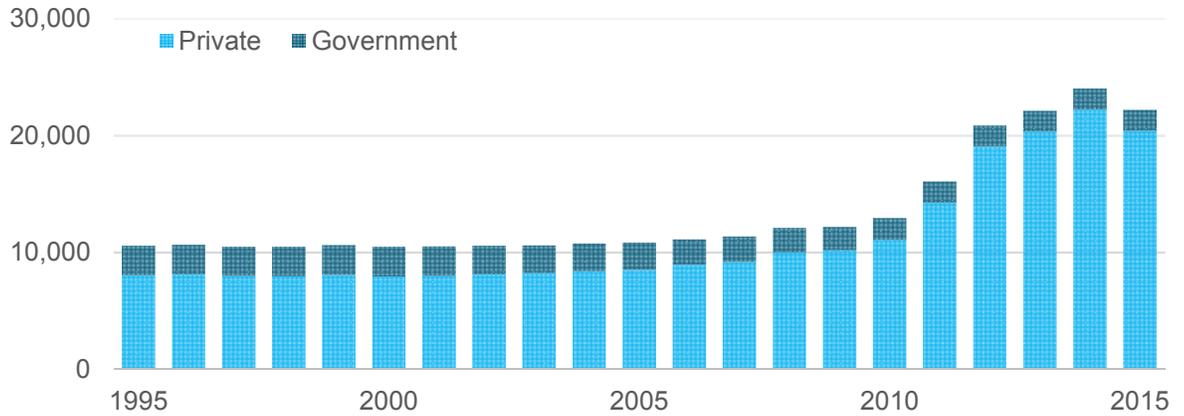
**COMPOSITION BY AGE GROUP**

Since 2005, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 45-64 year-olds (+2.3 percent) and 25-44 year-olds (-1.2 percent). The age group with the largest employment shares in the Transportation and Warehousing industry were 45-64 year-olds (44.4 percent) and 25-44 year-olds (42.4 percent).

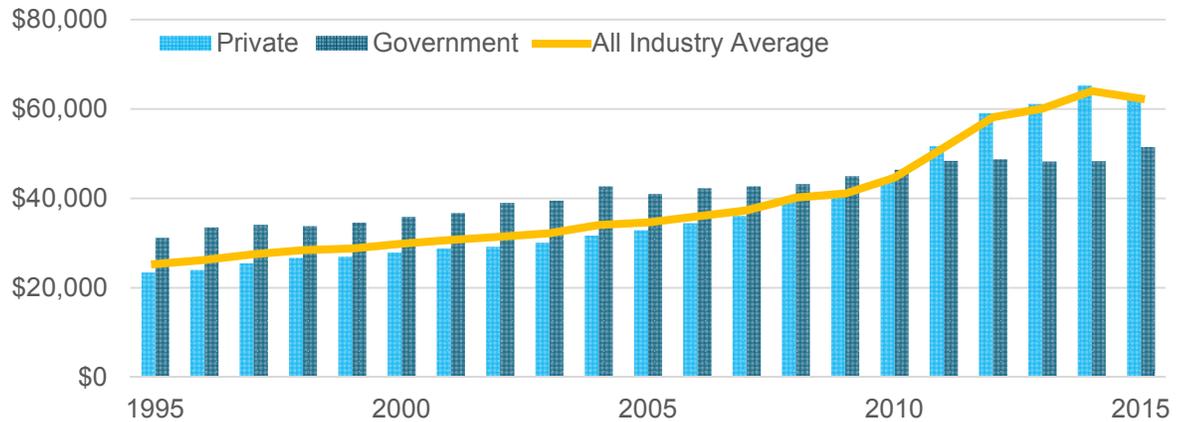
**TEN-YEAR CHANGE BY AGE GROUP**

From 2005 to 2015, the most significant increases were those among 45-64 year-olds (grew by 170.0 percent), 25-44 year-olds (grew by 149.2 percent), and 19-24 year-olds (grew by 150.1 percent); each of these groups grew numerically by a few thousand or less. For the smallest proportional groups (14-18 year-olds, 65+ year-olds), the combined numerical growth was a few hundred workers.

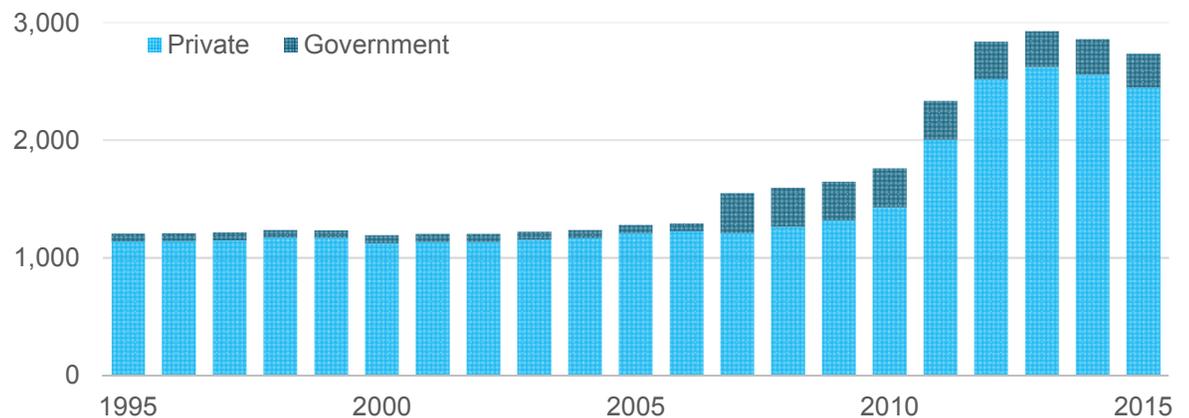
**AVERAGE EMPLOYMENT**



**AVERAGE ANNUAL WAGE**

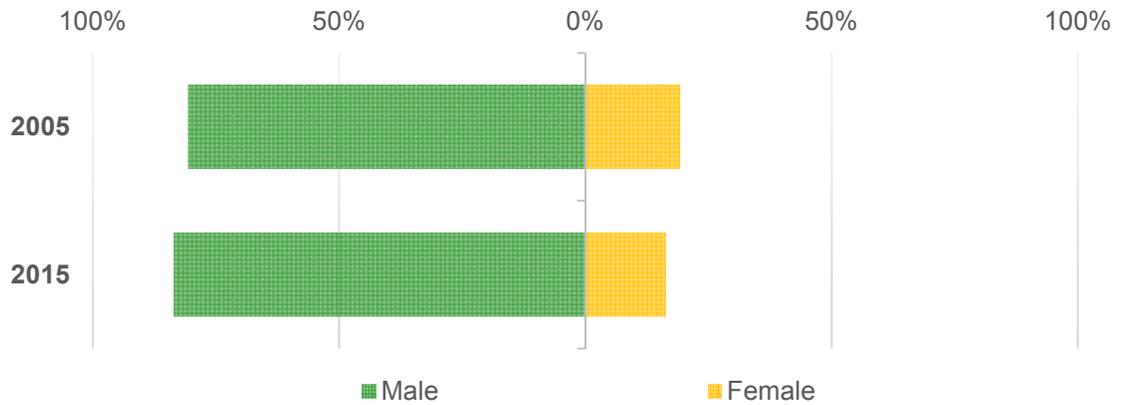


**ESTABLISHMENTS**

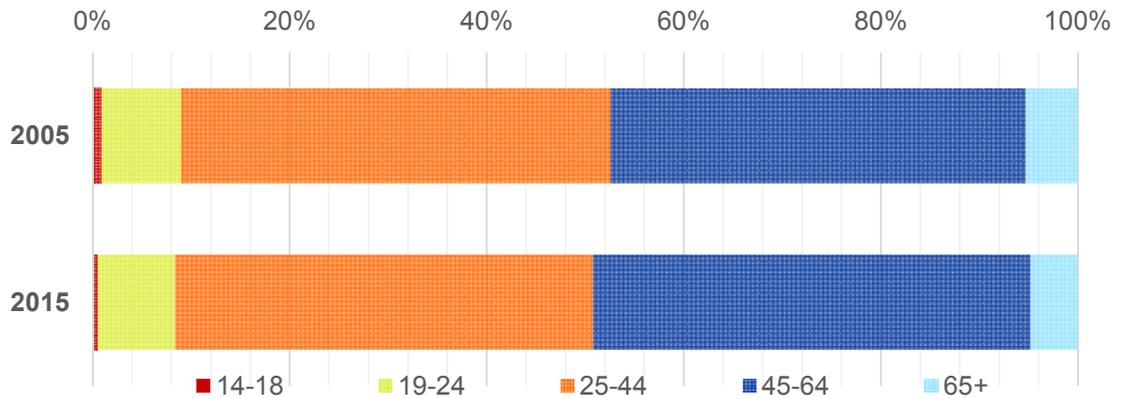


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

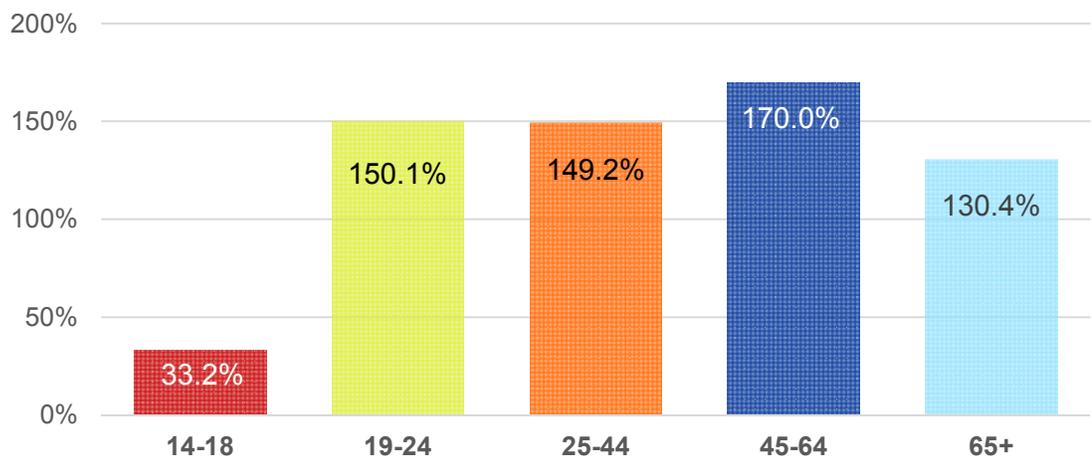
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**INFORMATION** ▪ p. 52

This is the only industry where employment has decreased gradually in recent years, having peaked in 2001 at 8,636 workers. Because this industry includes businesses involved in broadcast media and print publications, one possible explanation for declining employment may be business consolidation and increased use of technology in production.

**AVERAGE EMPLOYMENT**

From 1995-2015, average employment in this industry fell by 433 (or 6.0 percent). From 2005-2015, employment fell by 951 (or 12.2 percent). In 2015, nearly all employment belonged to the private sector (96.8 percent).

	1995	2005	2015
<b>AVG EMP</b>	<b>7,259</b>	<b>7,777</b>	<b>6,826</b>
Private	97%	98%	97%
Government	3%	2%	3%

**AVERAGE ANNUAL WAGE**

From 1995-2015, the average wage in this industry grew by \$35,859 (or 155.8 percent). From 2005-2015, wage growth was \$18,096 (or 44.4 percent). In 2015, average wages in the private sector were higher than in government by \$31,342.

	1995	2005	2015
<b>AVG WAGE</b>	<b>\$23,015</b>	<b>\$40,778</b>	<b>\$58,874</b>
Private	\$23,364	\$41,236	\$59,889
Government	\$11,599	\$12,994	\$28,547

**TOTAL ESTABLISHMENTS**

From 1995-2015, total establishments in this industry fell by 31 (or 6.6 percent). From 2005-2015, establishments fell by 44 (or 9.1 percent). In 2015, most establishments belonged to the private sector (92.0 percent).

	1995	2005	2015
<b>TOTAL ESTAB</b>	<b>471</b>	<b>484</b>	<b>440</b>
Private	92%	93%	92%
Government	8%	7%	8%

**EMPLOYMENT DEMOGRAPHICS** ▪ p. 53

This industry's employment has shifted from a nearly even split between the sexes to a growing, albeit slight, majority of male workers in recent years, and a majority of employment has consisted of 25-44 year-olds (51.9 percent in 2005, 49.8 percent in 2015).

**COMPOSITION BY SEX**

In 2015, the employment composition was 56.8 percent Male to 43.2 percent Female. For comparison, in 2005, it was 51.3 percent Male to 48.7 percent Female. Male workers experienced a small numerical increase, but female workers experienced a more significant numerical decrease.

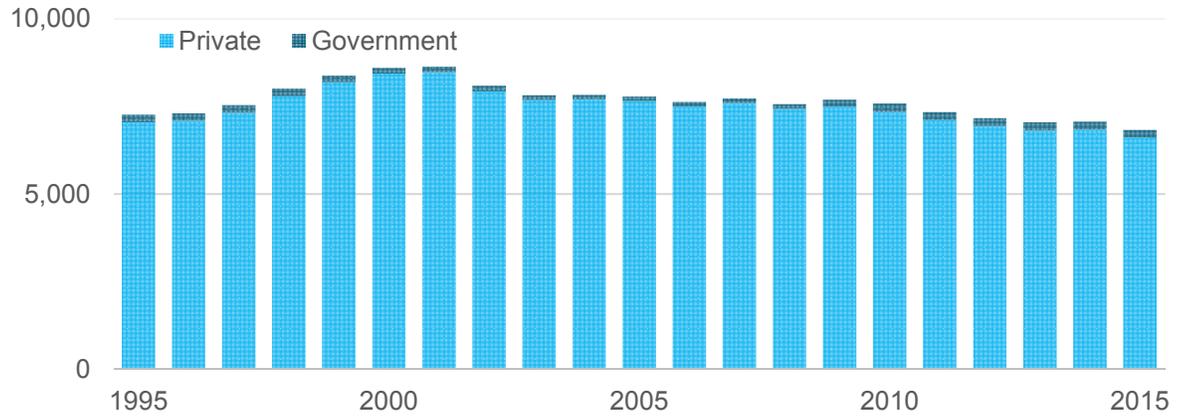
**COMPOSITION BY AGE GROUP**

Since 2005, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 45-64 year-olds (+3.0 percent), 25-44 year-olds (-2.2 percent), and 19-24 year-olds (-2.1 percent). The age groups with the largest employment shares in the Information industry were 25-44 year-olds (49.8 percent) and 45-64 year-olds (35.3 percent).

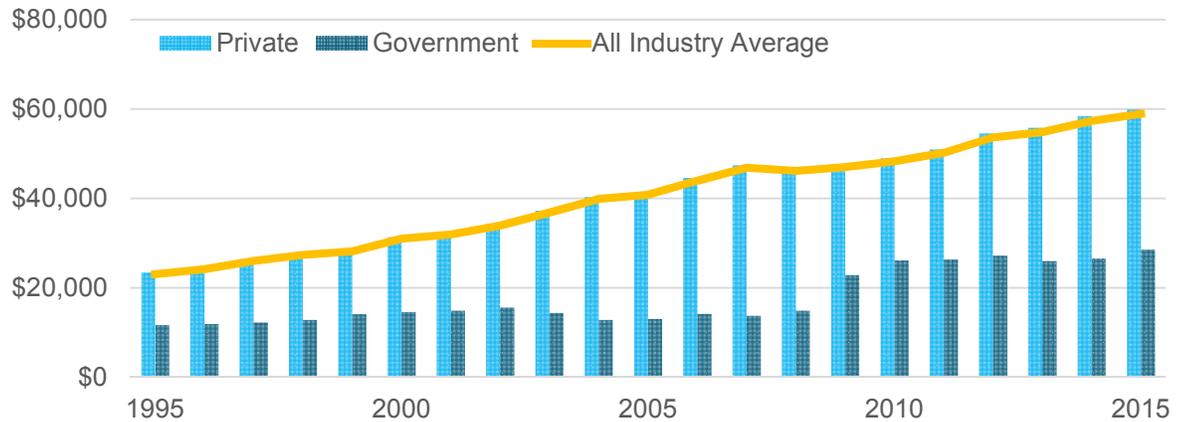
**TEN-YEAR CHANGE BY AGE GROUP**

From 2005 to 2015, the most significant changes were those among 25-44 year-olds (fell by 11.5 percent), 19-24 year-olds (fell by 25.6 percent), and 65+ year-olds (grew by 60.6 percent). Because employment in this industry is small relative to others, the 10-year percent changes reflect numerical changes in the hundreds or less.

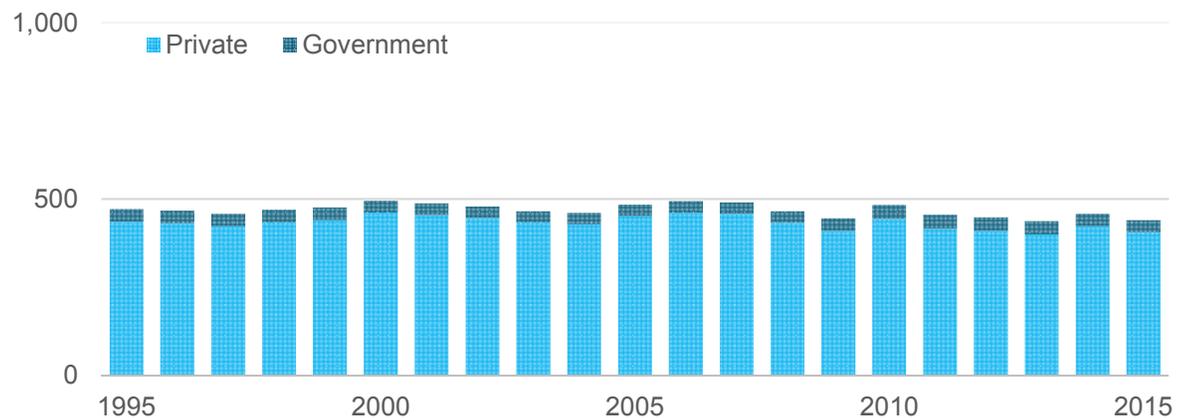
### AVERAGE EMPLOYMENT



### AVERAGE ANNUAL WAGE



### ESTABLISHMENTS

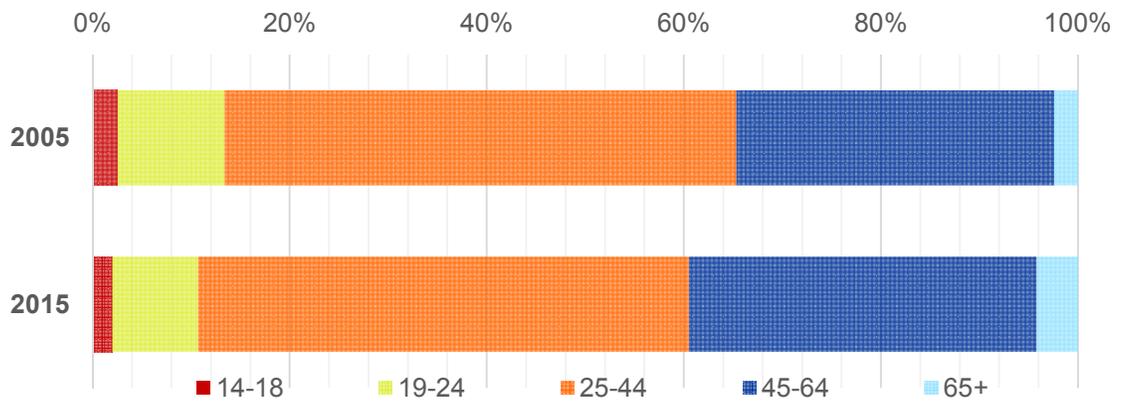


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

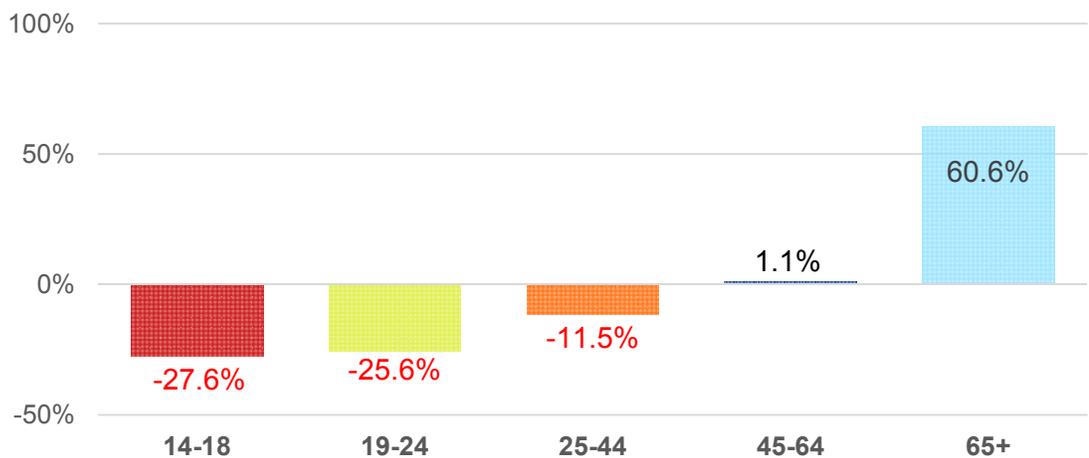
### COMPOSITION BY SEX



### COMPOSITION BY AGE GROUP



### TEN-YEAR CHANGE BY AGE GROUP 2005-2015



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**FINANCE AND INSURANCE** ▪ p. 55

This industry has gradually grown in employment, wages, and establishments over the past 20 years, and it seems to have been relatively insulated by outside factors like the Great Recession or the oil boom.

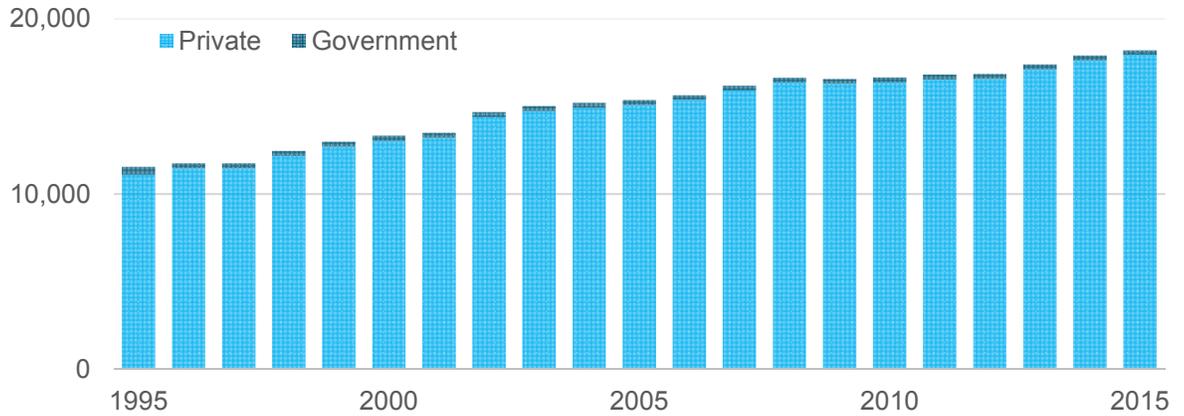
<b>AVERAGE EMPLOYMENT</b>	From 1995-2015, average employment in this industry grew by 6,660 (or 57.7 percent). From 2005-2015, employment growth was 2,845 (or 18.5 percent). In 2015, nearly all employment belonged to the private sector (98.5 percent).		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>AVG EMP</b>	<b>11,547</b>	<b>15,362</b>	<b>18,207</b>
		Private	96%	98%	99%
		Government	4%	2%	2%
<b>AVERAGE ANNUAL WAGE</b>	From 1995-2015, the average wage in this industry grew by \$32,000 (or 116.8 percent). From 2005-2015, wage growth was \$20,651 (or 53.3 percent). In 2015, average wages in the government were higher than in the private sector by \$11,741.		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>AVG WAGE</b>	<b>\$27,409</b>	<b>\$38,759</b>	<b>\$59,409</b>
		Private	\$27,251	\$38,698	\$59,230
		Government	\$31,298	\$41,930	\$70,971
<b>TOTAL ESTABLISHMENTS</b>	From 1995-2015, total establishments in this industry grew by 481 (or 31.3 percent). From 2005-2015, growth was 214 (or 11.8 percent). In 2015, most establishments belonged to the private sector (99.5 percent).		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>TOTAL ESTAB</b>	<b>1,539</b>	<b>1,806</b>	<b>2,020</b>
		Private	97%	99%	99%
		Government	3%	1%	1%

**EMPLOYMENT DEMOGRAPHICS** ▪ p. 56

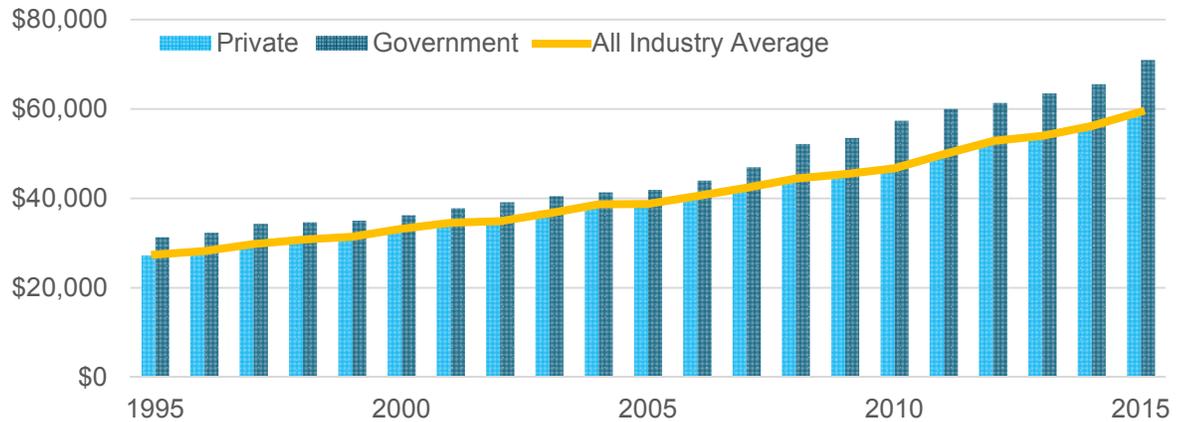
This industry has historically been female-dominated, and the majority of employment has consisted of 25-44 year-olds (49.5 percent in 2005, 47.4 percent in 2015).

<b>COMPOSITION BY SEX</b>	In 2015, the employment composition was 32.1 percent Male to 67.9 percent Female. For comparison, in 2005, it was 29.0 percent Male to 71.0 percent Female. Both sexes experienced relatively similar and moderate numerical increases.
<b>COMPOSITION BY AGE GROUP</b>	Since 2005, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 45-64 year-olds (+2.9 percent), 25-44 year-olds (-2.1 percent), and 19-24 year-olds (-2.1 percent). The age groups with the largest employment shares in the Finance and Insurance industry were 25-44 year-olds (47.4 percent) and 45-64 year-olds (40.4 percent).
<b>TEN-YEAR CHANGE BY AGE GROUP</b>	From 2005 to 2015, the most significant changes were those among 45-64 year-olds (grew by 28.0 percent), 25-44 year-olds (grew by 13.8 percent), and each of these groups grew by about a thousand workers. The largest increase by percent was among 65+ year-olds (95.1 percent), though this reflects a numerical increase of only a few hundred workers.

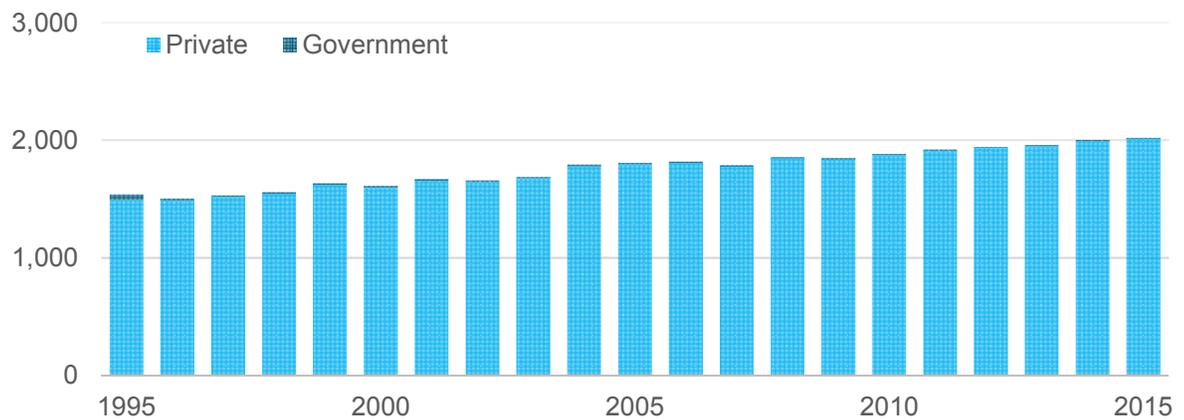
### AVERAGE EMPLOYMENT



### AVERAGE ANNUAL WAGE

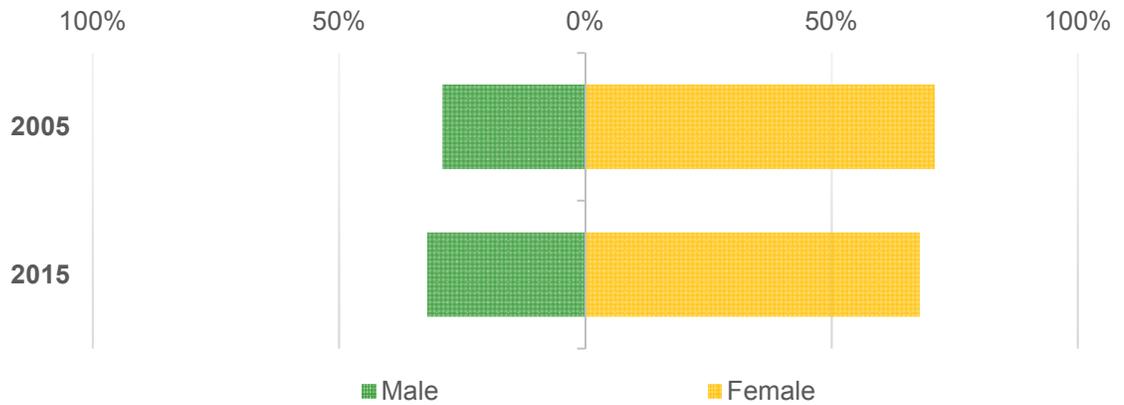


### ESTABLISHMENTS

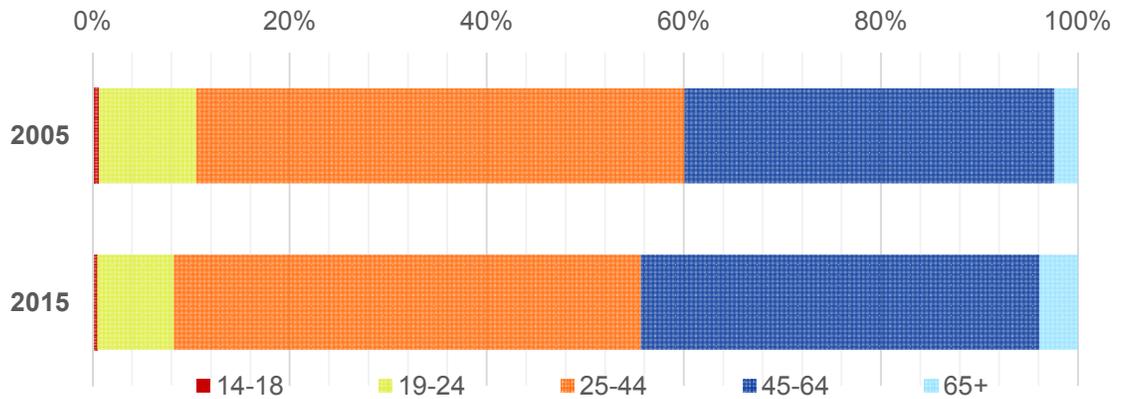


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

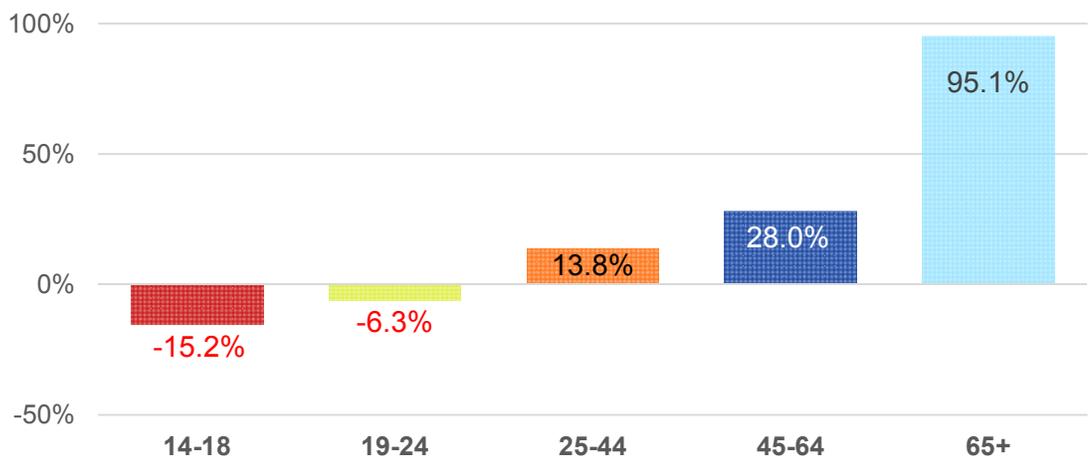
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**REAL ESTATE AND RENTAL AND LEASING ■ p. 58**

This industry has some affiliation with the oil and gas sector (e.g. businesses renting heavy equipment), though it is not closely tied to it. The figures reflect strong growth in all areas, specifically within the past 10 years, and provide a mixed view of the effects of the oil boom, since some businesses in this industry are tied to oil and gas extraction and others are tied to the ancillary effects of increased population and wealth.

<b>AVERAGE EMPLOYMENT</b>	From 1995-2015, average employment in this industry grew by 2,941 (or 92.0 percent). From 2005-2015, employment growth was 2,395 (or 64.0 percent). In 2015, nearly all employment belonged to the private sector (92.0 percent).		1995	2005	2015
		<b>AVG EMP</b>			<b>3,197</b>
		Private	96%	87%	92%
		Government	4%	13%	8%

<b>AVERAGE ANNUAL WAGE</b>	From 1995-2015, the average wage in this industry grew by \$40,943 (or 287.7 percent). From 2005-2015, wage growth was \$32,554 (or 143.9 percent). In 2015, average wages in the private sector were higher than in government by \$19,423.		1995	2005	2015
		<b>AVG WAGE</b>			<b>\$14,230</b>
		Private	\$14,148	\$22,149	\$56,717
		Government	\$16,320	\$25,818	\$37,294

<b>TOTAL ESTABLISHMENTS</b>	From 1995-2015, total establishments in this industry grew by 421 (or 55.3 percent). From 2005-2015, growth was 344 (or 41.1 percent). In 2015, most establishments belonged to the private sector (97.6 percent).		1995	2005	2015
		<b>TOTAL ESTAB</b>			<b>761</b>
		Private	97%	97%	98%
		Government	3%	3%	2%

**EMPLOYMENT DEMOGRAPHICS ■ p. 59**

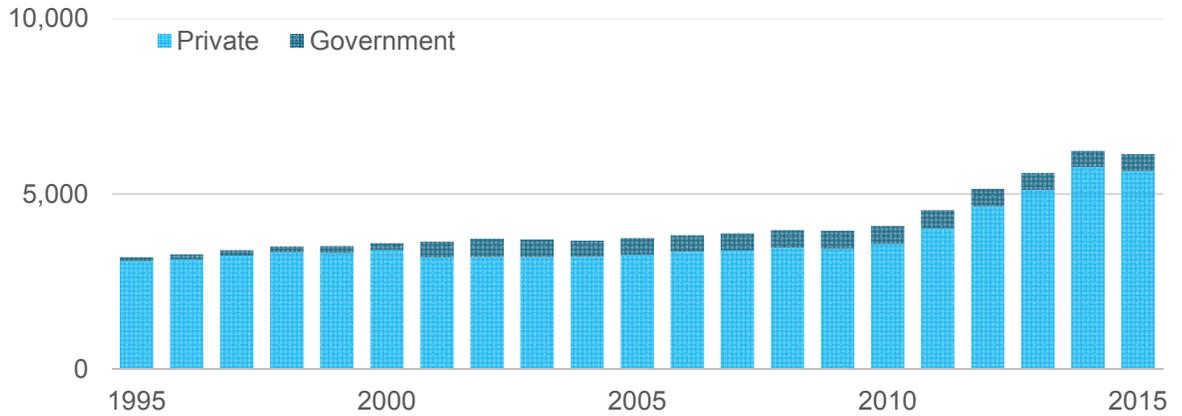
This industry's employment has shifted from a nearly even split between the sexes to a growing majority of male workers in recent years. A majority of employment has consisted of 25-44 year-olds (37.7 percent in 2005, 44.0 percent in 2015) and 45-64 year-olds (36.6 percent in 2005, 36.6 percent in 2015).

<b>COMPOSITION BY SEX</b>	In 2015, the employment composition was 64.1 percent Male to 35.9 percent Female. For comparison, in 2005, it was 52.1 percent Male to 47.9 percent Female. Both sexes experienced numerical increases, with a much higher increase in male workers.
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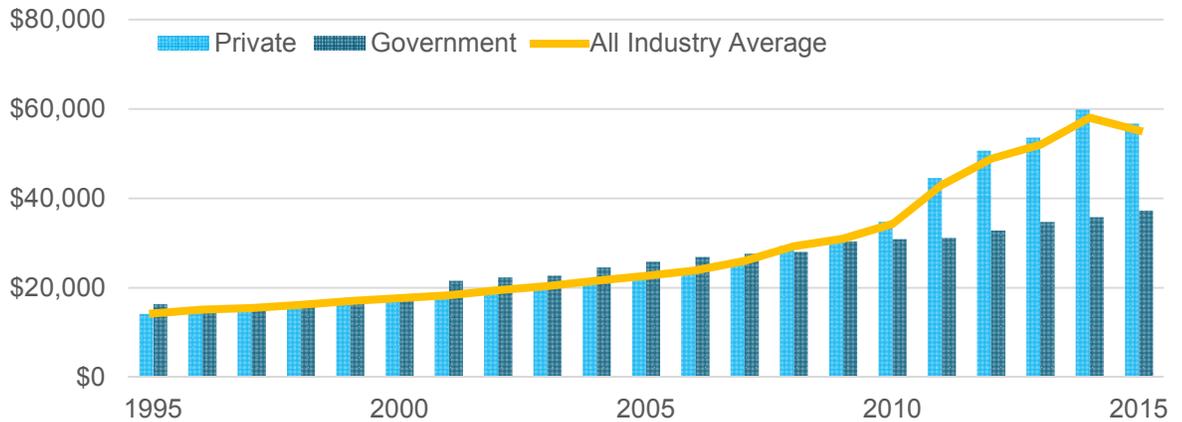
<b>COMPOSITION BY AGE GROUP</b>	Since 2005, the proportions among all age groups changed by moderate percentages. The largest shifts in proportion were among 25-44 year-olds (+6.3 percent), 19-24 year-olds (-2.8 percent), and 14-18 year-olds (-2.4 percent). The age groups with the largest employment shares in the Real Estate and Rental and Leasing industry were 25-44 year-olds (44.0 percent) and 45-64 year-olds (36.6 percent).
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<b>TEN-YEAR CHANGE BY AGE GROUP</b>	From 2005 to 2015, the most significant increases were those among 25-44 year-olds (grew by 100.2 percent) and 45-64-year-olds (grew by 71.3 percent); each of these groups grew numerically by about a thousand workers. Because employment growth in this industry is small relative to others, the 10-year percent changes reflect numerical changes of a few hundred workers or less.
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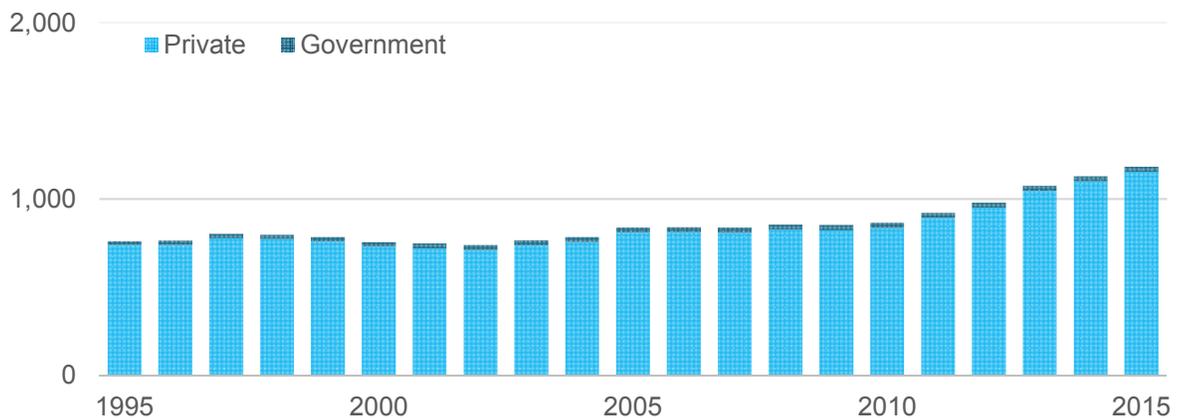
**AVERAGE EMPLOYMENT**



**AVERAGE ANNUAL WAGE**



**ESTABLISHMENTS**

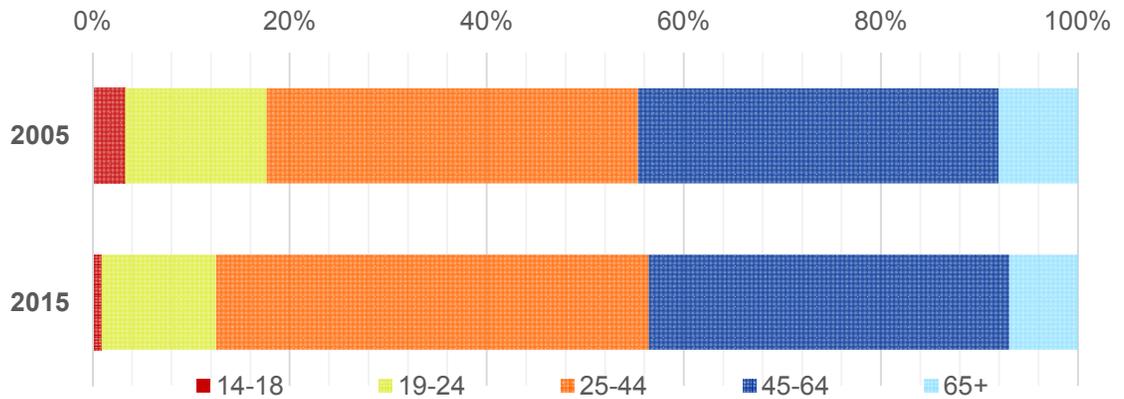


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

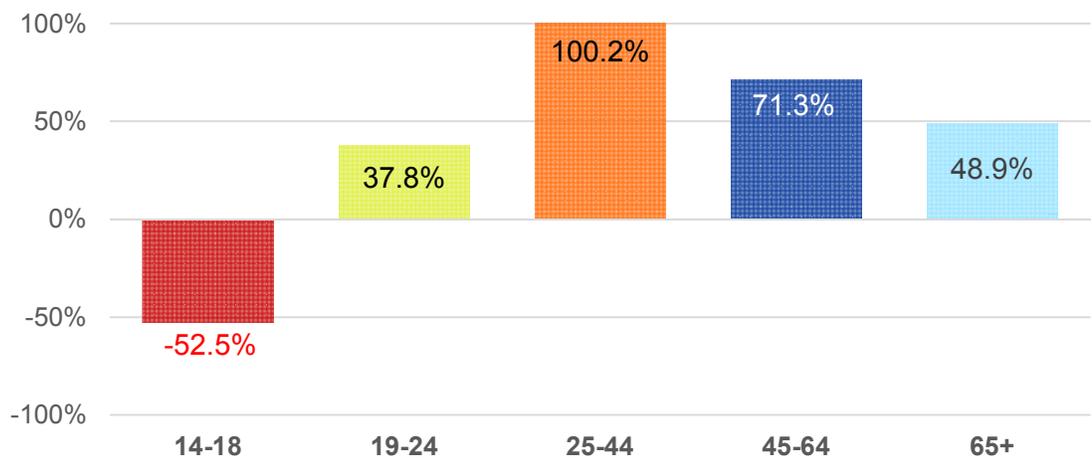
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**PROFESSIONAL AND TECHNICAL SERVICES** ▪ p. 61

This industry exhibits impacts by both the Great Recession and the oil boom. Employment reached a high of 13,631 workers in 2008 and subsequently dipped to a low of 12,727 in 2010. In recent years, employment has grown beyond 2008 levels, likely due to increased demand for engineers, surveyors, and consultants for oil and gas extraction.

**AVERAGE EMPLOYMENT**

From 1995-2015, average employment in this industry grew by 10,635 (or 148.9 percent). From 2005-2015, employment growth was 6,268 (or 54.5 percent). In 2015, nearly all employment belonged to the private sector (95.9 percent).

	1995	2005	2015
<b>AVG EMP</b>	<b>7,143</b>	<b>11,510</b>	<b>17,778</b>
Private	93%	94%	96%
Government	7%	7%	4%

**AVERAGE ANNUAL WAGE**

From 1995-2015, the average wage in this industry grew by \$42,469 (or 155.5 percent). From 2005-2015, wage growth was \$32,191 (or 85.7 percent). In 2015, average wages in government were higher than in the private sector by \$336.

	1995	2005	2015
<b>AVG WAGE</b>	<b>\$27,304</b>	<b>\$37,582</b>	<b>\$69,773</b>
Private	\$27,949	\$38,507	\$69,759
Government	\$18,238	\$24,288	\$70,095

**TOTAL ESTABLISHMENTS**

From 1995-2015, total establishments in this industry grew by 1,838 (or 130.4 percent). From 2005-2015, growth was 1,223 (or 60.4 percent). In 2015, most establishments belonged to the private sector (98.6 percent).

	1995	2005	2015
<b>TOTAL ESTAB</b>	<b>1,409</b>	<b>2,024</b>	<b>3,247</b>
Private	99%	99%	99%
Government	1%	1%	1%

**EMPLOYMENT DEMOGRAPHICS** ▪ p. 62

This industry's employment has shifted from a nearly even split between the sexes to a growing majority of male workers in recent years. The majority of employment has consisted of 25-44 year-olds (50.8 percent in 2005, 52.2 percent in 2015).

**COMPOSITION BY SEX**

In 2015, the employment composition was 58.3 percent Male to 41.7 percent Female. For comparison, in 2005, it was 50.5 percent Male to 49.5 percent Female. Both sexes experienced numerical increases, with a much higher increase in male workers

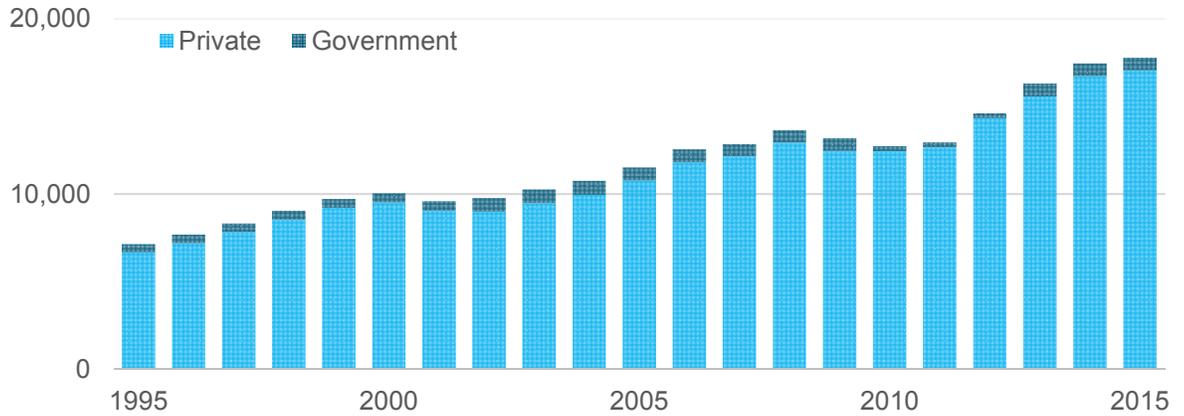
**COMPOSITION BY AGE GROUP**

Since 2005, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 19-24 year-olds (-4.0 percent), 45-64 year-olds (+1.6 percent), and 25-44 year-olds (+1.4 percent). The age groups with the largest employment shares in the Professional and Technical Services industry were 25-44 year-olds (52.2 percent) and 45-64 year-olds (33.1 percent).

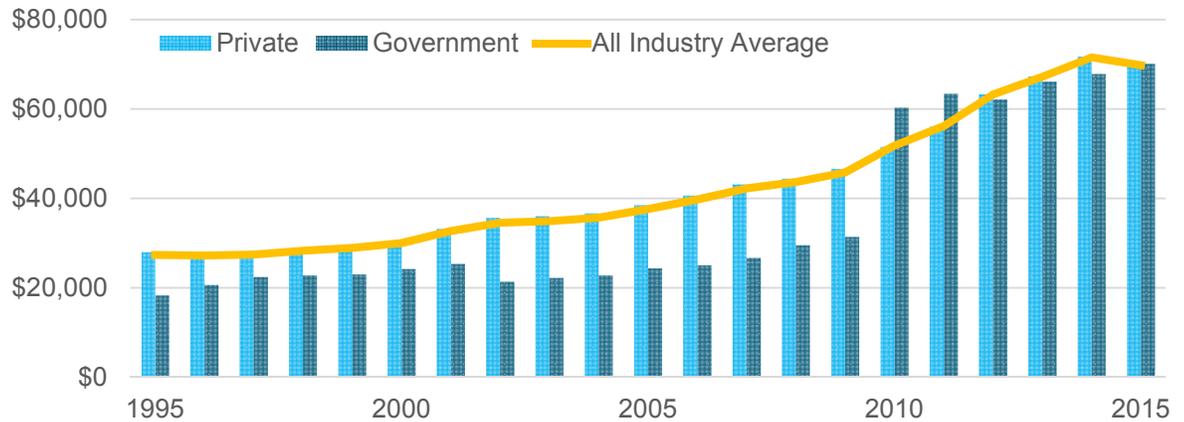
**TEN-YEAR CHANGE BY AGE GROUP**

From 2005 to 2015, the most significant changes were those among 25-44 year-olds (grew by 67.1 percent) and 45-64 year-olds (grew by 70.9 percent); each of these groups grew numerically by a few thousand workers. The largest increase by percent was among 65+ year-olds (grew by 190.2 percent), which reflects a change of a few hundred workers.

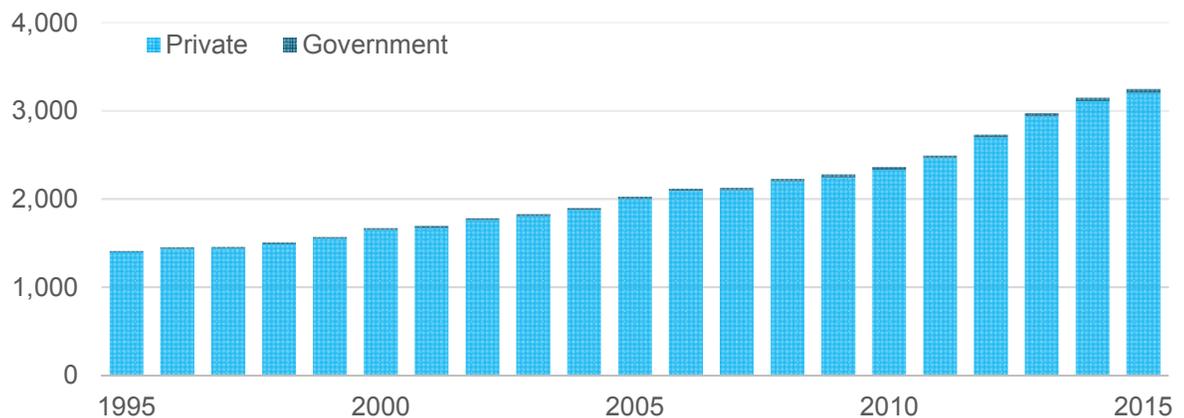
**AVERAGE EMPLOYMENT**



**AVERAGE ANNUAL WAGE**



**ESTABLISHMENTS**

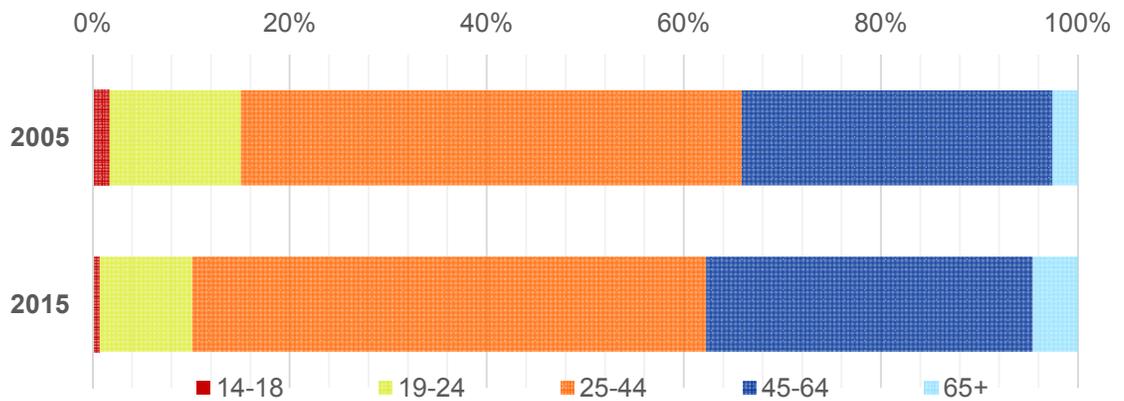


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

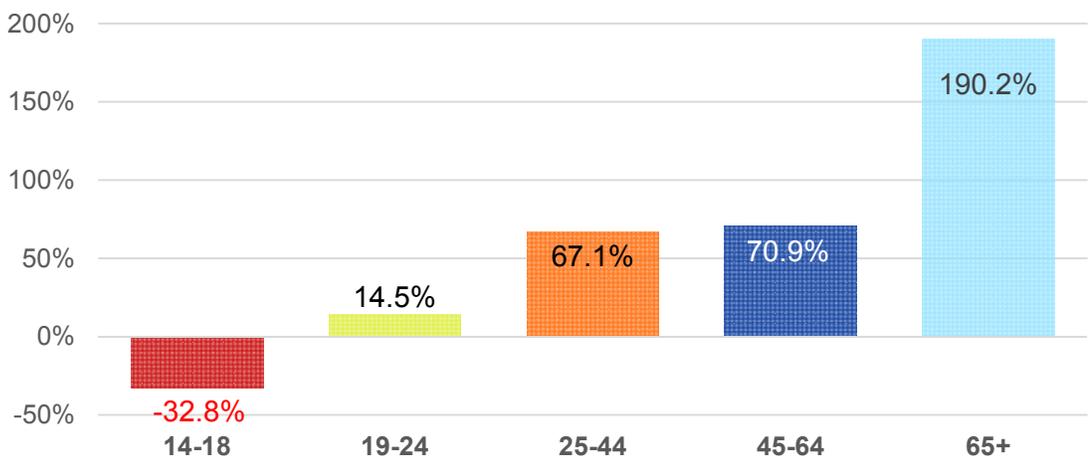
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**MANAGEMENT OF COMPANIES AND ENTERPRISES** ▪ p. 64

This industry has grown steadily since 2001, and seems to have been insulated from the effects of both the Great Recession and the oil boom. This is the only industry where all businesses belonged to the private sector from 1995-2015.

<b>AVERAGE EMPLOYMENT</b>	From 1995-2015, average employment in this industry grew by 3,861 (or 262.3 percent). From 2005-2015, employment growth was 2,050 (or 62.4 percent). In 2015, all employment belonged to the private sector.		1995	2005	2015
		<b>AVG EMP</b>			1,472
		Private	100%	100%	100%
		Government	---	---	---

<b>AVERAGE ANNUAL WAGE</b>	From 1995-2015, the average wage in this industry grew by \$39,218 (or 92.9 percent). From 2005-2015, wage growth was \$31,332 (or 62.5 percent).		1995	2005	2015
		<b>AVG WAGE</b>			\$42,215
		Private	\$42,215	\$50,101	\$81,433
		Government	---	---	---

<b>TOTAL ESTABLISHMENTS</b>	From 1995-2015, total establishments in this industry grew by 108 (or 145.9 percent). From 2005-2015, growth was 87 (or 91.6). In 2015, all establishments belonged to the private sector.		1995	2005	2015
		<b>TOTAL ESTAB</b>			74
		Private	100%	100%	100%
		Government	---	---	---

**EMPLOYMENT DEMOGRAPHICS** ▪ p. 65

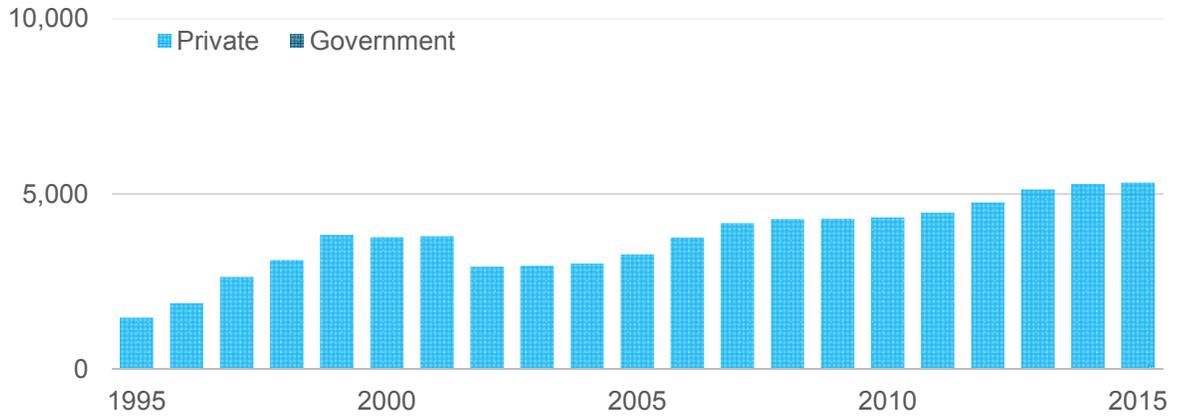
This industry has historically been evenly split between both sexes, and the majority of employment has consisted of 25-44 year-olds (42.8 percent in 2005, 47.8 percent in 2015) and 45-64 year-olds (44.8 percent in 2005, 37.9 percent in 2015).

<b>COMPOSITION BY SEX</b>	In 2015, the employment composition was 52.0 percent Male to 48.0 percent Female. For comparison, in 2005, it was 51.2 percent Male to 48.8 percent Female. Both sexes experienced relatively similar and moderate numerical increases.
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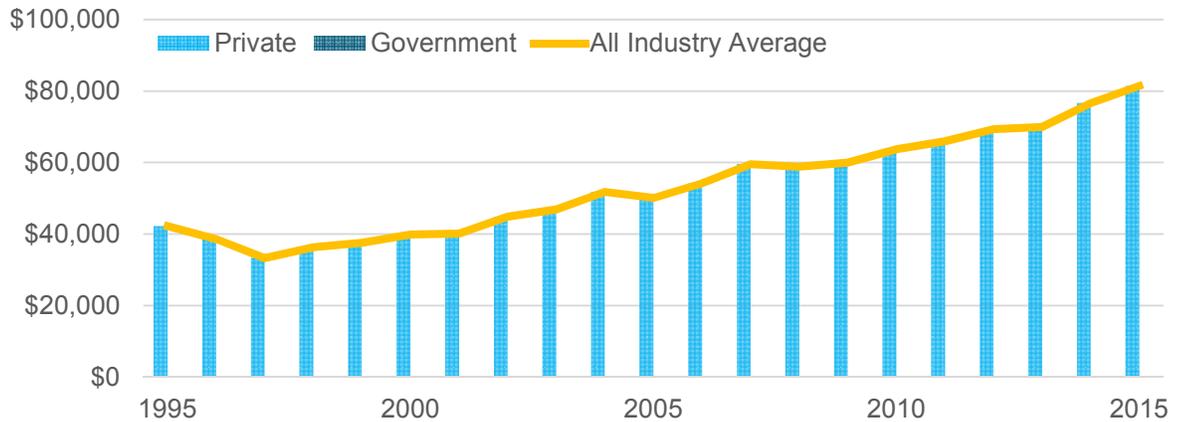
<b>COMPOSITION BY AGE GROUP</b>	Since 2005, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 45-64 year-olds (-6.9 percent) and 25-44 year-olds (+4.9 percent). The age groups with the largest employment shares in the Management of Companies and Enterprises industry were 25-44 year-olds (47.8 percent) and 45-64 year-olds (37.9 percent).
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<b>TEN-YEAR CHANGE BY AGE GROUP</b>	From 2005 to 2015, the most significant increases were those among 25-44 year-olds (grew by 86.3 percent) and 45-64 year-olds (grew by 41.2 percent). Each of these groups grew numerically by about a thousand or less workers. The largest increase by percent was among 65+ year-olds (grew by 175.7 percent), which reflects a change of just over a hundred workers.
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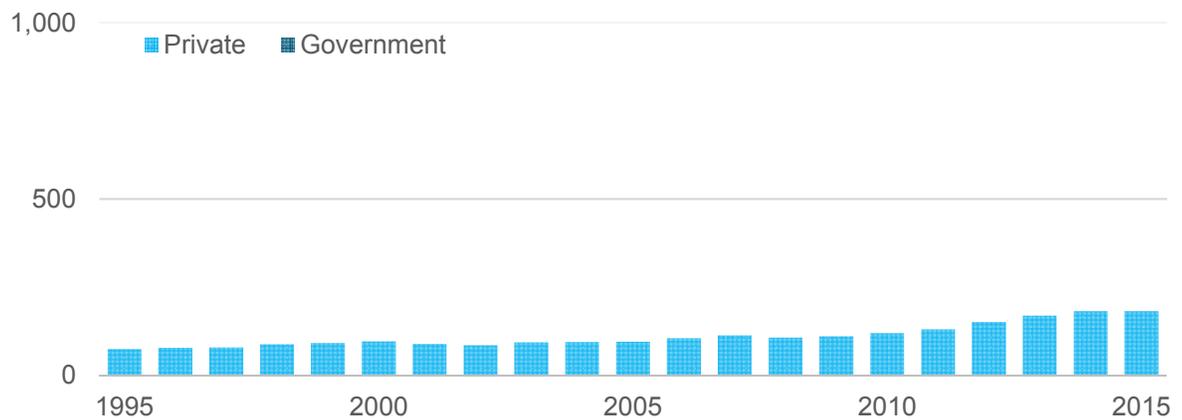
**AVERAGE EMPLOYMENT**



**AVERAGE ANNUAL WAGE**



**ESTABLISHMENTS**

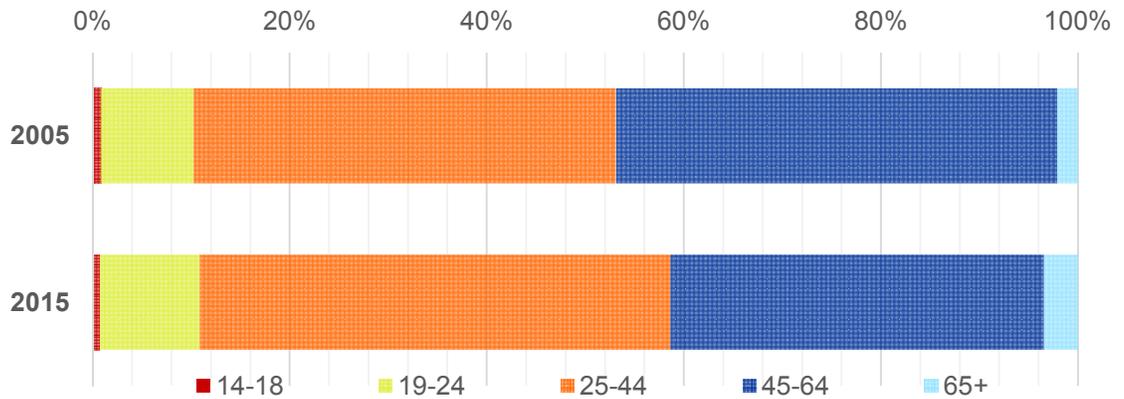


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

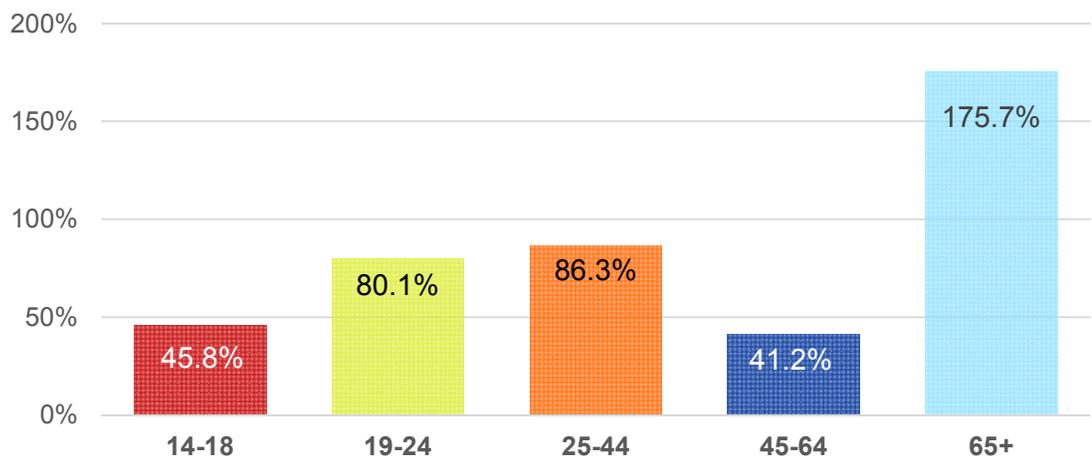
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**ADMINISTRATIVE AND WASTE SERVICES** ▪ p. 67

This industry exhibits changes that coincided with both the Great Recession and the recent oil boom. A likely explanation for the fluctuation 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).

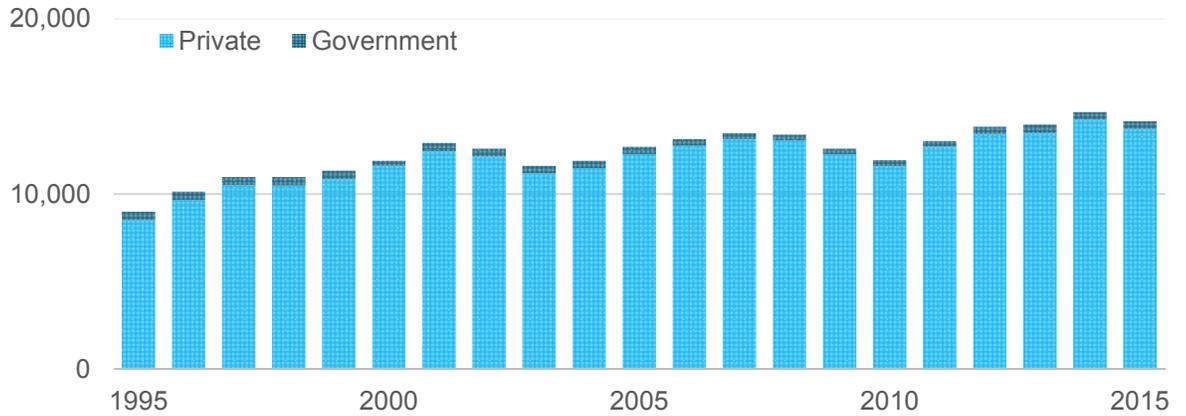
		1995	2005	2015
<b>AVERAGE EMPLOYMENT</b>	From 1995-2015, average employment in this industry grew by 5,148 (or 57.3 percent). From 2005-2015, employment growth was 1,444 (or 11.4 percent). In 2015, nearly all employment belonged to the private sector (97.0 percent).			
	<b>AVG EMP</b>	<b>8,991</b>	<b>12,695</b>	<b>14,139</b>
	Private	95%	97%	97%
	Government	5%	3%	3%
<b>AVERAGE ANNUAL WAGE</b>	From 1995-2015, the average wage in this industry grew by \$22,419 (or 178.3 percent). From 2005-2015, wage growth was \$14,746 (or 72.8 percent). In 2015, average wages in government were higher than in the private sector by \$2,959.			
	<b>AVG WAGE</b>	<b>\$12,574</b>	<b>\$20,248</b>	<b>\$34,994</b>
	Private	\$11,887	\$19,871	\$34,905
	Government	\$24,621	\$31,471	\$37,864
<b>TOTAL ESTABLISHMENTS</b>	From 1995-2015, total establishments in this industry grew by 754 (or 81.1 percent). From 2005-2015, growth was 431 (or 34.4 percent). In 2015, most establishments belonged to the private sector (99.0 percent).			
	<b>TOTAL ESTAB</b>	<b>930</b>	<b>1,253</b>	<b>1,684</b>
	Private	98%	98%	99%
	Government	2%	2%	1%

**EMPLOYMENT DEMOGRAPHICS** ▪ p. 68

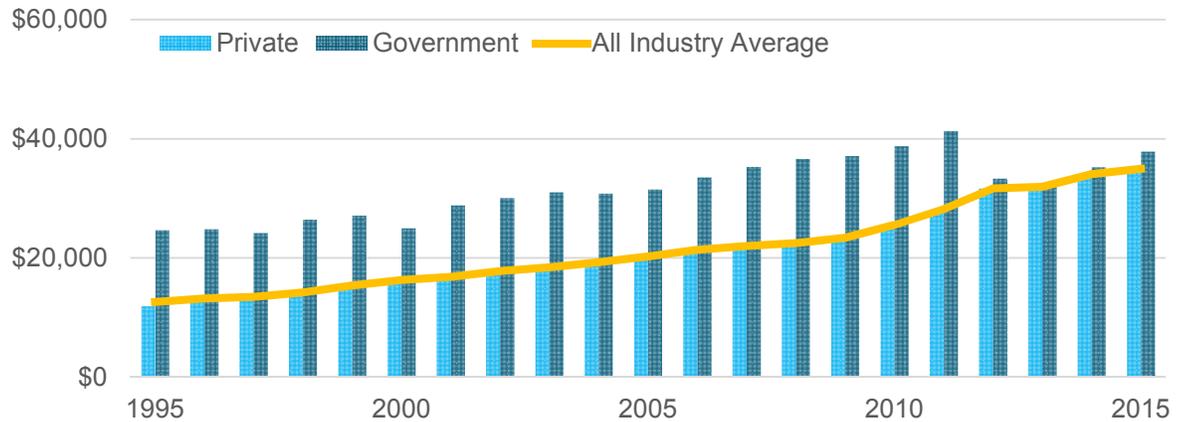
This industry's employment has shifted from a nearly even split between the sexes to a growing majority of male workers in recent years. A majority of employment has consisted of 25-44 year-olds (43.3 percent in 2005, 45.6 percent in 2015).

<b>COMPOSITION BY SEX</b>	In 2015, the employment composition was 57.1 percent Male to 42.9 percent Female. For comparison, in 2005, it was 48.1 percent Male to 51.9 percent Female. Male workers experienced numerical increases, while female workers experienced a slight decrease.
<b>COMPOSITION BY AGE GROUP</b>	Since 2005, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 19-24 year-olds (-7.2 percent) and 45-64 year-olds (+5.6 percent). The age groups with the largest employment shares in the Administrative and Waste Services industry were 25-44 year-olds (45.6 percent) and 45-64 year-olds (34.6 percent).
<b>TEN-YEAR CHANGE BY AGE GROUP</b>	From 2005 to 2015, the most significant increases were those among 45-64 year-olds (grew by 33.2 percent) and 25-44 year-olds (grew by 17.6 percent); each of these groups grew numerically by just over a thousand workers. The largest increase by percent was among 65+ year-olds (grew by 53.5 percent), which reflects a change of a couple hundred workers.

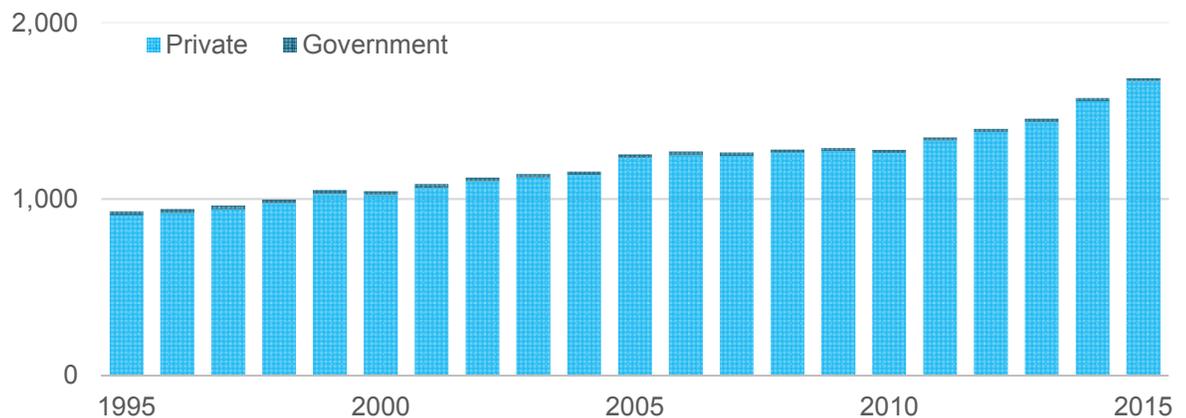
**AVERAGE EMPLOYMENT**



**AVERAGE ANNUAL WAGE**

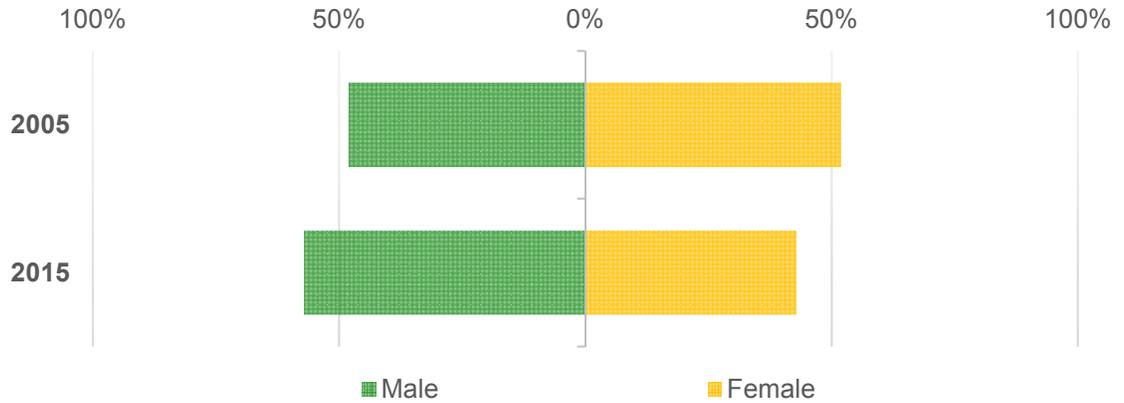


**ESTABLISHMENTS**

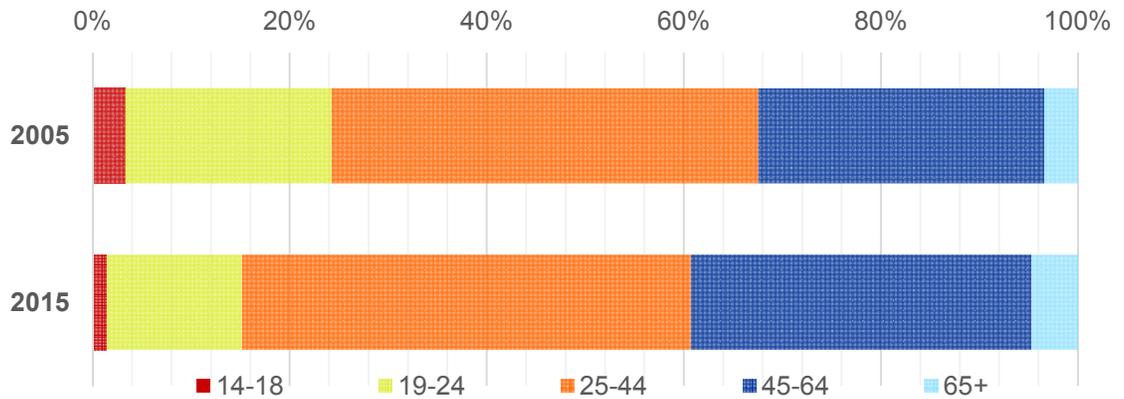


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

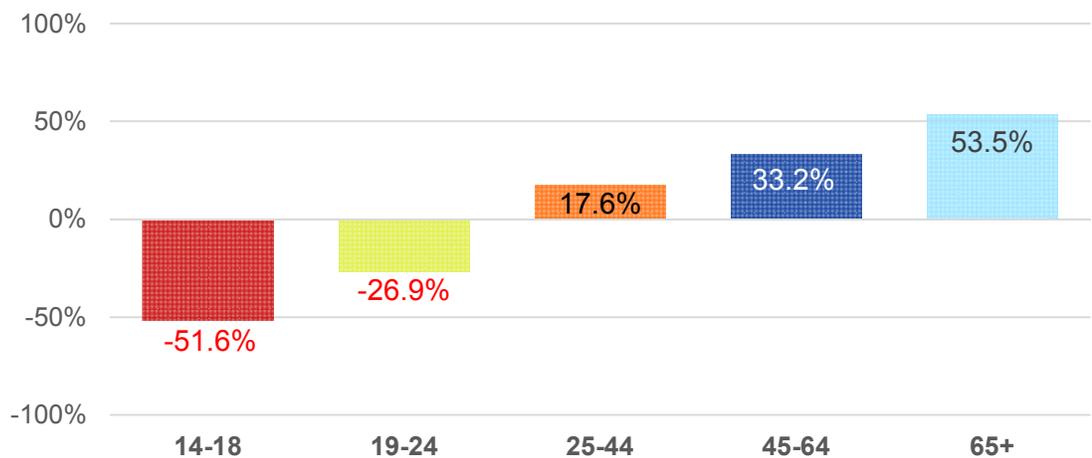
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**EDUCATIONAL SERVICES** ▪ p. 70

This industry is one of a few dominated by government ownership because it mainly consists of public schools and universities. The figures reflect growth over the past 20 years, with particularly strong growth in the past 10 years. The growth in this industry provides a view of the ancillary effects of the boom (like increased population).

**AVERAGE EMPLOYMENT**

From 1995-2015, average employment in this industry grew by 7,621 (or 28.8 percent). From 2005-2015, employment growth was 4,164 (or 13.9 percent). In 2015, nearly all employment belonged to the government (93.1 percent).

	1995	2005	2015
<b>AVG EMP</b>	<b>26,457</b>	<b>29,914</b>	<b>34,078</b>
Private	8%	5%	7%
Government	93%	95%	93%

**AVERAGE ANNUAL WAGE**

From 1995-2015, the average wage in this industry grew by \$21,849 (or 99.6 percent). From 2005-2015, wage growth was \$13,339 (or 43.8 percent). In 2015, average wages in government were higher than in the private sector by \$12,911.

	1995	2005	2015
<b>AVG WAGE</b>	<b>\$21,935</b>	<b>\$30,445</b>	<b>\$43,784</b>
Private	\$19,609	\$23,903	\$31,770
Government	\$22,123	\$30,781	\$44,681

**TOTAL ESTABLISHMENTS**

From 1995-2015, total establishments in this industry grew by 41 (or 10.2 percent). From 2005-2015, growth was 43 (or 10.8 percent). In 2015, more than half of all establishments belonged to the government (55.0 percent).

	1995	2005	2015
<b>TOTAL ESTAB</b>	<b>401</b>	<b>399</b>	<b>442</b>
Private	28%	34%	45%
Government	72%	66%	55%

**EMPLOYMENT DEMOGRAPHICS** ▪ p. 71

This industry has historically been female-dominated, and the majority of employment has consisted of 45-64 year-olds (51.1 percent in 2005, 45.5 percent in 2015) and 25-44 year-olds (38.2 percent in 2005, 40.5 percent in 2015).

**COMPOSITION BY SEX**

In 2015, the employment composition 31.4 percent Male to 68.6 percent Female. For comparison, in 2005, it was 33.1 percent Male to 66.9 percent Female. Both sexes experienced numerical increases, with a much higher increase in female workers.

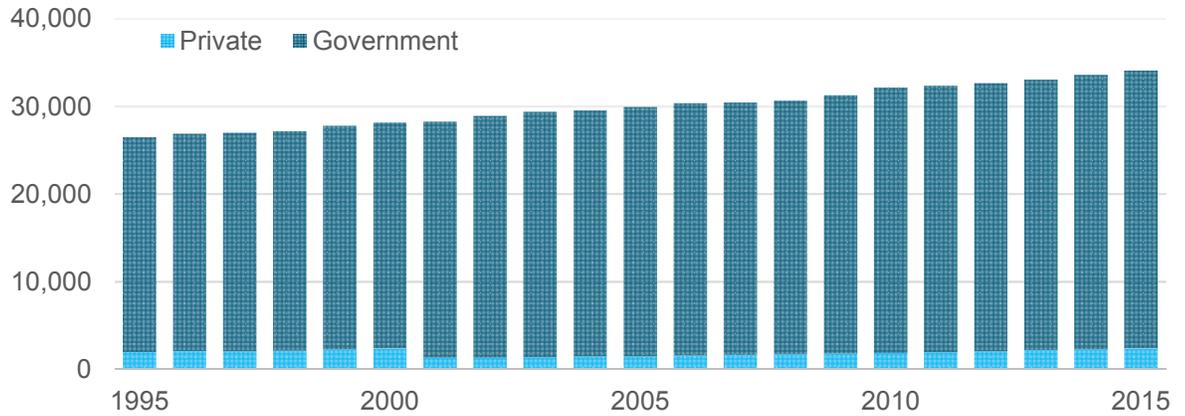
**COMPOSITION BY AGE GROUP**

Since 2005, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 45-64 year-olds (-5.6 percent), 65+ year-olds (+3.2 percent), and 25-44 year-olds (+2.2 percent). The age groups with the largest employment shares in the Educational Services industry were 45-64 year-olds (45.5 percent) and 25-44 year-olds (40.5 percent).

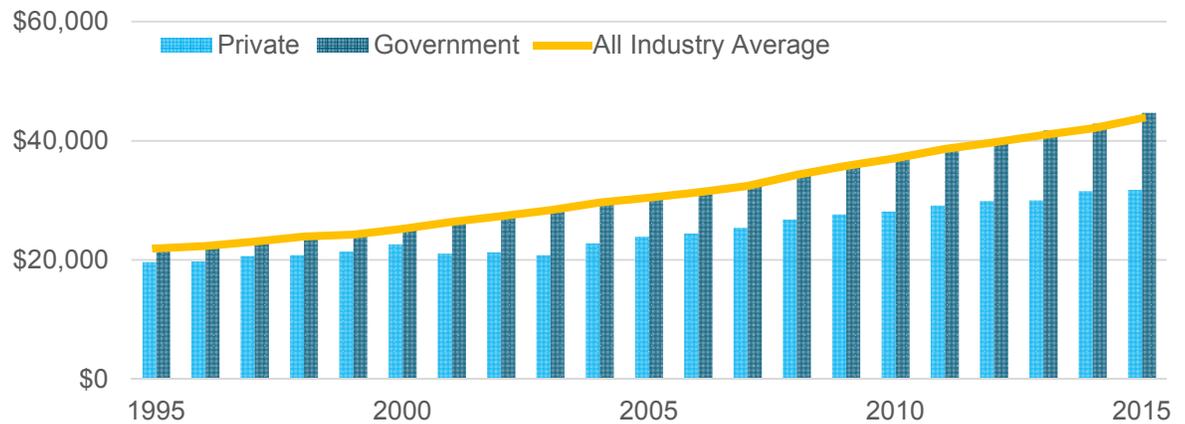
**TEN-YEAR CHANGE BY AGE GROUP**

From 2005 to 2015, the most significant changes were those among 25-44 year-olds (grew by 18.9 percent) and 65+ year-olds (grew by 92.3 percent). Each of these groups grew numerically by a thousand or more workers. All other age groups changed numerically by a few hundred workers or less.

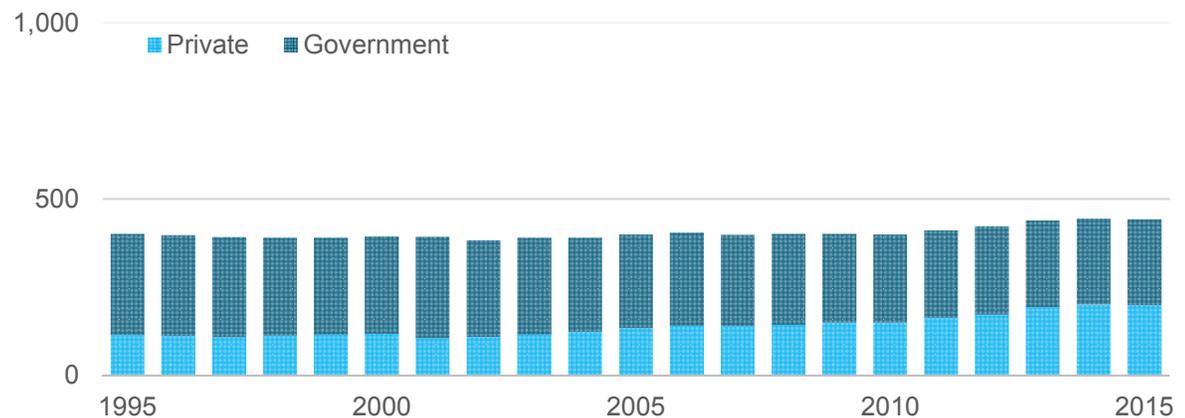
**AVERAGE EMPLOYMENT**



**AVERAGE ANNUAL WAGE**

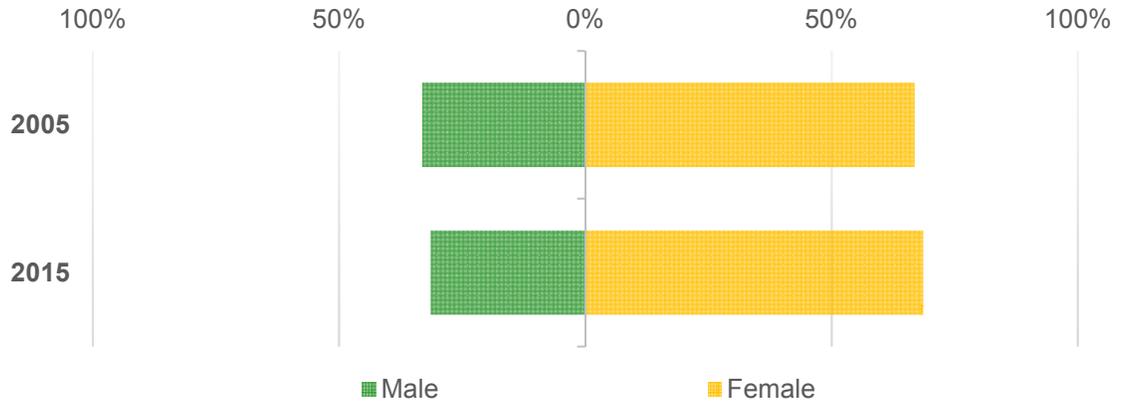


**ESTABLISHMENTS**

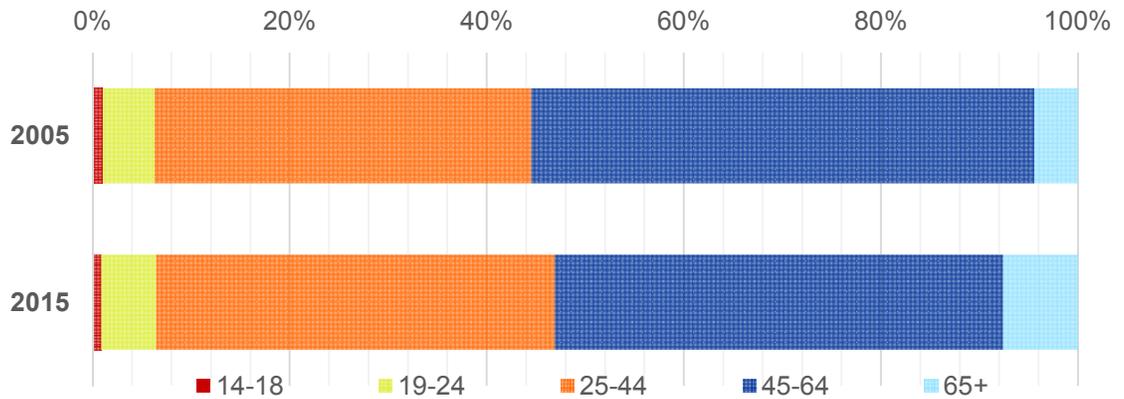


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

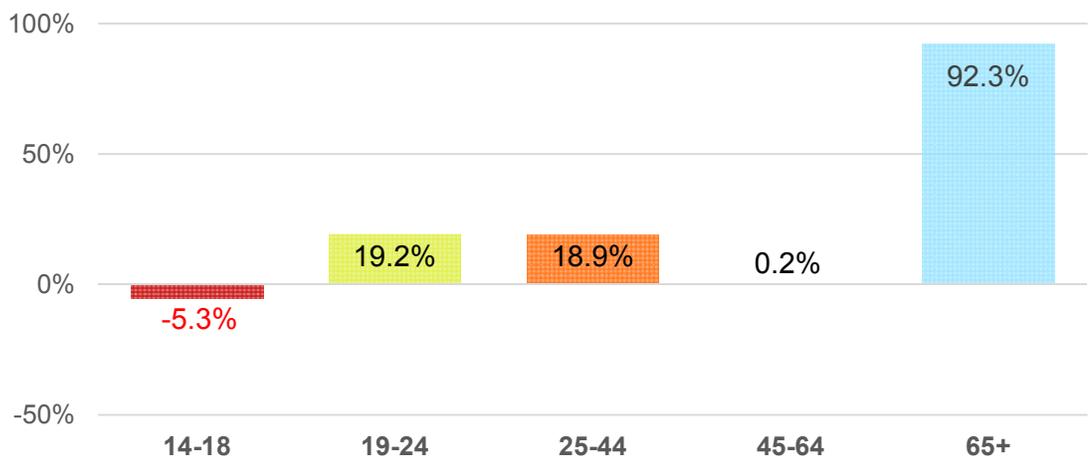
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**HEALTH CARE AND SOCIAL ASSISTANCE ▪ p. 73**

This is the largest industry for employment, so changes in any area have a weighted effect on North Dakota's employment, wage, and establishment figures. The figures reflect growth over the past 20 years, with particularly strong growth in the past 10 years. The growth in this industry provides a view of the ancillary effects of the oil boom (e.g. increased population).

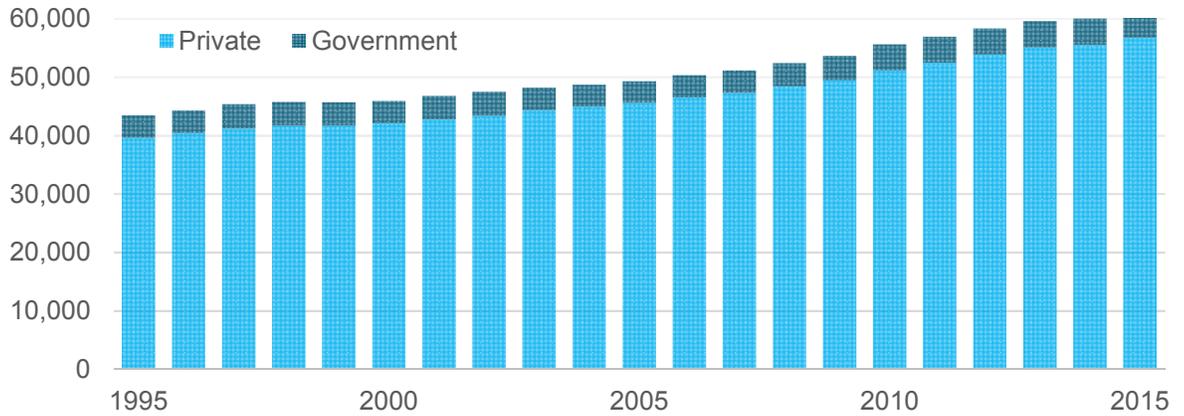
<b>AVERAGE EMPLOYMENT</b>	From 1995-2015, average employment in this industry grew by 17,842 (or 41.0 percent). From 2005-2015, employment growth was 12,026 (or 24.4 percent). In 2015, nearly all employment belonged to the private sector (92.6 percent).		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>AVG EMP</b>	<b>43,474</b>	<b>49,290</b>	<b>61,316</b>
		Private	91%	93%	93%
		Government	9%	8%	7%
<b>AVERAGE ANNUAL WAGE</b>	From 1995-2015, the average wage in this industry grew by \$27,543 (or 124.5 percent). From 2005-2015, wage growth was \$17,253 (or 53.2 percent). In 2015, average wages in the government were higher than in the private sector by \$3,342.		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>AVG WAGE</b>	<b>\$22,119</b>	<b>\$32,410</b>	<b>\$49,663</b>
		Private	\$22,047	\$32,279	\$49,415
		Government	\$22,868	\$34,025	\$52,756
<b>TOTAL ESTABLISHMENTS</b>	From 1995-2015, total establishments in this industry grew by 945 (or 67.0 percent). From 2005-2015, growth was 597 (or 34.0 percent). In 2015, most establishments belonged to the private sector (96.1 percent).		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>TOTAL ESTAB</b>	<b>1,410</b>	<b>1,758</b>	<b>2,355</b>
		Private	92%	93%	96%
		Government	8%	7%	4%

**EMPLOYMENT DEMOGRAPHICS ▪ p. 74**

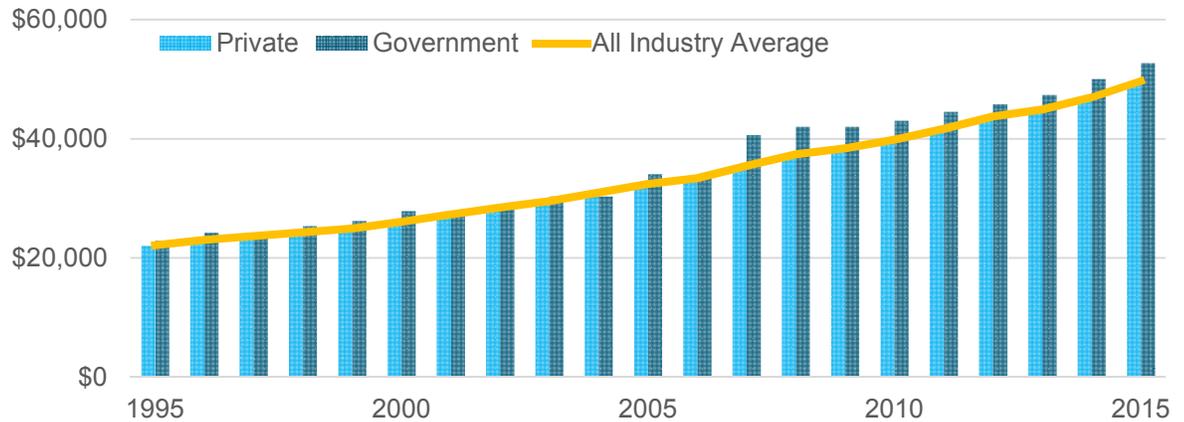
This industry has historically been female-dominated, and the majority of employment has consisted of 25-44 year-olds (41.5 percent in 2005, 42.7 percent in 2015).

<b>COMPOSITION BY SEX</b>	In 2015, the employment composition was 19.3 percent Male to 80.7 percent Female. For comparison, in 2005, it was 16.8 percent Male to 83.2 percent Female. Both sexes experienced numerical increases, with a much higher increase in female workers.
<b>COMPOSITION BY AGE GROUP</b>	Since 2005, the proportions among all age groups changed by relatively small percentages. The largest shifts in proportion were among 45-64 year-olds (-2.3 percent), 65+ year-olds (+1.3 percent), and 25-44 year-olds (+1.2 percent). The age groups with the largest employment shares in the Health Care and Social Assistance industry were 25-44 year-olds (42.7 percent) and 45-64 year-olds (37.4 percent).
<b>TEN-YEAR CHANGE BY AGE GROUP</b>	From 2005 to 2015, most age groups experienced numerical changes of more than a thousand workers, including 25-44 year-olds (grew by 25.5 percent), 45-64 year-olds (grew by 14.8 percent), 19-24 year-olds (grew by 25.0 percent), and 65+ year-olds (grew by 59.0 percent). The youngest age group, 14-18 year-olds, decreased numerically by less than a hundred (fell by 1.9 percent).

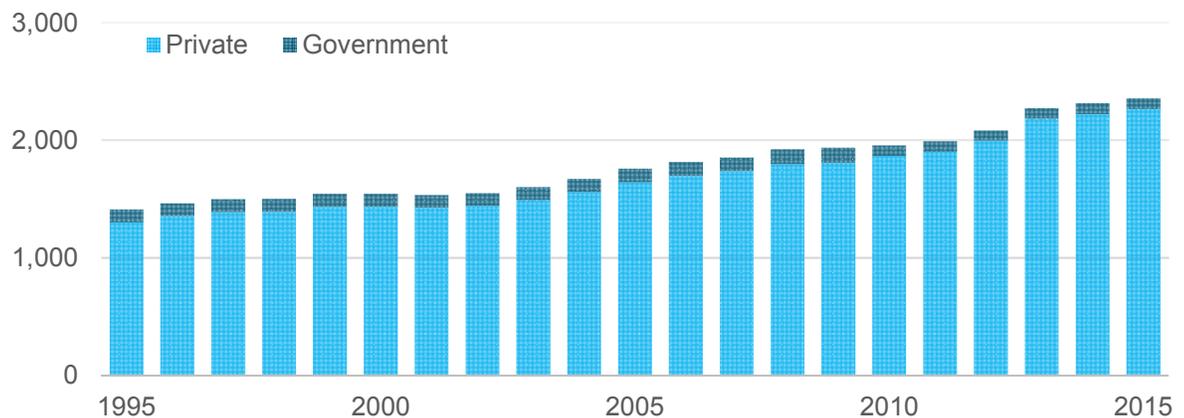
**AVERAGE EMPLOYMENT**



**AVERAGE ANNUAL WAGE**

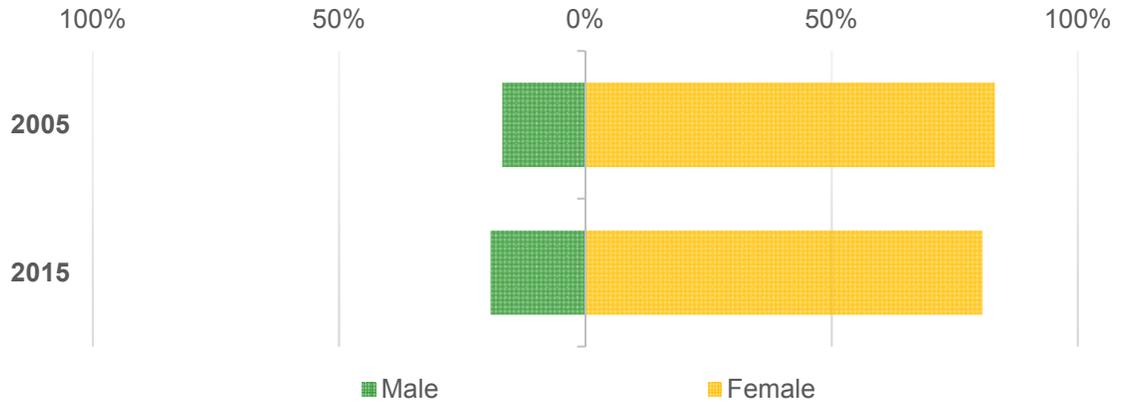


**ESTABLISHMENTS**

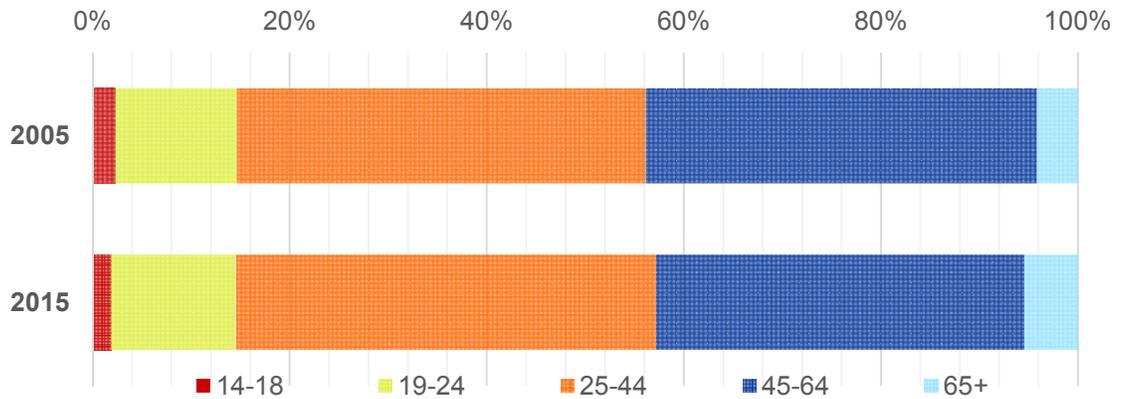


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

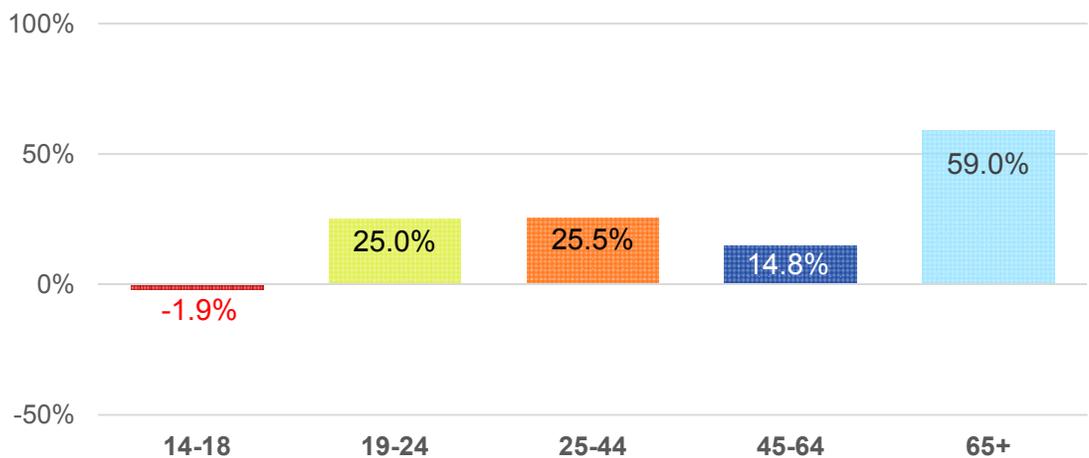
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**ARTS, ENTERTAINMENT, AND RECREATION** ▪ p. 76

This industry has a high proportion of government employment because it includes entities like park districts, public event centers, and tribal casinos. Tribal ownership was reclassified from "private" to "local government" in 2001, explaining the shift in the numbers for government employment, wages, and establishments in the early 2000s.

**AVERAGE EMPLOYMENT**

From 1995-2015, average employment in this industry grew by 3,326 (or 54.8 percent). From 2005-2015, employment growth was 1,778 (or 23.3 percent). In 2015, less than half of all employment belonged to the private sector (45.8 percent).

	1995	2005	2015
<b>AVG EMP</b>	<b>6,072</b>	<b>7,620</b>	<b>9,398</b>
Private	69%	45%	46%
Government	31%	55%	54%

**AVERAGE ANNUAL WAGE**

From 1995-2015, the average wage in this industry grew by \$10,357 (or 103.3 percent). From 2005-2015, wage growth was \$5,623 (or 38.1 percent). In 2015, average wages in government were higher than in the private sector by \$7,587.

	1995	2005	2015
<b>AVG WAGE</b>	<b>\$10,028</b>	<b>\$14,761</b>	<b>\$20,385</b>
Private	\$10,574	\$12,052	\$16,271
Government	\$8,817	\$16,984	\$23,859

**TOTAL ESTABLISHMENTS**

From 1995-2015, total establishments in this industry grew by 183 (or 40.7 percent). From 2005-2015, growth was 89 (or 16.4 percent). In 2015, most establishments belonged to the private sector (74.4 percent).

	1995	2005	2015
<b>TOTAL ESTAB</b>	<b>450</b>	<b>544</b>	<b>633</b>
Private	69%	75%	74%
Government	31%	25%	26%

**EMPLOYMENT DEMOGRAPHICS** ▪ p. 77

This industry has historically been evenly split between both sexes, and the majority of employment has consisted of 25-44 year-olds (38.4 percent in 2005, 37.8 percent in 2015).

**COMPOSITION BY SEX**

In 2015, the employment composition was 47.8 percent Male to 52.2 percent Female. For comparison, in 2005, it was 47.6 percent Male to 52.4 percent Female. Both sexes experienced numerical increases, with a slightly higher increase in female workers.

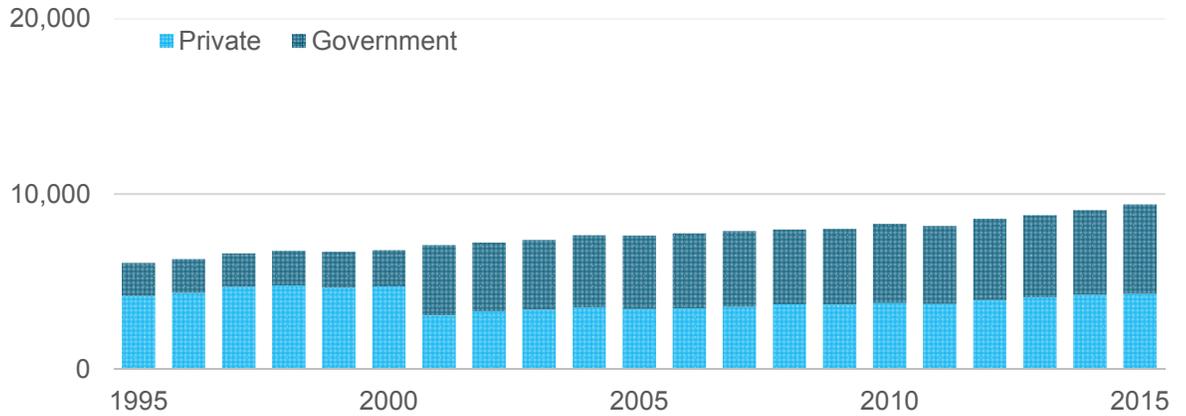
**COMPOSITION BY AGE GROUP**

Since 2005, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 45-64 year-olds (+2.9 percent), 19-24 year-olds (-2.7 percent), and 65+ year-olds (+2.3 percent). The age groups with the largest employment shares in the Arts, Entertainment, and Recreation industry were 25-44 year-olds (37.8 percent) and 45-64 year-olds (26.5 percent).

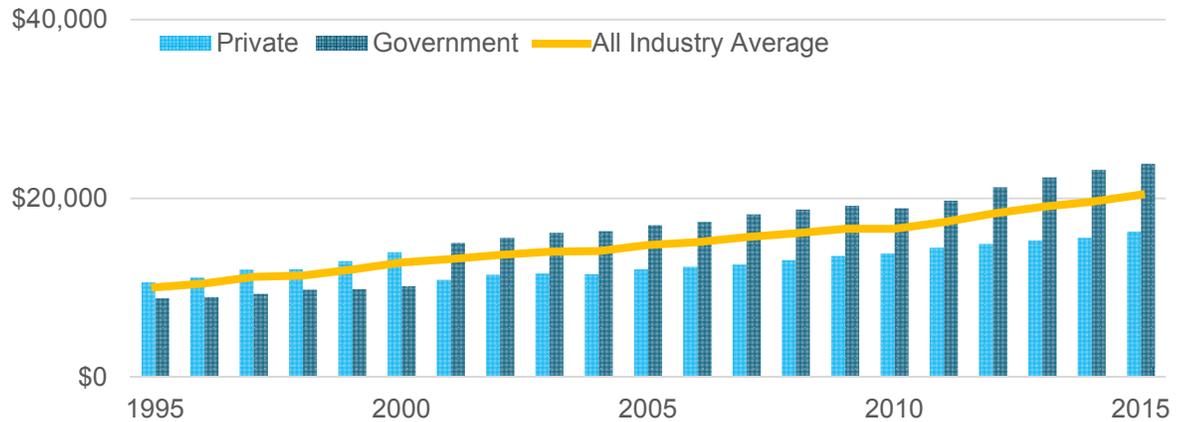
**TEN-YEAR CHANGE BY AGE GROUP**

From 2005 to 2015, the most significant increases were those among 45-64 year-olds (grew by 41.2 percent) and 25-44 year-olds (grew by 23.5 percent); each of these groups grew numerically by several hundred workers. The largest increase by percent was among 65+ year-olds (88.3 percent), which reflects a change of a couple hundred workers.

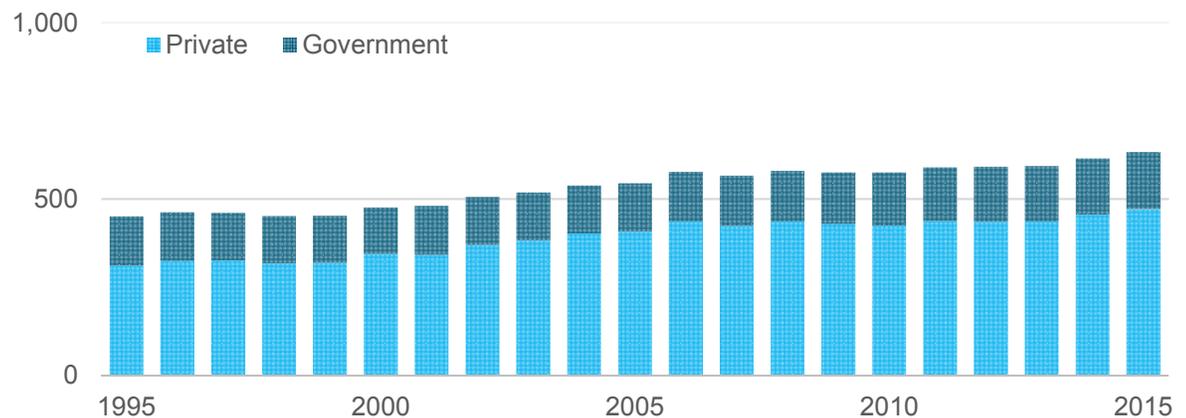
**AVERAGE EMPLOYMENT**



**AVERAGE ANNUAL WAGE**

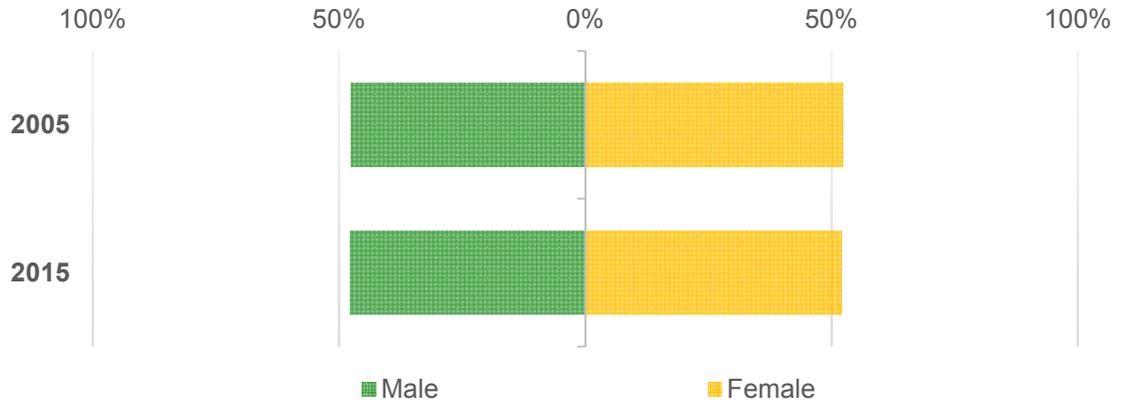


**ESTABLISHMENTS**

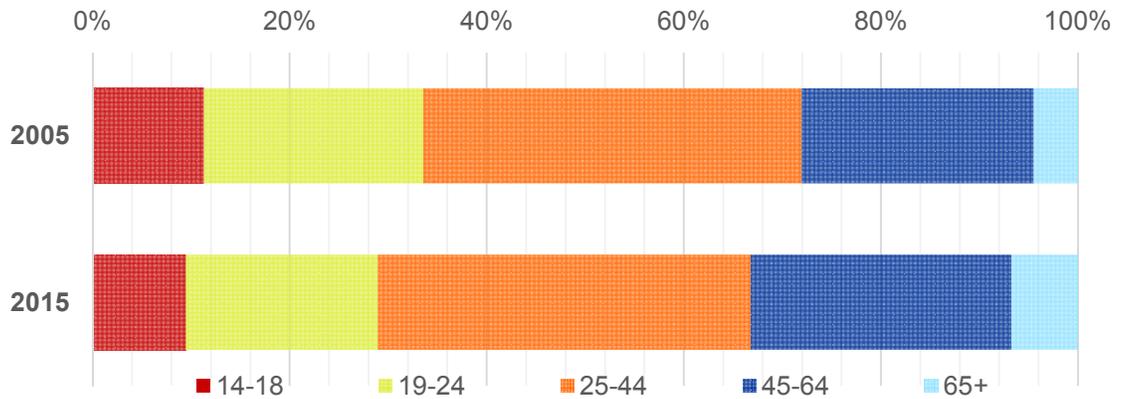


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

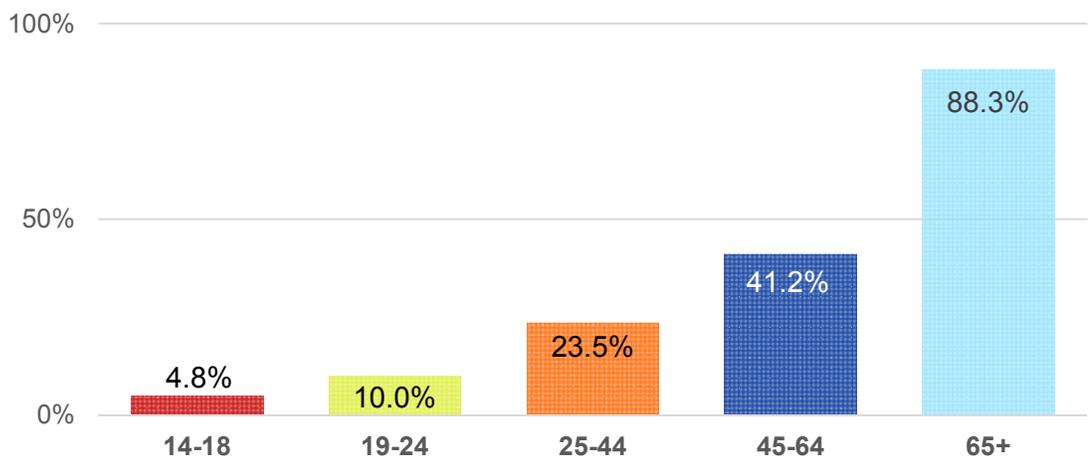
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**ACCOMMODATION AND FOOD SERVICES** ■ p. 79

This industry has exhibited moderate growth, particularly within the past 10 years. These figures provide a view of the ancillary effects of the boom (e.g. increased population, higher wages), since this industry includes hospitality businesses, like hotels and restaurants.

<b>AVERAGE EMPLOYMENT</b>	From 1995-2015, average employment in this industry grew by 10,822 (or 42.6 percent). From 2005-2015, employment growth was 8,439 (or 30.4 percent). In 2015, nearly all employment belonged to the private sector (99.7 percent).	1995	2005	2015
		<b>AVG EMP</b>	<b>25,402</b>	<b>27,785</b>
Private	100%	100%	100%	
Government	0%*	0%*	0%*	

\*There were 100 or less Govt. Employees.

<b>AVERAGE ANNUAL WAGE</b>	From 1995-2015, the average wage in this industry grew by \$10,314 (or 142.3 percent). From 2005-2015, wage growth was \$7,452 (or 73.7 percent). In 2015, average wages in government were higher than in the private sector by \$943.	1995	2005	2015
		<b>AVG WAGE</b>	<b>\$7,247</b>	<b>\$10,108</b>
Private	\$7,246	\$10,102	\$17,558	
Government	\$7,464	\$12,475	\$18,501	

<b>TOTAL ESTABLISHMENTS</b>	From 1995-2015, total establishments in this industry grew by 329 (or 16.5 percent). From 2005-2015, growth by 303 (or 15.0 percent). In 2015, most establishments belonged to the private sector (99.6 percent).	1995	2005	2015
		<b>TOTAL ESTAB</b>	<b>1,995</b>	<b>2,021</b>
Private	100%	100%	100%	
Government	0%**	0%**	0%**	

\*\*There were 10 or less Govt. Establishments.

**EMPLOYMENT DEMOGRAPHICS** ■ p. 80

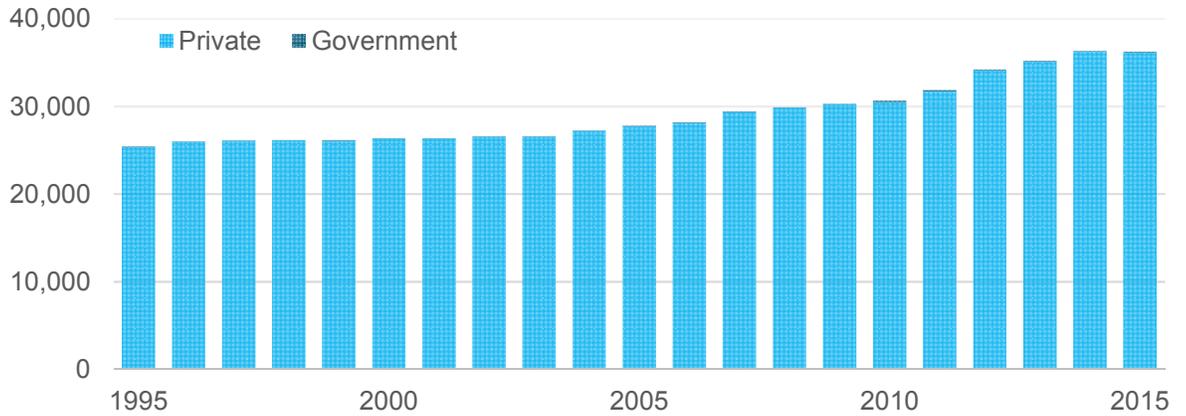
This industry has historically been female-dominated, and the majority of employment has consisted of 25-44 year-olds (32.0 percent in 2005, 40.3 percent in 2015) and 19-24 year-olds (33.0 percent in 2005, 26.3 percent in 2015).

<b>COMPOSITION BY SEX</b>	In 2015, the employment composition was 43.7 percent Male to 56.3 percent Female. For comparison, in 2005, it was 39.1 percent Male to 60.9 percent Female. Both sexes experienced significant numerical increases, with a slightly higher increase in male workers.
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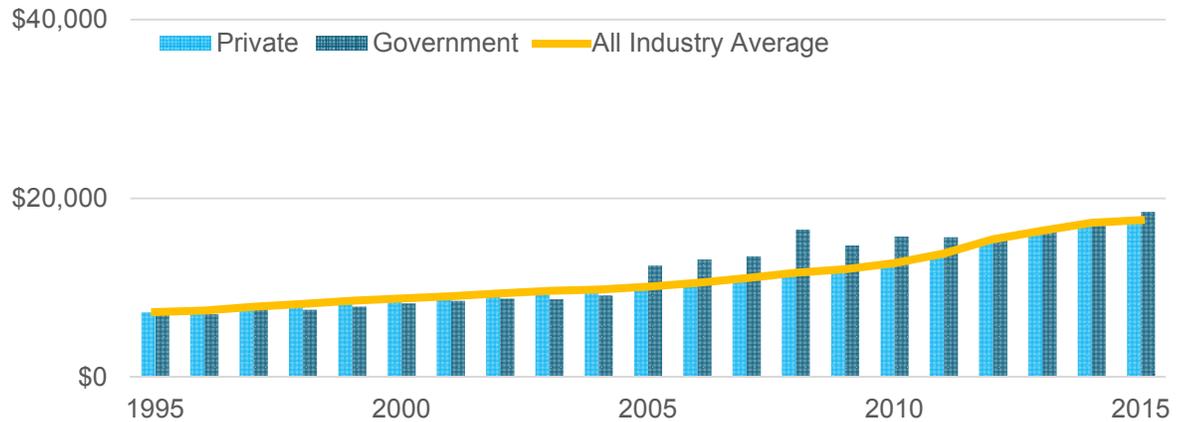
<b>COMPOSITION BY AGE GROUP</b>	Since 2005, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 25-44 year-olds (+8.3 percent), 14-18 year-olds (-7.1 percent), 19-24 year-olds (-6.8 percent), and 45-64 year-olds (+4.4 percent). The age groups with the largest employment shares in the Accommodation and Food Services industry were 25-44 year-olds (40.3 percent) and 19-24 year-olds (26.3 percent).
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<b>TEN-YEAR CHANGE BY AGE GROUP</b>	From 2005 to 2015, the most significant increases were those among 25-44 year-olds (grew by 65.7 percent) and 45-64 year-olds (grew by 70.5 percent). Each of these groups grew numerically by thousands of workers. The largest increase by percent was among 65+ year-olds (88.2 percent), which reflects a change of several hundred workers.
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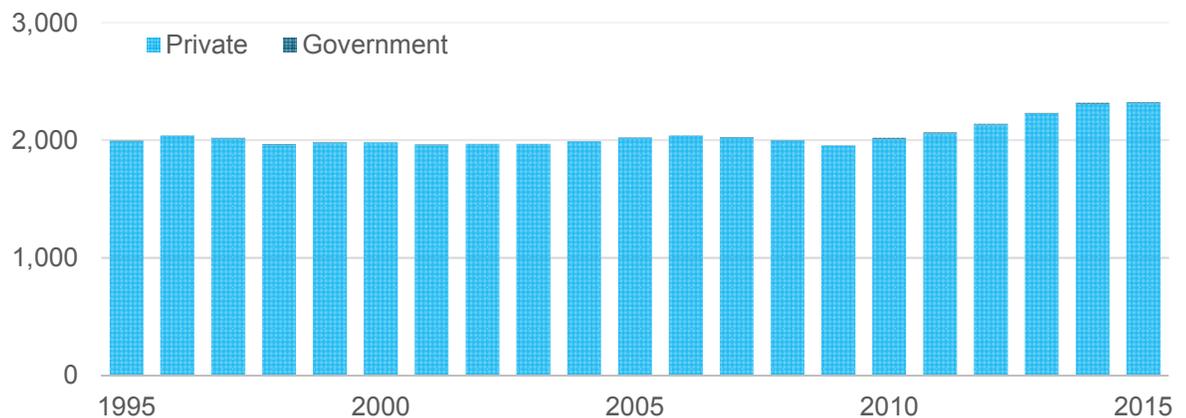
**AVERAGE EMPLOYMENT**



**AVERAGE ANNUAL WAGE**

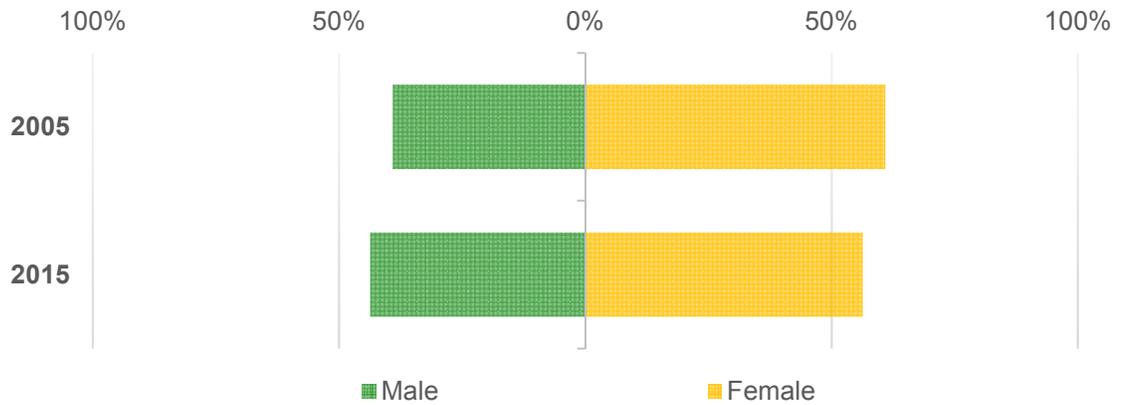


**ESTABLISHMENTS**

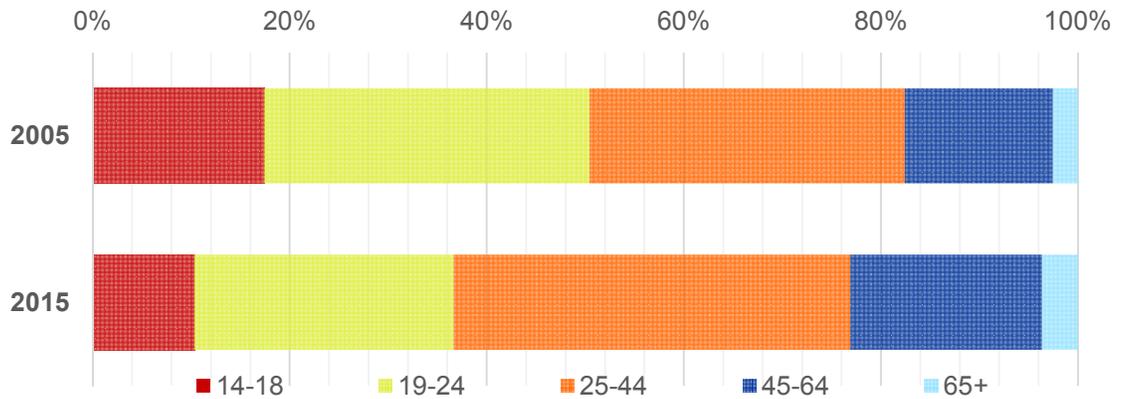


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

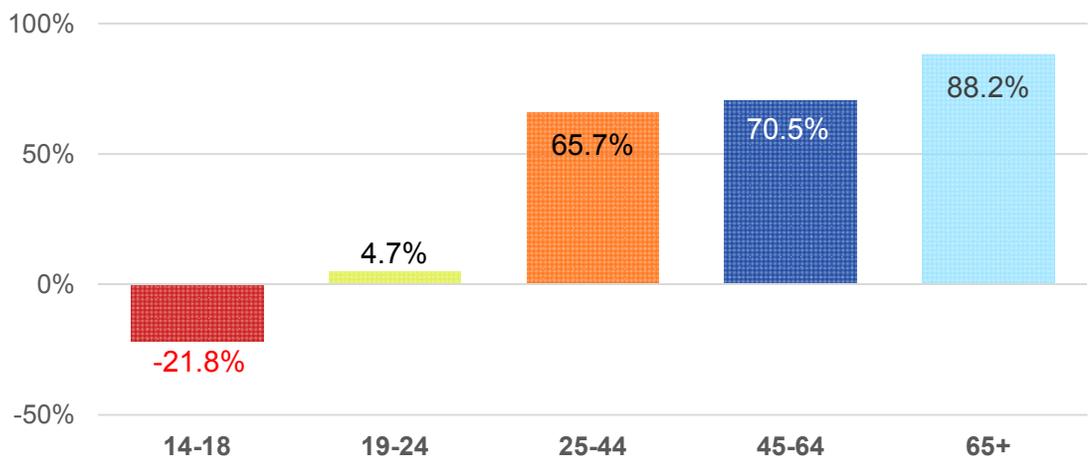
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**OTHER SERVICES** ▪ p. 82

This industry has remained fairly flat over the past 20 years. Even though subcategories like equipment repair and personal services would likely see increased demand with the oil boom effects (e.g. increased population, higher wages), the figures indicate no significant changes in recent years.

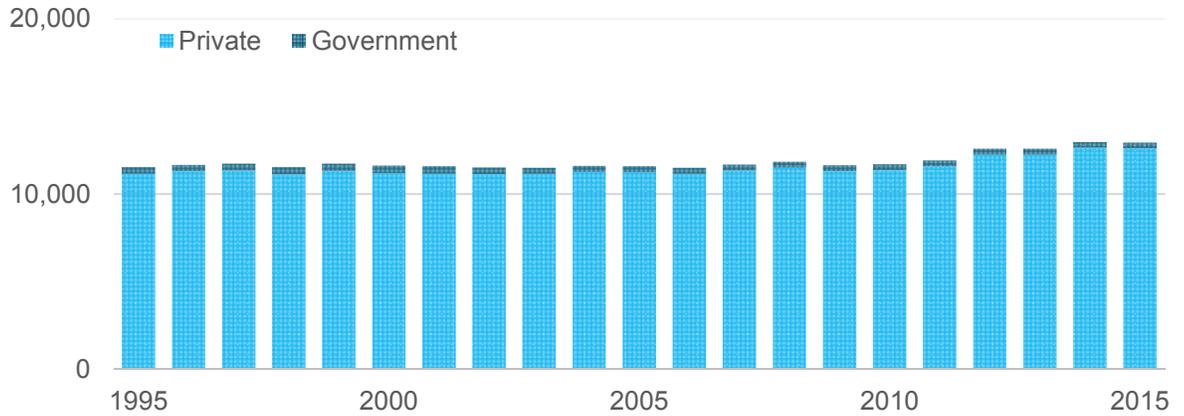
<b>AVERAGE EMPLOYMENT</b>	From 1995-2015, average employment in this industry grew by 1,396 (or 12.1 percent). From 2005-2015, employment growth was 1,352 (or 11.7 percent). In 2015, nearly all employment belonged to the private sector (97.4 percent).		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>AVG EMP</b>	<b>11,538</b>	<b>11,582</b>	<b>12,934</b>
		Private	97%	97%	97%
		Government	3%	3%	3%
<b>AVERAGE ANNUAL WAGE</b>	From 1995-2015, the average wage in this industry grew by \$19,333 (or 139.1 percent). From 2005-2015, wage growth was \$13,609 (or 69.3 percent). In 2015, average wages in the private sector were higher than in government by \$1,612.		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>AVG WAGE</b>	<b>\$13,902</b>	<b>\$19,626</b>	<b>\$33,235</b>
		Private	\$13,374	\$19,442	\$33,277
		Government	\$29,132	\$25,545	\$31,666
<b>TOTAL ESTABLISHMENTS</b>	From 1995-2015, total establishments in this industry grew by 178 (or 8.6 percent). From 2005-2015, growth was 184 (or 8.9 percent). In 2015, most establishments belonged to the private sector (99.5 percent).		<b>1995</b>	<b>2005</b>	<b>2015</b>
		<b>TOTAL ESTAB</b>	<b>2,066</b>	<b>2,060</b>	<b>2,244</b>
		Private	99%	99%	99%
		Government	1%	1%	1%

**EMPLOYMENT DEMOGRAPHICS** ▪ p. 83

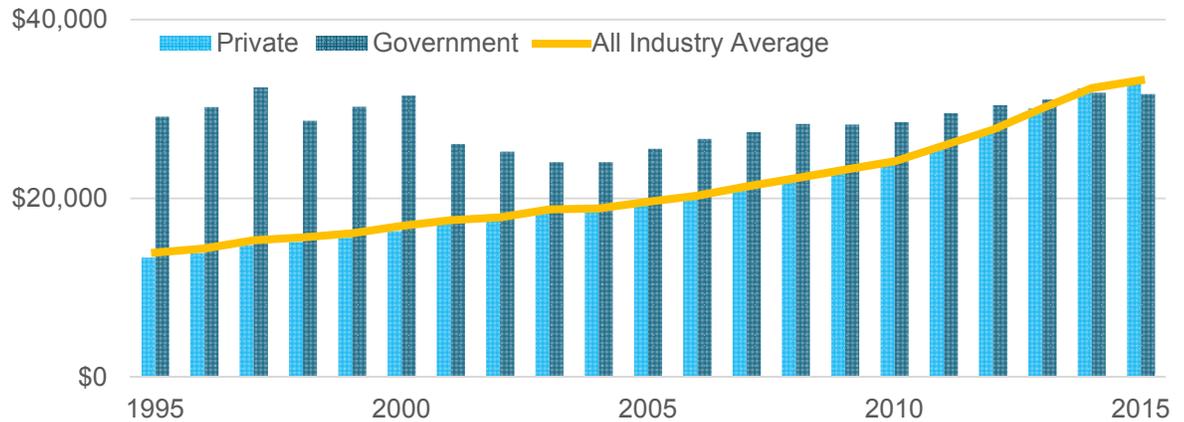
This industry has historically been female-dominated but has been shifting to a more even split among the sexes. A majority of employment has consisted of working-age adults aged 25-44 (40.7 percent in 2005, 40.1 percent in 2015).

<b>COMPOSITION BY SEX</b>	In 2015, the employment composition was 47.6 percent Male to 52.4 percent Female. For comparison, in 2005, it was 42.9 percent Male to 57.1 percent Female. Both sexes experienced numerical increases, with a significantly higher increase in male workers.
<b>COMPOSITION BY AGE GROUP</b>	Since 2005, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 45-64 year-olds (+1.2 percent), 65+ year-olds (+1.1 percent), and 14-18 year-olds (-1.1 percent). The age groups with the largest employment shares in the Other Services industry were 25-44 year-olds (40.1 percent) and 45-64 year-olds (33.3 percent).
<b>TEN-YEAR CHANGE BY AGE GROUP</b>	From 2005 to 2015, the most significant increases were those among 45-64 year-olds (grew by 18.1 percent), 25-44 year-olds (grew by 12.0 percent), and 65+ year-olds (grew by 38.3 percent). Each of these groups grew numerically by hundreds of workers. All other age groups changed numerically by about a hundred workers or less.

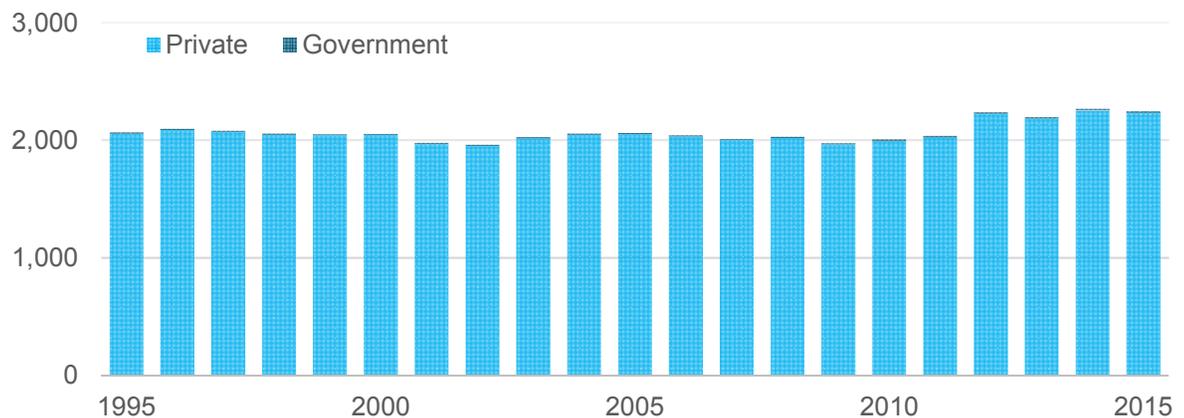
### AVERAGE EMPLOYMENT



### AVERAGE ANNUAL WAGE

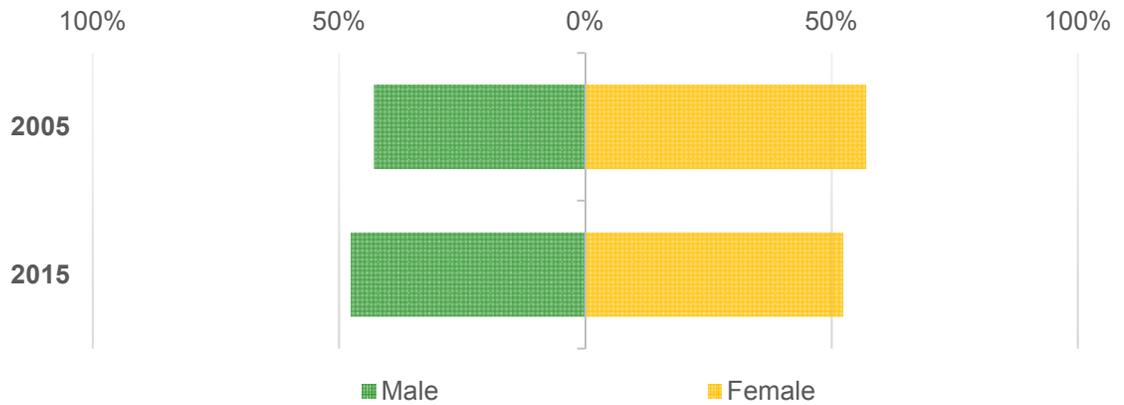


### ESTABLISHMENTS

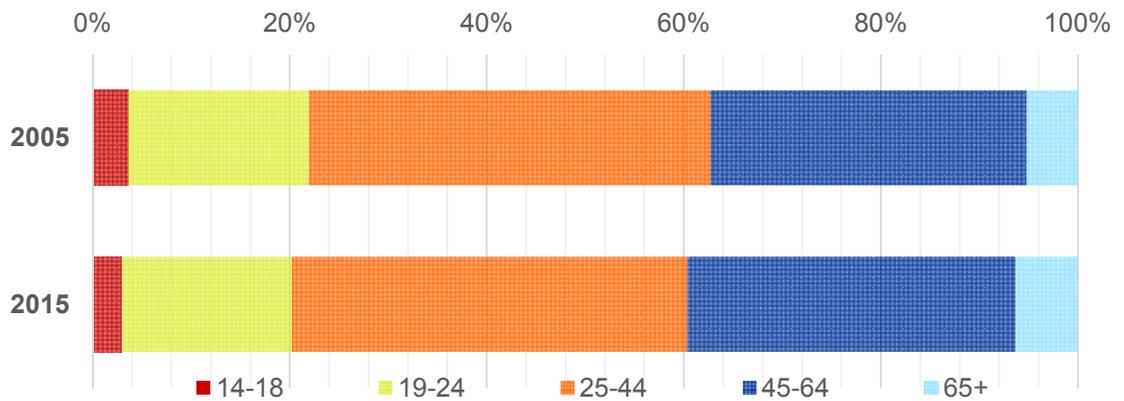


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

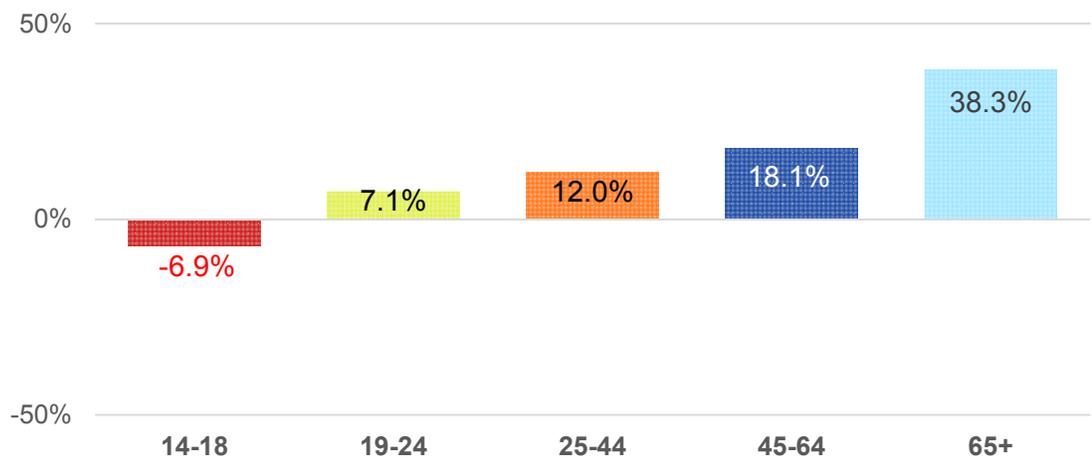
**COMPOSITION BY SEX**



**COMPOSITION BY AGE GROUP**



**TEN-YEAR CHANGE BY AGE GROUP 2005-2015**



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

**PUBLIC ADMINISTRATION** ▪ p. 85

This industry is one of a few dominated by government ownership and includes entities like government offices and military bases. These figures were affected by the reclassification of tribal entities in the early 2000s because tribal governance was attributed to the private sector until 2001.

AVERAGE EMPLOYMENT	From 1995-2015, average employment in this industry grew by 5,336 (or 31.6 percent). From 2005-2015, employment growth was 2,123 (or 10.6 percent). In 2015, all employment belonged to the government.	1995	2005	2015
		<b>AVG EMP</b>	<b>16,873</b>	<b>20,086</b>
Private	4%	---	---	
Government	96%	100%	100%	

AVERAGE ANNUAL WAGE	From 1995-2015, the average wage in this industry grew by \$26,334 (or 110.7 percent). From 2005-2015, wage growth was \$15,405 (or 44.4 percent).	1995	2005	2015
		<b>AVG WAGE</b>	<b>\$23,788</b>	<b>\$34,717</b>
Private	\$19,474	---	---	
Government	\$23,967	\$34,717	\$50,122	

TOTAL ESTABLISHMENTS	From 1995-2015, total establishments in this industry grew by 81 (or 8.1 percent). From 2005-2015, establishments fell by 27 (or 2.4 percent). In 2015, all establishments belonged to the government.	1995	2005	2015
		<b>TOTAL ESTAB</b>	<b>999</b>	<b>1,107</b>
Private	0%*	---	---	
Government	100%	100%	100%	

\*\*There were 3 Private Establishments.

**EMPLOYMENT DEMOGRAPHICS** ▪ p. 86

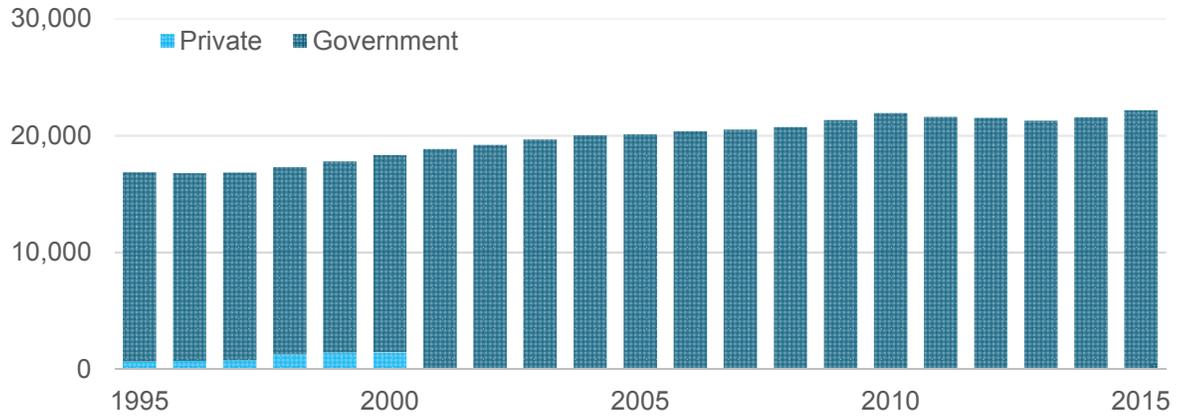
This industry has historically been relatively evenly split with a slight male majority. The majority of employment has consisted of 45-64 year-olds (47.9 percent in 2005, 46.0 percent in 2015) and 25-44 year-olds (41.1 percent in 2005, 40.5 percent in 2015).

COMPOSITION BY SEX	In 2015, the employment composition was 53.4 percent Male to 46.6 percent Female. For comparison, in 2005, it was 54.2 percent Male to 45.8 percent Female. Both sexes experienced relatively similar and moderate numerical increases.
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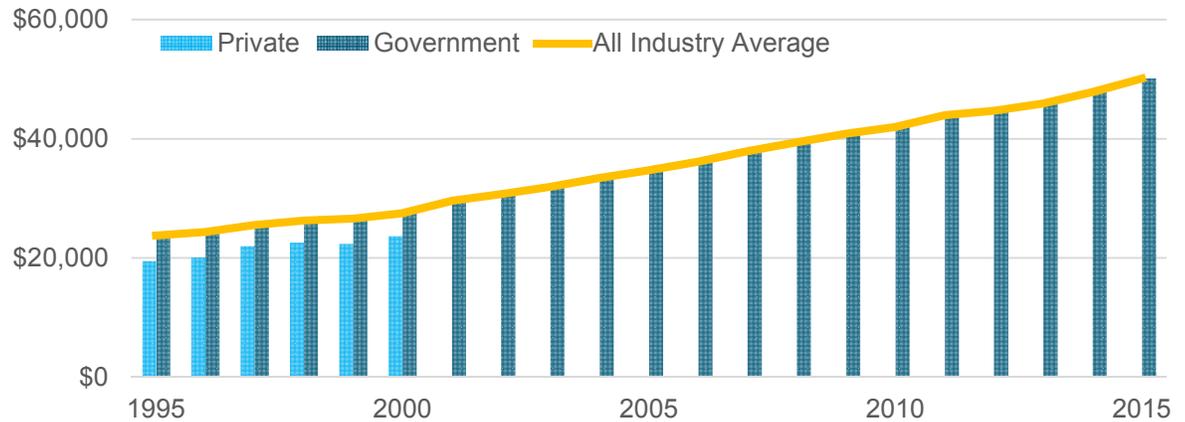
COMPOSITION BY AGE GROUP	Since 2005, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 45-64 year-olds (-1.9 percent) and 65+ year-olds (+1.8 percent). The age groups with the largest employment shares in the Public Administration industry were 45-64 year-olds (46.0 percent) and 25-44 year-olds (40.5 percent).
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TEN-YEAR CHANGE BY AGE GROUP	From 2005 to 2015, the most significant increases were those among 25-44 year-olds (grew by 14.3 percent), 45-64 year-olds (grew by 11.3 percent), and 65+ year-olds (grew by 52.1 percent). Each of these groups grew numerically by several hundred workers. All other age groups changed numerically by a couple hundred workers or less.
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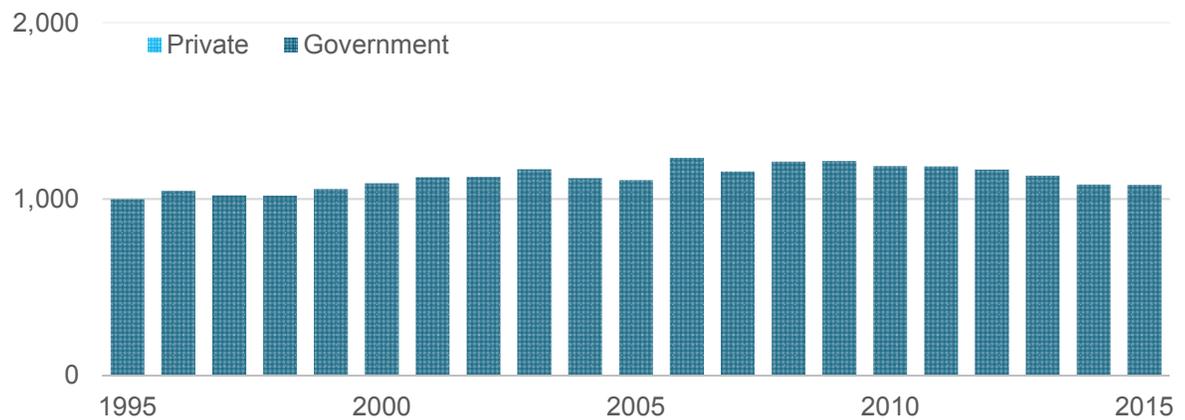
### AVERAGE EMPLOYMENT



### AVERAGE ANNUAL WAGE

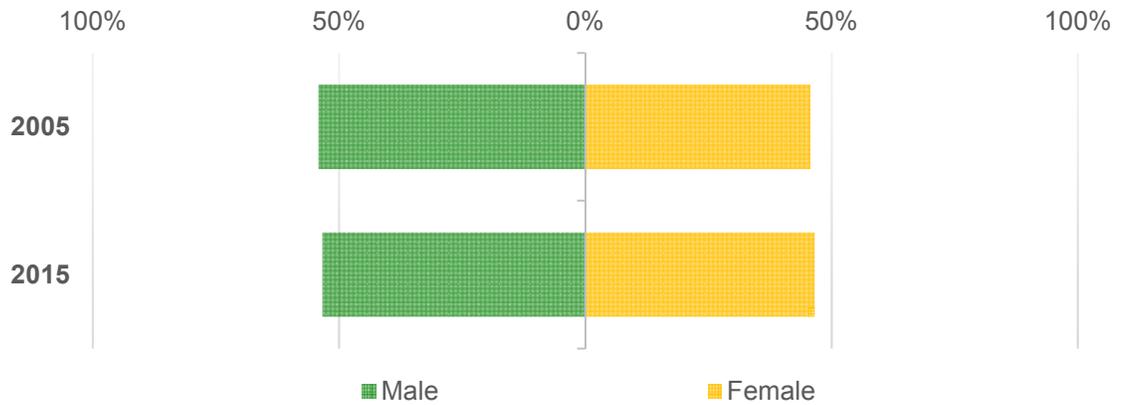


### ESTABLISHMENTS

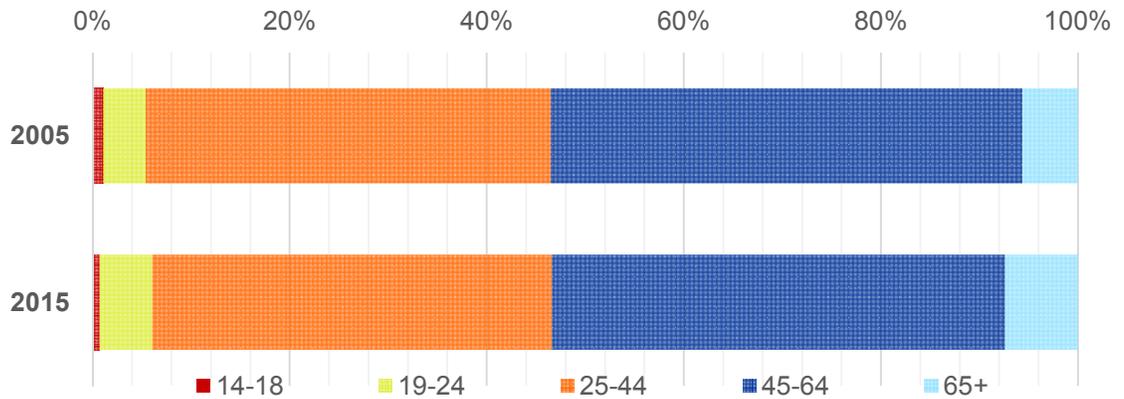


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1995-2015.

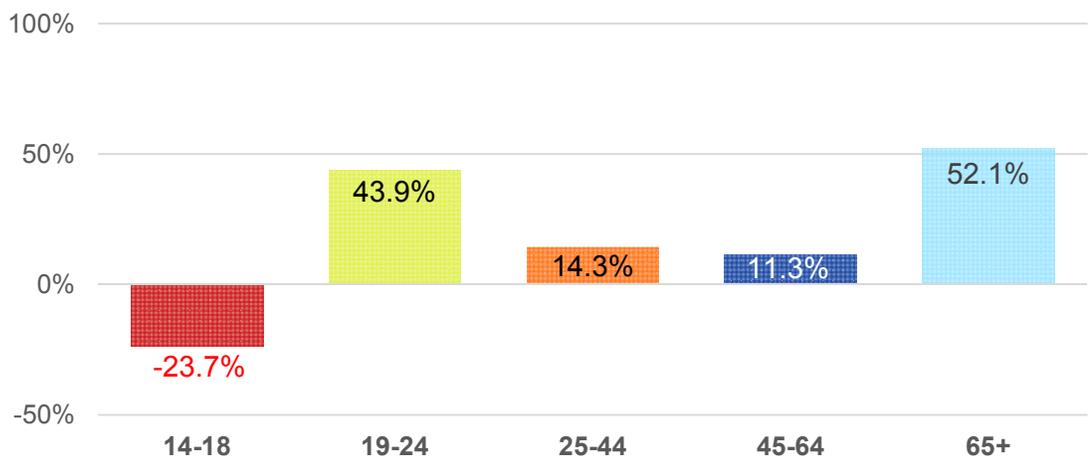
### COMPOSITION BY SEX



### COMPOSITION BY AGE GROUP



### TEN-YEAR CHANGE BY AGE GROUP 2005-2015



SOURCE: US Census Bureau, Local Employment Dynamics, 2005-2015.

## REGIONAL BREAKOUT OVERVIEW

The preceding sections of this publication featured data that reflected statewide trends and changes via traditional economic measures and industry profiles. Conversely, the following sections break out that data geographically into eight regions, each of which consist of grouped counties with a regional city center. These regional breakouts provide more detailed information underlying statewide economic trends. For example, because oil and gas activity is particularly concentrated in the western and northwestern area of the state, the data in Regions 1, 2, and 8 particularly display the growth and dynamism associated with the oil boom.

Each region features data and analysis about population, employment demographics, unemployment rate, top industries in the region, and select industry profiles. Top industries illustrate the concentration of employment in each region. Three industries are profiled for each region: the industry with largest employment, the industry with high employment growth in the past ten years, and the employment with high wage growth in the past ten years.

In 2015, the regional data reflects both the enduring stability of the two biggest regions (Regions 5 and 7), and the recent economic swings in the western regions (Regions 1, 2, and 8). The remaining three regions (Regions 3, 4, and 6) have remained relatively flat, with economic changes that bore comparatively less weight on the state's economy as a whole. Among most regions (except Regions 1 and 2), Health Care and Social Assistance was the biggest industry for employment, corresponding with it being the largest industry for North Dakota as a whole.

### INDUSTRIES ACROSS ALL REGIONS 2015

The chart below displays all industries, ordered from largest total employment in 2015 to smallest. Highlighted regions have the highest share of employment in the given industry, with darker shades indicating the largest share(s). For comparative reference, the next page displays industry shares for 2005.

Predictably, Regions 5 and 7 stand out as having the largest shares of most industries in 2015, as these are the biggest regions by population and contain the metropolitan areas of Fargo-Moorhead and Bismarck-Mandan, respectively. Retail Trade had the most industry leaders (concentrated in four regions). When compared with 2005, it seems that the overall concentration of employment by industry has spread quite dramatically, likely because the oil boom has increased activity in previously less-active regions.

INDUSTRY	TOTAL EMP	REGIONS							
		1	2	3	4	5	6	7	8
Health Care and Social Assistance	61,316	4%	10%	4%	14%	32%	8%	25%	5%
Retail Trade	50,993	7%	15%	3%	15%	29%	6%	20%	6%
Accommodation and Food Services	36,224	9%	13%	3%	13%	31%	5%	19%	6%
Construction	35,210	21%	11%	2%	9%	27%	4%	18%	7%
Educational Services	34,078	4%	12%	6%	19%	27%	8%	18%	5%
Wholesale Trade	26,664	12%	12%	3%	8%	34%	8%	14%	8%
Manufacturing	25,674	2%	4%	3%	14%	52%	10%	9%	6%
Mining, Quarrying, and Oil and Gas Extraction	23,251	56%	15%	0%	1%	0%	0%	6%	20%
Public Administration	22,209	9%	11%	9%	11%	15%	7%	31%	6%
Transportation and Warehousing	22,187	23%	16%	1%	9%	24%	4%	11%	11%
Finance and Insurance	18,207	3%	10%	4%	8%	48%	5%	18%	4%
Professional and Technical Services	17,778	8%	9%	1%	9%	36%	4%	26%	6%
Administrative and Waste Services	14,139	7%	10%	2%	10%	41%	3%	21%	5%
Other Services	12,934	7%	12%	4%	11%	32%	6%	23%	6%
Arts, Entertainment, and Recreation	9,398	5%	10%	12%	12%	30%	4%	20%	7%
Information	6,826	3%	10%	4%	8%	46%	6%	18%	4%
Real Estate and Rental and Leasing	6,138	26%	11%	3%	8%	29%	2%	12%	7%
Management of Companies and Enterprises	5,333	1%	2%	0%	3%	61%	2%	30%	1%
Agriculture, Forestry, Fishing and Hunting	4,392	4%	6%	5%	32%	24%	15%	10%	5%
Utilities	4,126	8%	9%	3%	9%	7%	5%	55%	5%

 Represents top industry leader(s) in 2015  
 Represents secondary industry leader(s) in 2015

### INDUSTRIES ACROSS ALL REGIONS 2005

The chart below displays all industries, ordered from largest total employment in 2015 to smallest for easy comparison with the chart on the previous page. As with the 2015 industry shares, highlighted regions have the highest share of employment in the given industry, with darker shades indicating the largest share(s).

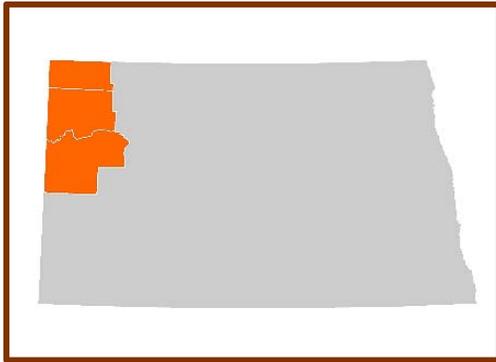
As with the data for 2015, this chart also shows the dominance of Regions 5 and 7 holding the largest shares of most industries in 2005. The main difference, though, is the degree to which employment is concentrated in these two regions. In 2005, only a couple regions outside Regions 5 and 7 had a large share of employment for certain industries, namely only Retail Trade, Mining, Quarrying, and Oil and Gas Extraction, and Agriculture, Forestry, Fishing and Hunting had large pools of employment in different regions.

INDUSTRY	TOTAL EMP	REGIONS							
		1	2	3	4	5	6	7	8
Health Care and Social Assistance	49,290	4%	12%	5%	14%	28%	10%	22%	6%
Retail Trade	42,541	4%	13%	4%	17%	31%	7%	19%	5%
Accommodation and Food Services	27,785	4%	12%	4%	16%	33%	7%	19%	5%
Construction	18,395	3%	11%	3%	15%	35%	5%	24%	5%
Educational Services	29,914	***	12%	***	***	25%	8%	18%	***
Wholesale Trade	18,803	5%	11%	4%	11%	40%	9%	15%	5%
Manufacturing	26,413	1%	4%	4%	14%	49%	11%	12%	5%
Mining, Quarrying, and Oil and Gas Extraction	4,111	37%	17%	***	***	1%	***	26%	15%
Public Administration	20,086	6%	11%	10%	11%	16%	7%	33%	5%
Transportation and Warehousing	10,843	4%	9%	3%	16%	37%	8%	17%	5%
Finance and Insurance	15,362	3%	13%	4%	9%	42%	6%	20%	4%
Professional and Technical Services	11,510	3%	12%	1%	13%	40%	6%	22%	4%
Administrative and Waste Services	12,695	3%	16%	2%	16%	39%	4%	17%	4%
Other Services	11,582	3%	11%	5%	13%	33%	8%	23%	5%
Arts, Entertainment, and Recreation	7,620	7%	6%	13%	11%	30%	5%	20%	7%
Information	7,777	3%	9%	6%	9%	40%	6%	23%	4%
Real Estate and Rental and Leasing	3,743	4%	11%	6%	10%	45%	4%	17%	3%
Management of Companies and Enterprises	3,283	***	0%	***	***	58%	***	32%	***
Agriculture, Forestry, Fishing and Hunting	2,881	***	5%	4%	41%	25%	10%	9%	4%
Utilities	3,489	3%	7%	3%	9%	9%	4%	61%	4%

 Represents top industry leader(s) in 2005

 Represents secondary industry leader(s) in 2005

\*\*\*Data not available due to confidentiality restrictions



## REGION 1 OVERVIEW

**LARGEST CITY:** Williston (26,977)

Region 1 is located in the northwest corner of the state. This region had relatively flat population growth for several years, but has grown dramatically since the oil boom began in 2006. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 1 has grown dramatically due to the oil boom, which is reflected in the recent uptick in employment, particularly among young and male workers.

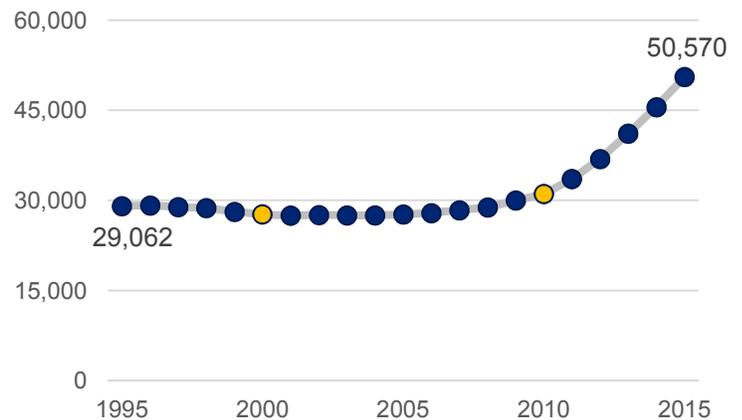
### REGION 1 POPULATION 1995-2015

In 2015, the population in Region 1 was 50,570, and had increased by 5,017, or 11.0 percent, from 2014.

From 1995 to 2006, the population had decreased by 1,130, with an average annual growth rate of -0.4 percent.

From 2006 to 2015, the population increased by 22,638, with an average annual growth rate of 9.0 percent.

The population in Region 1 clearly grew as a result of the oil boom, which suggests that residences in this region increased in addition to overall employment.



Census years are indicated by gold markers on the graph.

### REGION 1 EMPLOYMENT • p. 91

#### EMPLOYMENT COMPOSITION BY SEX

In 2015, the employment composition was 75.7 percent Male to 24.3 percent Female. For comparison, in 2005, it was 50.9 percent Male, 49.1 percent Female. Both sexes experienced very high numerical increases, with a significantly higher increase in male workers. This extreme shift corresponds with the effect of the oil boom and indicates that it predominantly attracted male workers.

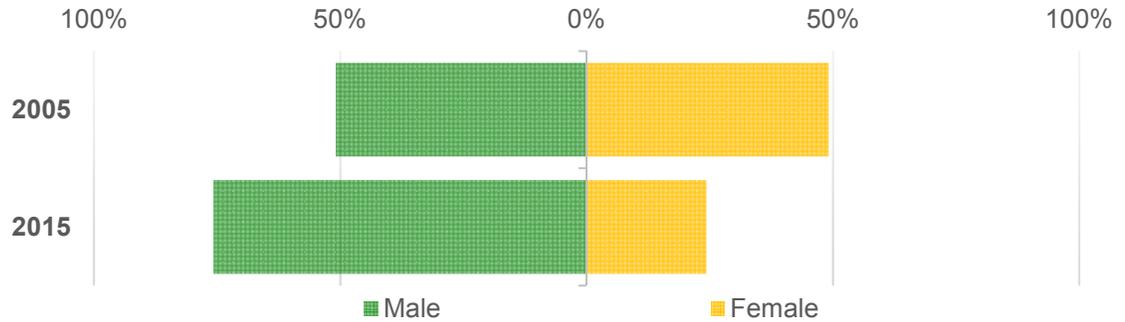
#### EMPLOYMENT COMPOSITION BY AGE

Since 2005, the proportions among most age groups employed in Region 1 changed by relatively large percentages, skewing in favor of younger workers. The biggest proportional changes, were among 25-44 year-olds (+12.9 percent) and 45-64 year-olds (-8.6 percent). The age groups with the largest employment in Region 1 were 25-44 year-olds (51.1percent) and 45-64 year-olds (31.8 percent).

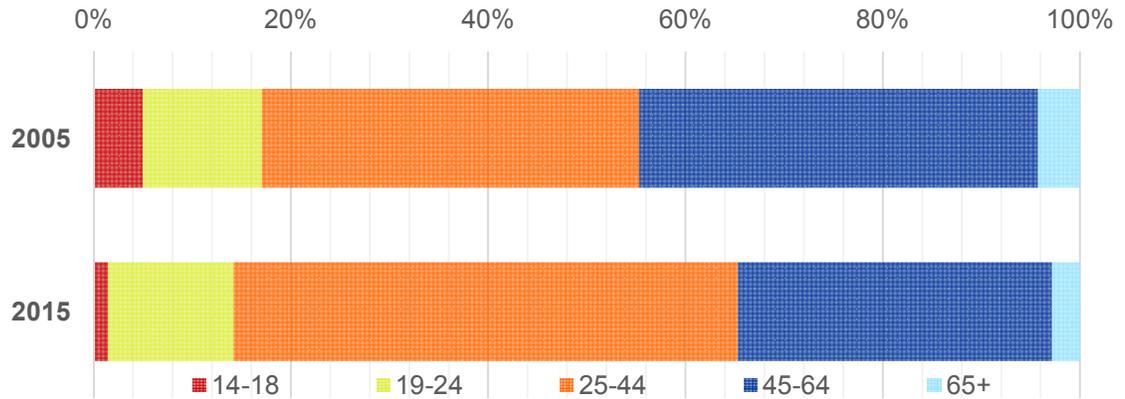
#### UNEMPLOYMENT RATE

In 2015, Region 1 had an unemployment rate of 2.2 percent, which was the lowest among all regions and lower than the state as a whole. This rate reflects an increase of 0.9 percent from 2014.

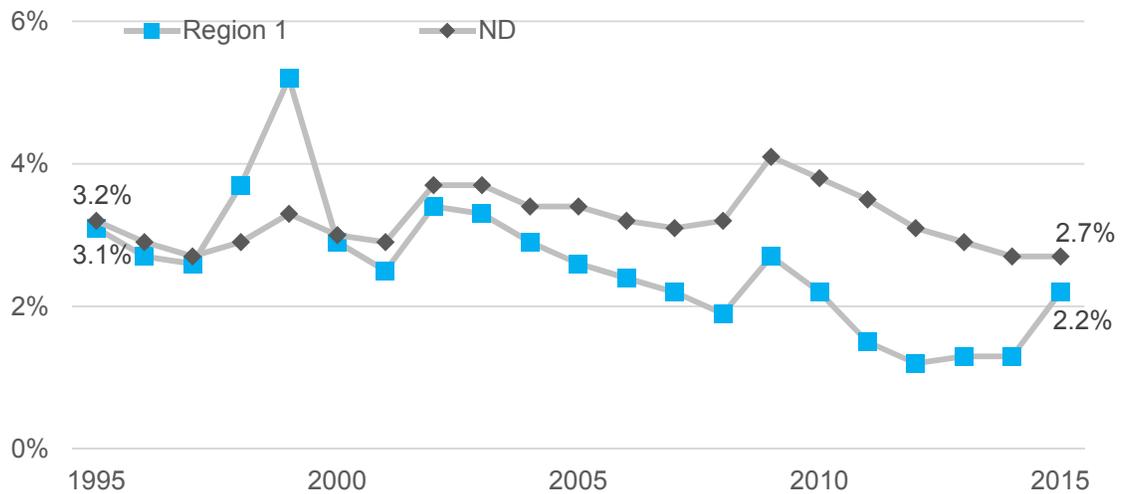
**REGION 1 COMPOSITION BY SEX**



**REGION 1 COMPOSITION BY AGE GROUP**



**REGION 1 UNEMPLOYMENT RATE**



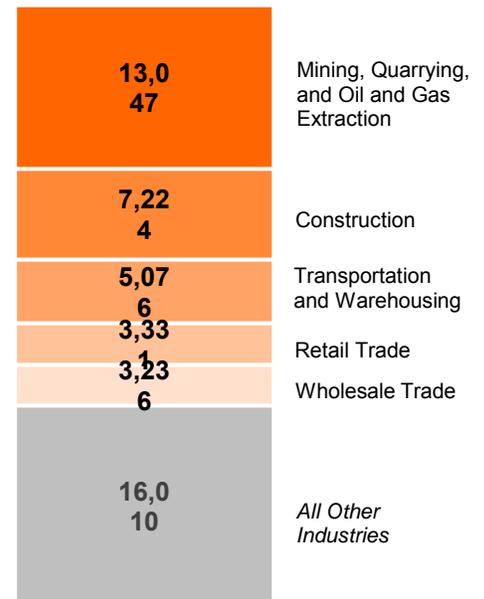
### REGION 1 TOP INDUSTRIES

**TOTAL EMPLOYMENT: 47,924**

In 2015, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest share of employment in Region 1, with 13,047 employees out of a total 47,924 (27.2 percent). The top five industries for this region accounted for 31,914 employees (66.6 percent) of the total.

**TOP 5 INDUSTRIES 2015**

27%	1. Mining, Quarrying, and Oil and Gas Extraction
14%	2. Construction
11%	3. Transportation and Warehousing
7%	4. Retail Trade
7%	5. Wholesale Trade
33%	All Other Industries



### REGION 1 INDUSTRY PROFILES

In 2015, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest share of employment in Region 1. The Construction industry had the highest employment growth from 2005-2015. In the same time period, Accommodation and Food Services industry had the highest wage growth.

**MINING, QUARRYING, AND OIL AND GAS EXTRACTION** • Largest Employment 2015

In 2015, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest employment in Region 1 with 13,047 workers. From 1995-2015, average employment grew by 11,922 (or 1,059.7 percent). From 2005-2015 employment growth was 11,520 (or 754.4 percent).

	1995	2005	2015
<b>AVG EMP</b>	1,125	1,527	13,047
<b>AVG WAGE</b>	\$30,662	\$57,708	\$103,239
<b>TOTAL ESTAB</b>	92	80	445

**CONSTRUCTION** • High Growth Industry 2005-2015

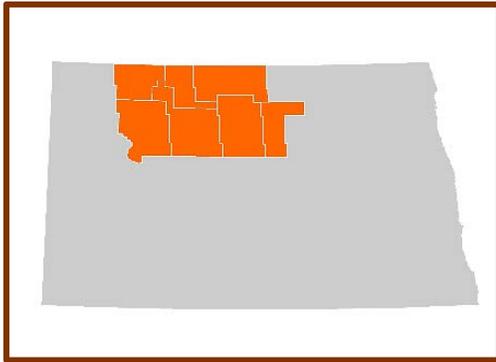
In 2015, the Construction industry had the highest employment growth by percent since 2005 in Region 1. From 1995-2015, average employment grew by 6,717 (or 1,324.9 percent). From 2005-2015 employment growth was 6,675 (or 1,215.8 percent).

	1995	2005	2015
<b>AVG EMP</b>	507	549	7,224
<b>AVG WAGE</b>	\$22,632	\$39,187	\$85,042
<b>TOTAL ESTAB</b>	134	144	710

**ACCOMMODATION AND FOOD SERVICES** • High Growth Wages 2005-2015

In 2015, the Accommodation and Food Services industry with the highest wage growth by percent since 2005 in Region 1. From 1995-2015, average annual wages grew by \$19,541 (or 289.7 percent). From 2005-2015 wage growth was \$17,289 (or 192.2 percent).

	1995	2005	2015
<b>AVG EMP</b>	958	1,022	3,094
<b>AVG WAGE</b>	\$6,745	\$8,997	\$26,286
<b>TOTAL ESTAB</b>	100	108	223



## REGION 2 OVERVIEW

**LARGEST CITY:** Minot (49,450)

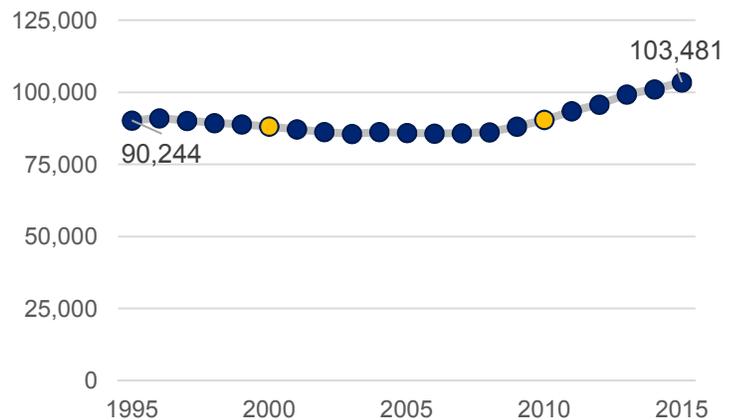
Region 2 is located in the northwest central part of the state. This region had relatively flat population growth for several years, but has grown moderately with the oil boom in recent years. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 2 has been somewhat affected by oil and gas activity, which is reflected in the growing employment, particularly among male workers.

### REGION 2 POPULATION 1995-2015

In 2015, the population in Region 2 was 103,481, and had increased by 2,393, or 2.4 percent, from 2014.

From 1995 to 2006, the population had decreased by 4,487, with an average annual growth rate of -0.5 percent. From 2006 to 2015, the population increased by 17,724, with an average annual growth rate of 2.3 percent.

The population in Region 2 seems to have grown as a result of the oil boom, though at a considerably more moderate rate than Regions 1 and 8.



Census years are indicated by gold markers on the graph.

### REGION 2 EMPLOYMENT • p. 94

#### EMPLOYMENT COMPOSITION BY SEX

In 2015, the employment composition was 54.9 percent Male to 45.1 percent Female. For comparison, in 2005, it was 45.3 percent Male, 54.7 percent Female. Both sexes experienced high numerical increases, with a significantly higher increase in male workers. This shift corresponds with the slight effect of the oil boom on this region and indicates that it predominantly attracted male workers.

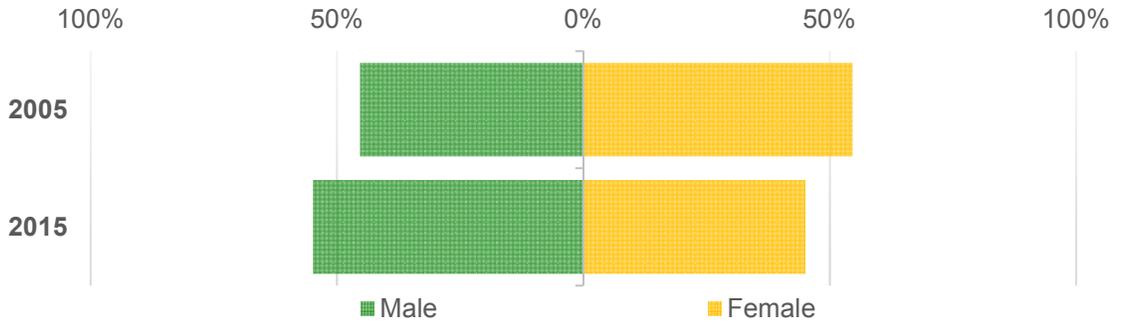
#### EMPLOYMENT COMPOSITION BY AGE

Since 2005, the proportions among most age groups employed in Region 2 changed by moderate percentages, skewing in favor of younger workers. The biggest proportional changes were among 25-44 year-olds (2.4 percent) and 14-18 year-olds (-1.8 percent). The age groups with the largest employment in Region 2 were 25-44 year-olds (43.1 percent) and 45-64 year-olds (35.9 percent).

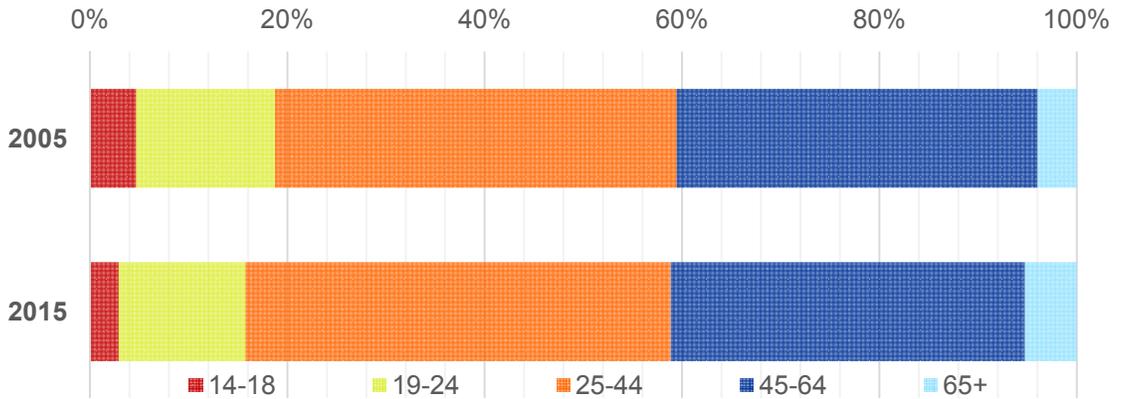
#### UNEMPLOYMENT RATE

In 2015, Region 2 had an unemployment rate of 3.1 percent, which was slightly higher than most other regions and slightly higher than the state as a whole. This rate reflects an increase of 0.4 percent from 2014.

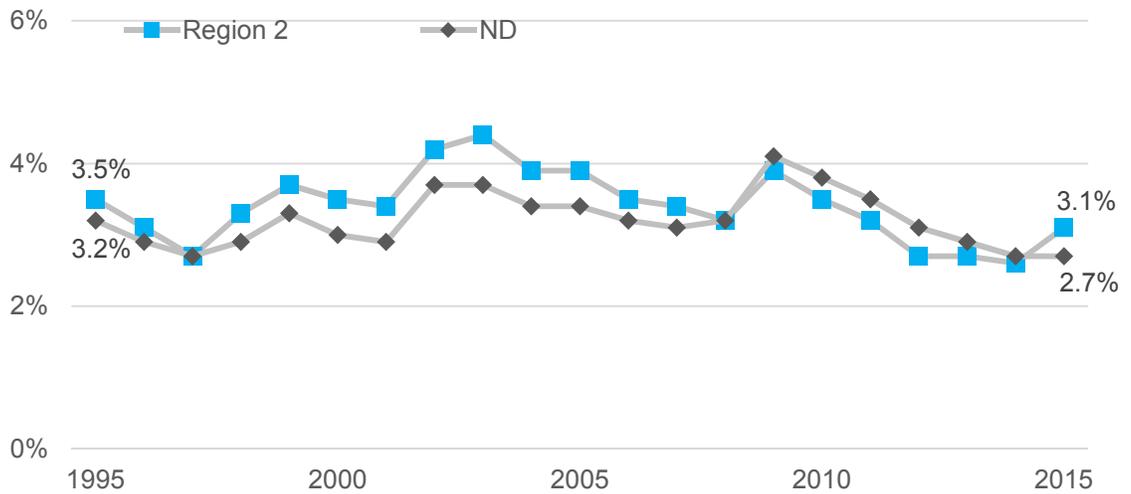
### REGION 2 COMPOSITION BY SEX



### REGION 2 COMPOSITION BY AGE GROUP



### REGION 2 UNEMPLOYMENT RATE



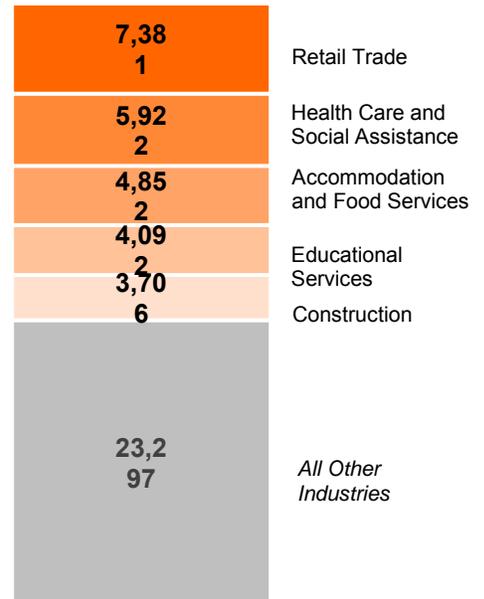
### REGION 2 TOP INDUSTRIES

**TOTAL EMPLOYMENT: 49,250**

In 2015, the Retail Trade industry had the largest share of employment in Region 2, with 7,381 employees out of a total 49,250 (15.0 percent). The top five industries for this region accounted for 25,953 employees (52.7 percent) of the total.

#### TOP 5 INDUSTRIES 2015

15%	1. Retail Trade
12%	2. Health Care and Social Assistance
10%	3. Accommodation and Food Services
8%	4. Educational Services
8%	5. Construction
47%	All Other Industries



### REGION 2 INDUSTRY PROFILES

In 2015, the Retail Trade industry had the largest share of employment in Region 2. The Mining, Quarrying, and Oil and Gas Extraction industry had the second highest employment growth from 2005-2015.\* For the same time period, Professional and Technical Services industry had the highest wage growth.

#### RETAIL TRADE • Largest Employment 2015

In 2015, the Retail Trade industry had the largest employment in Region 2 with 7,381 workers. From 1995-2015, average employment grew by 1,931 (or 35.4 percent). From 2005-2015 employment growth was 1,872 (or 34.0 percent).

	1995	2005	2015
<b>AVG EMP</b>	5,450	5,509	7,381
<b>AVG WAGE</b>	\$14,667	\$18,959	\$31,292
<b>TOTAL ESTAB</b>	538	467	432

#### MINING, QUARRYING, AND OIL AND GAS EXTRACTION • High Growth Industry 2005-2015

In 2015, the Mining, Quarrying, and Oil and Gas Extraction industry had the second highest employment growth by percent since 2005 in Region 2. From 1995-2015, average employment grew by 3,132 (or 781.0 percent). From 2005-2015 employment growth was 2,849 (or 416.5 percent).

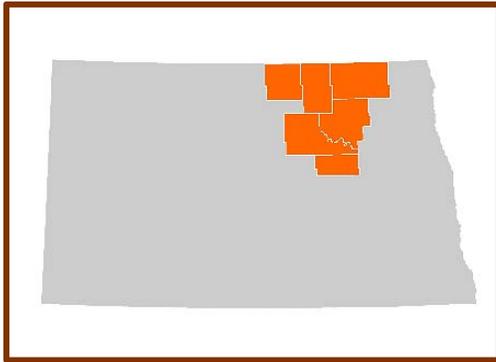
	1995	2005	2015
<b>AVG EMP</b>	401	684	3,533
<b>AVG WAGE</b>	\$28,033	\$49,808	\$96,195
<b>TOTAL ESTAB</b>	53	45	203

#### PROFESSIONAL AND TECHNICAL SERVICES • High Growth Wages 2005-2015

In 2015, the Professional and Technical Services industry had the highest wage growth by percent since 2005 in Region 2. From 1995-2015, average annual wages grew by \$50,858 (or 247.6 percent). From 2005-2015 growth was \$44,315 (or 163.6 percent).

	1995	2005	2015
<b>AVG EMP</b>	965	1,361	1,597
<b>AVG WAGE</b>	\$20,542	\$27,085	\$71,400
<b>TOTAL ESTAB</b>	151	200	388

\*The Management of Companies and Enterprises industry had the highest growth by percent for 2015, though total growth was about 100 employees.



## REGION 3 OVERVIEW

**LARGEST CITY:** Devils Lake (7,351)

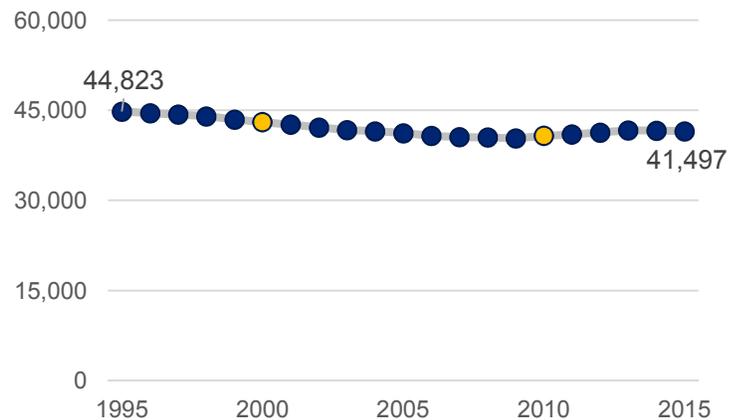
Region 3 is located in the northeast central part of the state. This region has had a slightly declining population over 20 years, though it has remained relatively flat in the since about 2006. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 3 has remained constant in economic measures, but below average when compared with other regions or the state as a whole.

### REGION 3 POPULATION 1995-2015

In 2015, the population in Region 3 was 41,497, and had decreased by 137, or 0.3 percent, from 2014.

From 1995 to 2006, the population had decreased by 4,052, with an average annual growth rate of -0.8 percent. From 2006 to 2015, the population increased by 726, with an average annual growth rate of 0.2 percent.

Region 3 is likely insulated from the effects of the oil boom geographically, though the flat curve of population suggests a constant, albeit static, economy.



Census years are indicated by gold markers on the graph.

### REGION 3 EMPLOYMENT • p. 97

#### EMPLOYMENT COMPOSITION BY SEX

In 2015, the employment composition was 46.4 percent Male to 53.6 percent Female. For comparison, in 2005, it was 43.8 percent Male, 56.2 percent Female. Male workers experienced a relatively small numerical growth, while Female workers experienced a similarly small decrease. The small movement within employment composition aligns with the relatively flat population over time in this region.

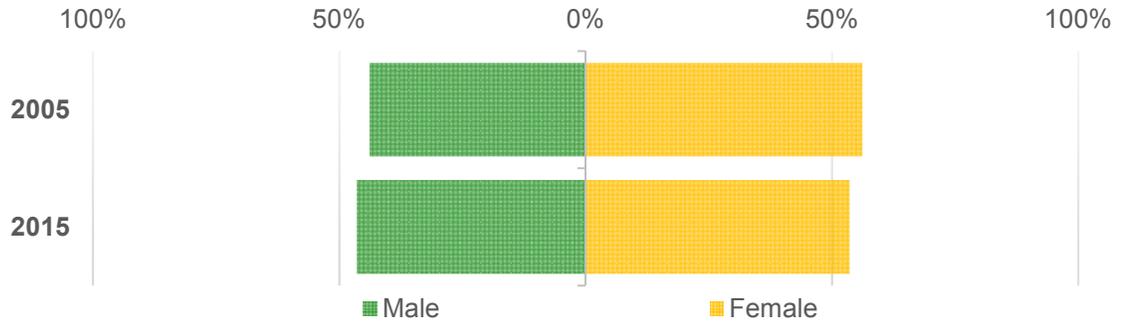
#### EMPLOYMENT COMPOSITION BY AGE

Since 2005, the proportions among age groups employed in Region 3 changed by varying percentages. All age groups experienced moderate proportional changes, though the greatest shifts were among 45-64 year-olds (+2.3 percent), 65+ year-olds (+2.3 percent), and 14-18 year-olds (-2.2 percent). The age groups with the largest employment in Region 3 were 45-64 year-olds (41.9 percent) and 25-44 year-olds (37.9 percent).

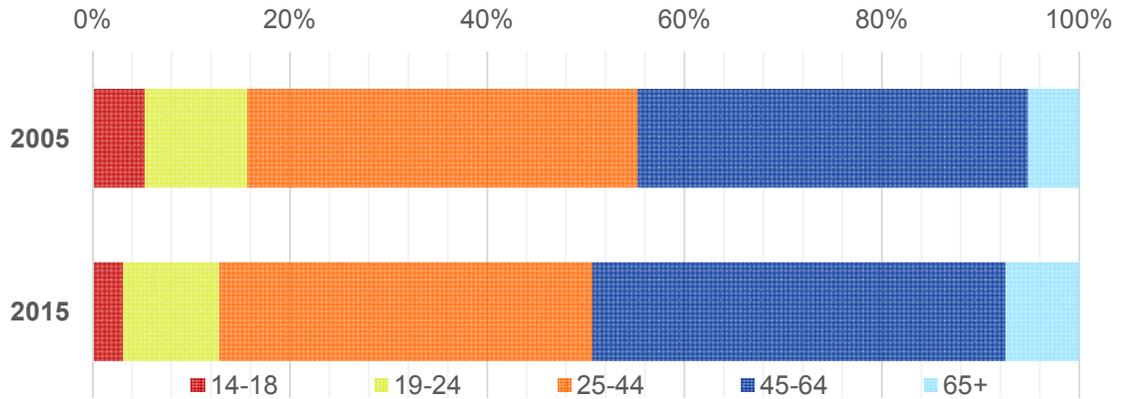
#### UNEMPLOYMENT RATE

In 2015, Region 3 had an unemployment rate of 5.4 percent, which was much higher than the state as a whole. This rate reflects a decrease of 0.8 percent from 2014.

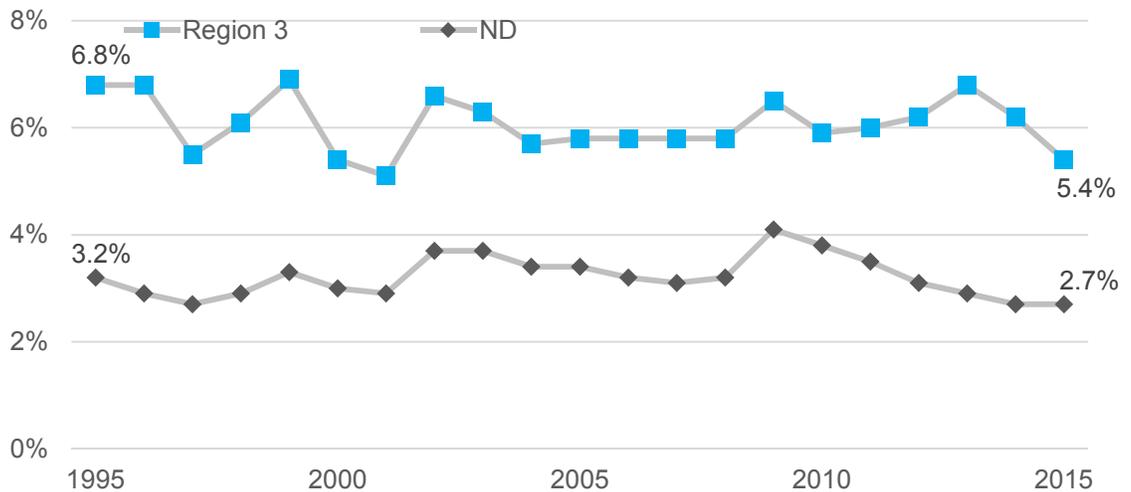
**REGION 3 COMPOSITION BY SEX**



**REGION 3 COMPOSITION BY AGE GROUP**



**REGION 3 UNEMPLOYMENT RATE**



## REGION 3 TOP INDUSTRIES

**TOTAL EMPLOYMENT: 15,422**

In 2015, the Health Care and Social Assistance industry had the largest share of employment in Region 3, with 2,364 employees out of a total 15,422 (15.3 percent). The top five industries for this region accounted for 9,332 employees (60.5 percent) of the total.

### TOP 5 INDUSTRIES 2015

15%	1. Health Care and Social Assistance
14%	2. Educational Services
13%	3. Arts, Entertainment, and Recreation
11%	4. Public Administration
7%	5. Retail Trade
39%	All Other Industries

2,364	Health Care and Social Assistance
2,143	Educational Services
1,992	Arts, Entertainment, and Recreation
1,699	Public Administration
1,134	Retail Trade
6,090	All Other Industries

## REGION 3 INDUSTRY PROFILES

In 2015, the Health Care and Social Assistance industry had the largest share of employment in Region 3. The Construction industry had the second highest employment growth from 2005-2015.\* For the same time period, the Administrative and Waste Services industry had the highest wage growth.

### HEALTH CARE AND SOCIAL ASSISTANCE • Largest Employment 2015

In 2015, the Health Care and Social Assistance Trade industry had the largest employment in Region 3 with 2,364 workers. From 1995-2015, average employment fell by 70 (or 2.9 percent). From 2005-2015 employment fell by 166 (or 6.6 percent).		1995	2005	2015
	<b>AVG EMP</b>	2,434	2,530	2,364
	<b>AVG WAGE</b>	\$18,465	\$27,352	\$40,406
	<b>TOTAL ESTAB</b>	87	101	132

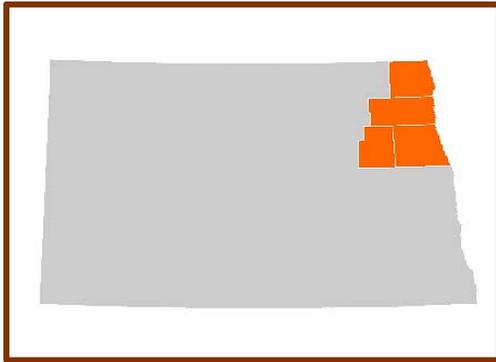
### CONSTRUCTION • High Growth Industry 2005-2015

In 2015, the Construction industry had the second highest employment growth by percent since 2005 in Region 3. From 1995-2015, average employment grew by 188 (or 31.9 percent). From 2005-2015 employment growth was 209 (or 36.8 percent).		1995	2005	2015
	<b>AVG EMP</b>	589	568	777
	<b>AVG WAGE</b>	\$19,913	\$28,609	\$47,986
	<b>TOTAL ESTAB</b>	130	158	166

### ADMINISTRATIVE AND WASTE SERVICES • High Growth Wages 2005-2015

In 2015, the Administrative and Waste Services industry had the highest wage growth by percent since 2005 in Region 3. From 1995-2015, average annual wages grew by \$16,428 (or 104.4 percent). From 2005-2015 growth was \$16,094 (or 100.2 percent).		1995	2005	2015
	<b>AVG EMP</b>	88	260	234
	<b>AVG WAGE</b>	\$15,731	\$16,066	\$32,159
	<b>TOTAL ESTAB</b>	26	35	36

\*The Agriculture, Forestry, Fishing and Hunting industry had the highest growth by percent for 2015, though total growth was about 100 employees.



## REGION 4 OVERVIEW

**LARGEST CITY:** Grand Forks (57,011)

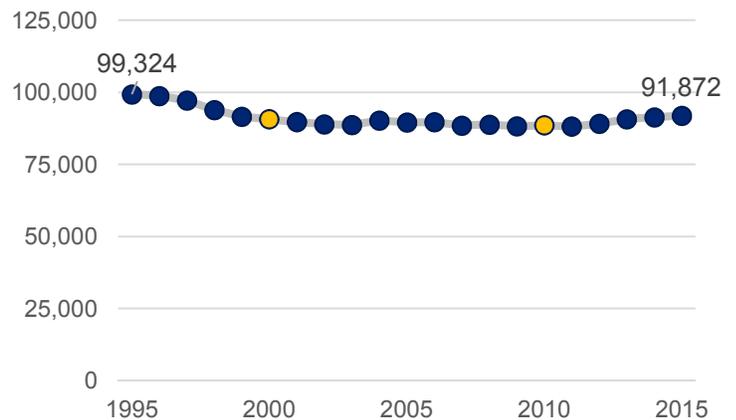
Region 4 is located in the northeastern corner of the state. This region had a slightly declining population for several years, but has been relatively flat in recent years. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 4 has remained somewhat constant in economic measures and has experienced modest growth in employment.

### REGION 4 POPULATION 1995-2015

In 2015, the population in Region 4 was 91,872, and had increased by 480, or 0.5 percent, from 2014.

From 1995 to 2006, the population had decreased by 9,670, with an average annual growth rate of -0.9 percent. From 2006 to 2015, the population increased by 2,218, with an average annual growth rate of 0.3 percent.

Region 4 is likely insulated from the effects of the oil boom because of its geographic location. The slight growth in population may be an effect of the state's economic health or the continued vitality within the region itself.



Census years are indicated by gold markers on the graph.

### REGION 4 EMPLOYMENT • p. 100

#### EMPLOYMENT COMPOSITION BY SEX

In 2015, the employment composition was 49.9 percent Male to 50.1 percent Female. For comparison, in 2005, it was 48.2 percent Male, 51.8 percent Female. Both sexes experienced numerical increases, with a higher increase in male workers. This region has the most evenly balanced composition by sex among workers when compared with all other regions.

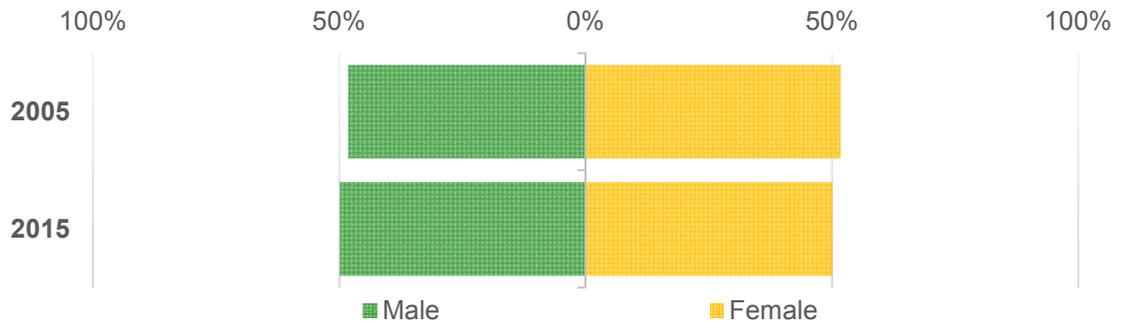
#### EMPLOYMENT COMPOSITION BY AGE

Since 2005, the proportions among age groups employed in Region 4 changed by varying percentages. Nearly all age groups experienced moderate proportional changes, though the greatest shifts were among 19-24 year-olds (-2.5 percent), 65+ year-olds (+2.1 percent), and 45-64 year-olds (+1.5 percent). The age groups with the largest employment in Region 4 were 25-44 year-olds (40.5 percent) and 45-64 year-olds (36.2 percent).

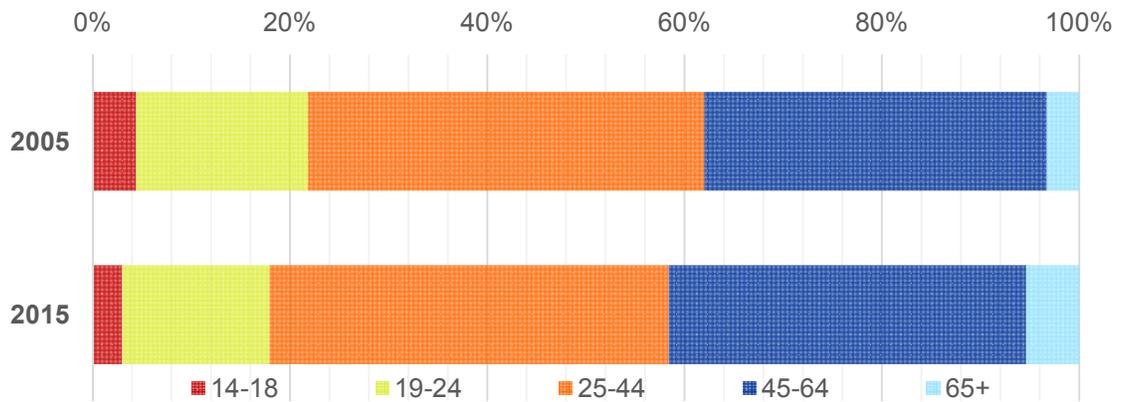
#### UNEMPLOYMENT RATE

In 2015, Region 4 had an unemployment rate of 2.9 percent, which was slightly higher than the state as a whole. This rate reflects a decrease of 0.3 percent from 2014.

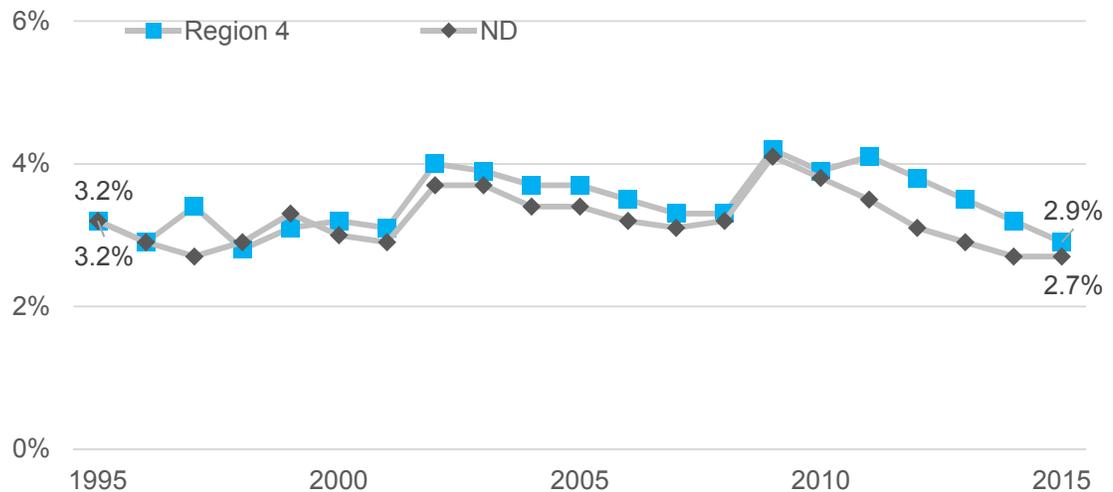
### REGION 4 COMPOSITION BY SEX



### REGION 4 COMPOSITION BY AGE GROUP



### REGION 4 UNEMPLOYMENT RATE



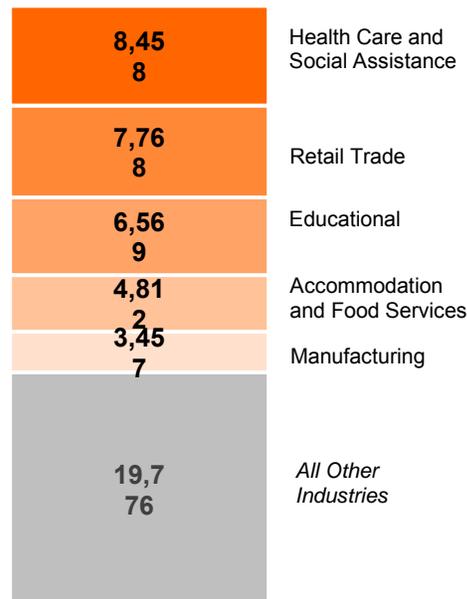
### REGION 4 TOP INDUSTRIES

**TOTAL EMPLOYMENT: 50,840**

In 2015, the Health Care and Social Assistance industry had the largest share of employment in Region 4, with 8,458 employees out of a total 50,840 (16.6 percent). The top five industries for this region accounted for 31,064 employees (61.1 percent) of the total.

#### TOP 5 INDUSTRIES 2015

17%	1. Health Care and Social Assistance
15%	2. Retail Trade
13%	3. Educational Services
10%	4. Accommodation and Food Services
7%	5. Manufacturing
39%	All Other Industries



### REGION 4 INDUSTRY PROFILES

In 2015, the Health Care and Social Assistance industry had the largest share of employment in Region 4. The Arts, Entertainment, and Recreation industry had the highest employment growth from 2005-2015. In the same time period, Professional and Technical Services industry had the highest wage growth.

#### HEALTH CARE AND SOCIAL ASSISTANCE • Largest Employment 2015

In 2015, the Health Care and Social Assistance industry had the largest employment in Region 4 with 8,458 workers. From 1995-2015, average employment grew by 2,366 (or 38.8 percent). From 2005-2015 employment growth was 1,571 (22.8 percent).

	1995	2005	2015
<b>AVG EMP</b>	6,092	6,887	8,458
<b>AVG WAGE</b>	\$22,076	\$32,709	\$48,971
<b>TOTAL ESTAB</b>	172	189	270

#### ARTS, ENTERTAINMENT, AND RECREATION • High Growth Industry 2005-2015

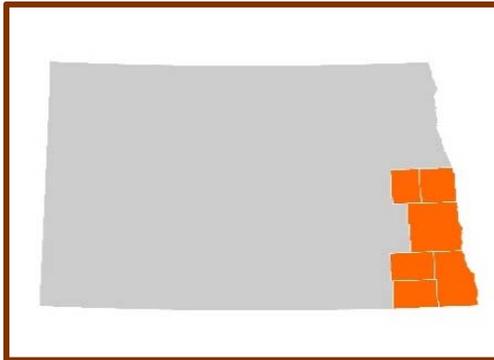
In 2015, the Arts, Entertainment, and Recreation industry had the highest employment growth by percent since 2005 in Region 4. From 1995-2015, average employment grew by 218 (or 24.4 percent). From 2005-2015 employment growth was 277 (or 33.2 percent).

	1995	2005	2015
<b>AVG EMP</b>	893	834	1,111
<b>AVG WAGE</b>	\$7,376	\$10,404	\$13,392
<b>TOTAL ESTAB</b>	54	64	73

#### PROFESSIONAL AND TECHNICAL SERVICES • High Growth Wages 2005-2015

In 2015, the Professional and Technical Services industry had the highest wage growth by percent since 2005 in Region 4. From 1995-2015, average annual wages grew by \$36,677 (or 127.1 percent). From 2005-2015 growth was \$29,866 (or 83.7 percent).

	1995	2005	2015
<b>AVG EMP</b>	946	1,472	1,648
<b>AVG WAGE</b>	\$28,866	\$35,677	\$65,543
<b>TOTAL ESTAB</b>	176	229	279



## REGION 5 OVERVIEW

**LARGEST CITIES:** Fargo (118,523), West Fargo (33,597)

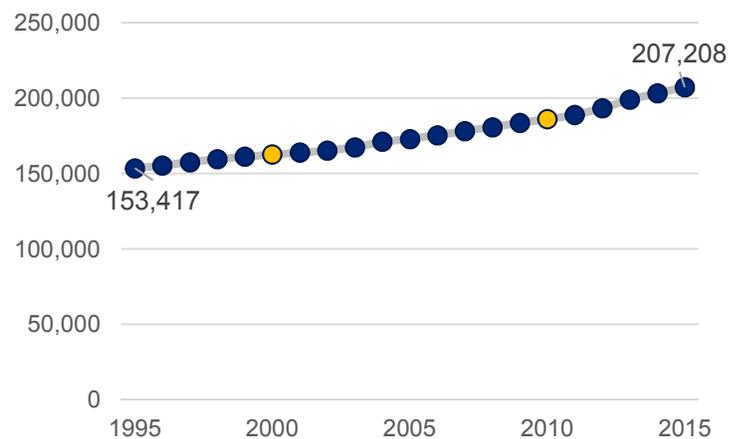
Region 5 is located in the southeastern corner of the state. This region has grown steadily in population over the past 20 years without much variance. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 5 has remained consistently strong in its economic measures, with slightly higher growth among older working-age employees in total employment.

### REGION 5 POPULATION 1995-2015

In 2015, the population in Region 5 was 207,208, and had increased by 4,161, or 2.0 percent, from 2014.

From 1995 to 2006, the population had increased by 21,902, with an average annual growth rate of 1.3 percent. From 2006 to 2015, the population increased by 31,889, with an average annual growth rate of 2.0 percent.

Region 5 seems to exhibit strong economic growth, and is likely insulated from the effects of the oil boom. This region has historically demonstrated steady growth, which suggests that its vitality is homegrown and stable.



Census years are indicated by gold markers on the graph.

### REGION 5 EMPLOYMENT ▪ p. 103

#### EMPLOYMENT COMPOSITION BY SEX

In 2015, the employment composition was 53.3 percent Male to 46.7 percent Female. For comparison, in 2005, it was 52.1 percent Male, 47.9 percent Female. Both sexes experienced high numerical increases, with a higher increase in male workers. The upward movement within employment composition aligns with the steady growth over time in this region.

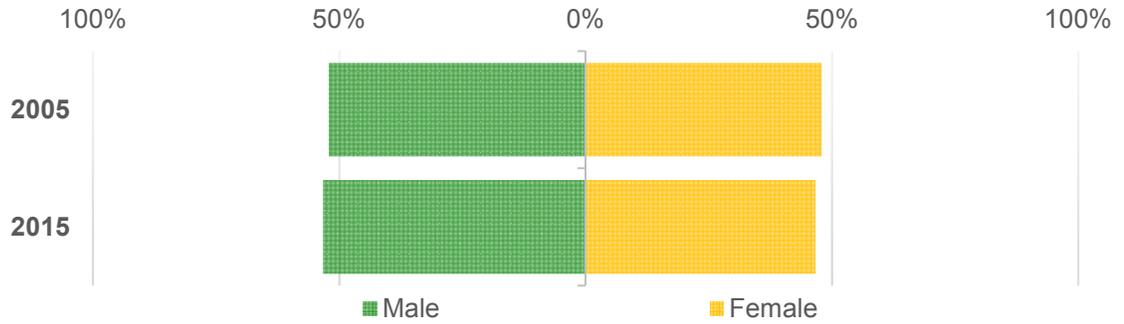
#### EMPLOYMENT COMPOSITION BY AGE

Since 2005, the proportions among age groups employed in Region 5 changed by varying percentages. Nearly all age groups experienced moderate proportional changes, though the greatest shifts were among 19-24 year-olds (-3.3 percent), 45-64 year-olds (+1.7 percent), and 65+ year-olds (+1.6 percent). The age groups with the largest employment in Region 5 were 25-44 year-olds (45.7 percent) and 45-64 year-olds (33.4 percent).

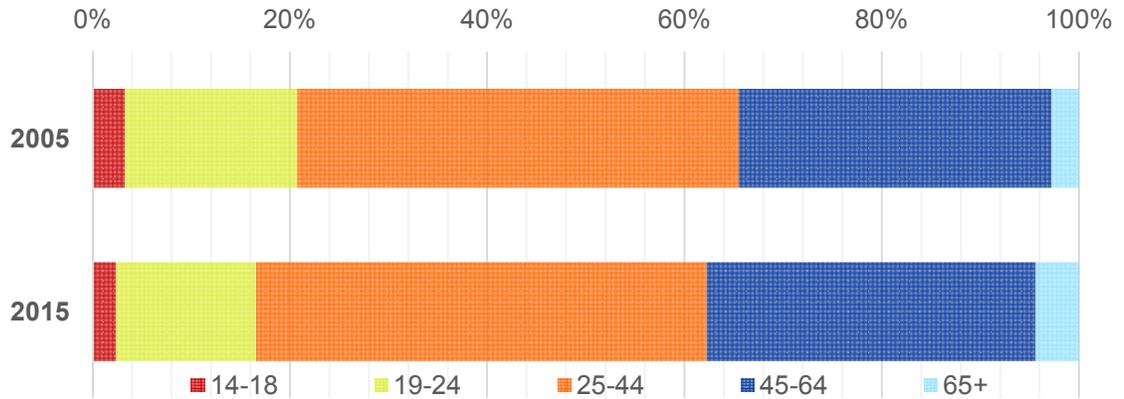
#### UNEMPLOYMENT RATE

In 2015, Region 5 had an unemployment rate of 2.3 percent, which was slightly lower than the state as a whole. This rate reflects a decrease of 0.4 percent from 2014.

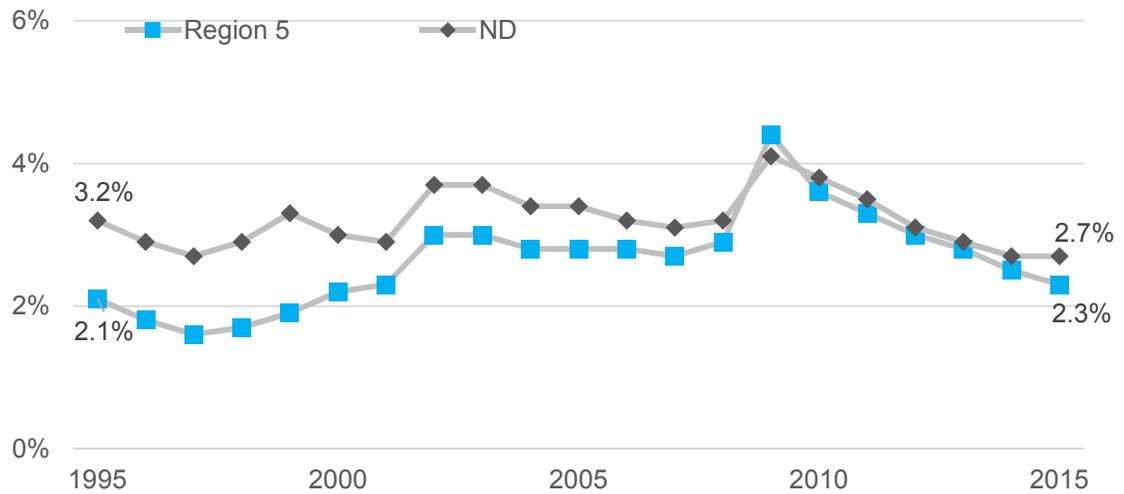
**REGION 5 COMPOSITION BY SEX**



**REGION 5 COMPOSITION BY AGE GROUP**



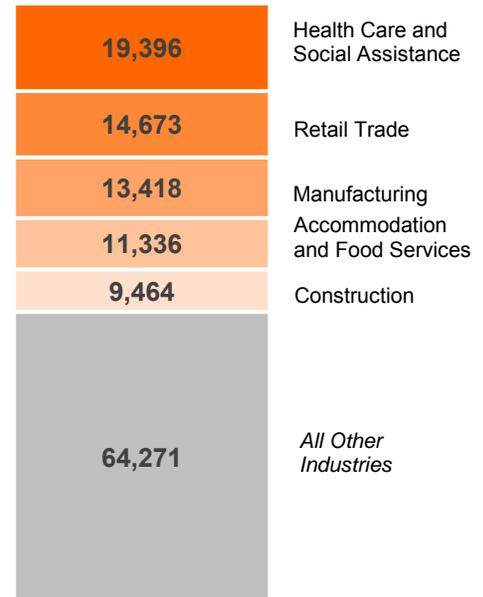
**REGION 5 UNEMPLOYMENT RATE**



## REGION 5 TOP INDUSTRIES

**TOTAL EMPLOYMENT: 132,558**

In 2015, the Health Care and Social Assistance industry had the largest share of employment in Region 5, with 19,396 employees out of a total 132,558 (14.6 percent). The top five industries for this region accounted for 68,287 employees (51.5 percent) of the total.



### TOP 5 INDUSTRIES 2015

15%	1. Health Care and Social Assistance
11%	2. Retail Trade
10%	3. Manufacturing
9%	4. Accommodation and Food Services
7%	5. Construction
48%	All Other Industries

## REGION 5 INDUSTRY PROFILES

In 2015, the Health Care and Social Assistance industry had the largest share of employment in Region 5. The Management of Companies and Enterprises industry had the highest employment growth from 2005-2015. In the same time period, Administrative and Waste Services industry had the second highest wage growth.\*

### HEALTH CARE AND SOCIAL ASSISTANCE ▪ Largest Employment 2015

In 2015, the Health Care and Social Assistance industry had the largest employment in Region 5 with 19,396 workers. From 1995-2015, average employment grew by 7,695 (or 65.8 percent). From 2005-2015 employment growth was 5,489 (or 39.5 percent).

	1995	2005	2015
<b>AVG EMP</b>	11,701	13,907	19,396
<b>AVG WAGE</b>	\$25,471	\$37,691	\$52,875
<b>TOTAL ESTAB</b>	375	487	648

### MANAGEMENT OF COMPANIES AND ENTERPRISES ▪ High Growth Industry 2005-2015

In 2015, the Management of Companies and Enterprises industry had the highest employment growth by percent since 2005 in Region 5. From 1995-2015, average employment grew by 2,627 (or 425.8 percent). From 2005-2015 employment growth was 1,344 (or 70.7 percent).

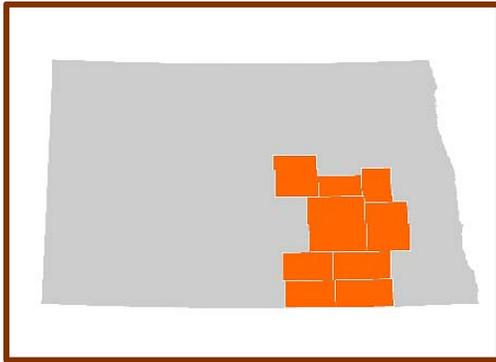
	1995	2005	2015
<b>AVG EMP</b>	617	1,900	3,244
<b>AVG WAGE</b>	\$39,534	\$41,701	\$75,735
<b>TOTAL ESTAB</b>	28	41	67

### ADMINISTRATIVE AND WASTE SERVICES ▪ High Growth Wages 2005-2015

In 2015, the Administrative and Waste Services industry had the second highest wage growth by percent since 2005 in Region 5. From 1995-2015, average annual wages grew by \$22,046 (or 207.1 percent). From 2005-2015 wage growth was \$13,593 (or 71.2 percent).

	1995	2005	2015
<b>AVG EMP</b>	3,389	4,936	5,763
<b>AVG WAGE</b>	\$10,644	\$19,097	\$32,690
<b>TOTAL ESTAB</b>	273	388	491

\*The Management of Companies and Enterprises industry had the highest wage growth by percent for 2015, but it is profiled for highest employment growth.



## REGION 6 OVERVIEW

**LARGEST CITY:** Jamestown (15,422)

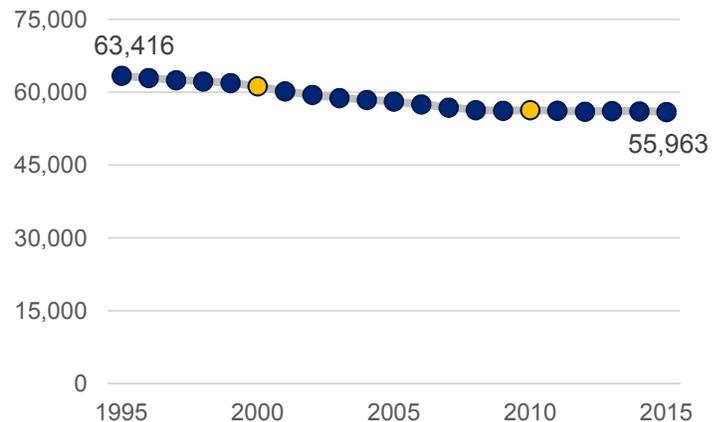
Region 6 is located in the southeast central part of the state. The population in this region has declined slightly over 20 years, though it has been relatively flat in recent years. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 6 has had modestly growing employment, with a slight increase in both older and male workers.

### REGION 6 POPULATION 1995-2015

In 2015, the population in Region 6 was 55,963, and had decreased by 134, or 0.2 percent, from 2014.

From 1995 to 2006, the population had decreased by 5,895, with an average annual growth rate of -0.8 percent. From 2006 to 2015, the population decreased by 1,558, with an average annual growth rate of -0.3 percent.

Region 6 is the only region where population has decreased in recent years, albeit at a relatively flat rate, suggesting it has likely been insulated from the effects of the oil boom.



Census years are indicated by gold markers on the graph.

### REGION 6 EMPLOYMENT ▪ p. 106

#### EMPLOYMENT COMPOSITION BY SEX

In 2015, the employment composition was 47.8 percent Male to 52.2 percent Female. For comparison, in 2005, it was 44.5 percent Male, 55.5 percent Female. Both sexes experienced numerical increases, with a higher increase in male workers. The small movement within employment composition aligns with the relatively flat population over time in this region.

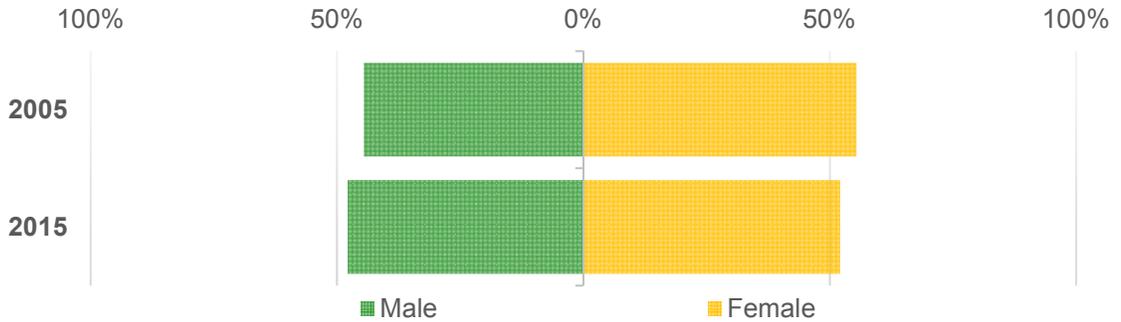
#### EMPLOYMENT COMPOSITION BY AGE

Since 2005, the proportions among age groups employed in Region 6 changed by varying percentages. Nearly all age groups experienced moderate proportional changes, though the greatest shifts were among 65+ year-olds (+1.9 percent), 14-18 year-olds (-1.8 percent), and 45-64 year-olds (+1.0 percent). The age groups with the largest employment in Region 6 were 45-64 year-olds (41.5 percent) and 25-44 year-olds (37.2 percent).

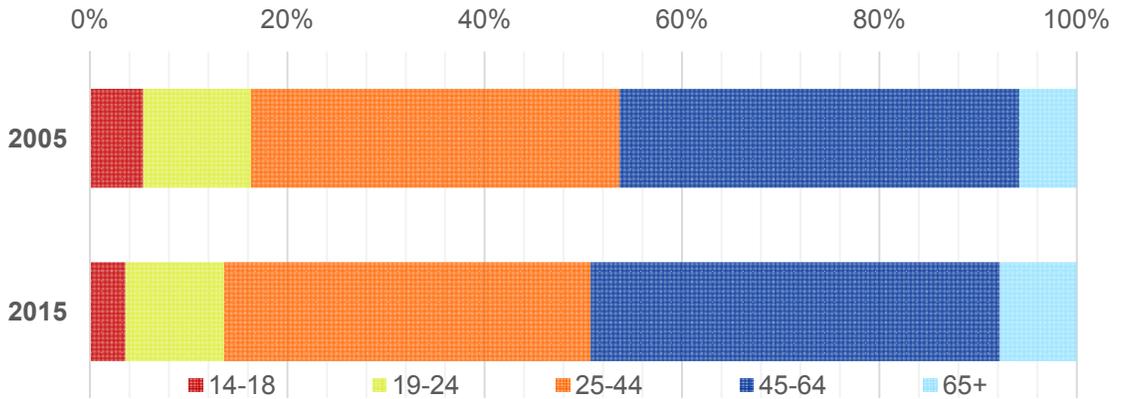
#### UNEMPLOYMENT RATE

In 2015, Region 6 had an unemployment rate of 2.7 percent, which was the same as the state as a whole. This rate reflects a decrease of 0.2 percent from 2014.

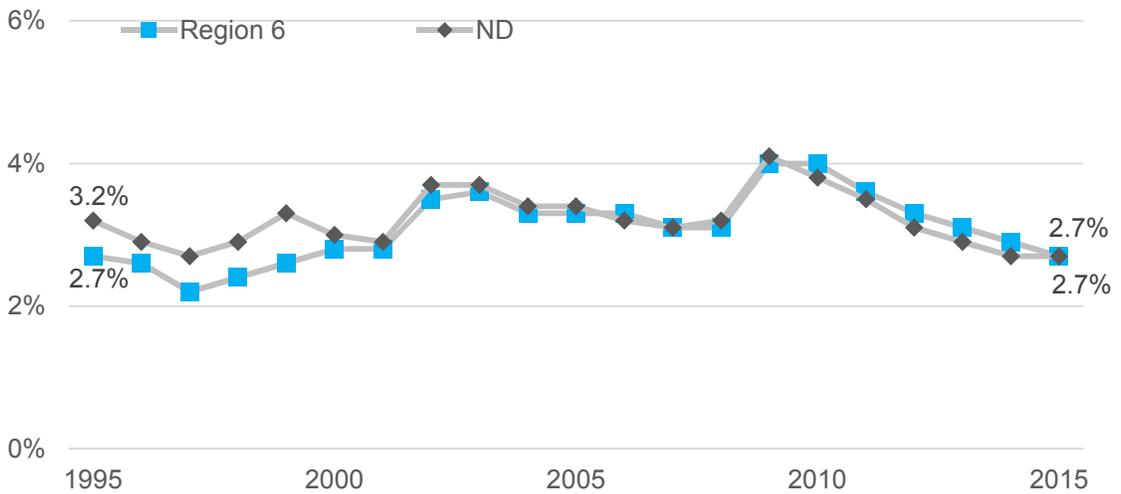
### REGION 6 COMPOSITION BY SEX



### REGION 6 COMPOSITION BY AGE GROUP



### REGION 6 UNEMPLOYMENT RATE



## REGION 6 TOP INDUSTRIES

**TOTAL EMPLOYMENT: 25,629**

In 2015, the Health Care and Social Assistance industry had the largest share of employment in Region 6, with 4,882 employees out of a total 25,629 (19.0 percent). The top five industries for this region accounted for 15,248 employees (59.5 percent) of the total.

### TOP 5 INDUSTRIES 2015

19%	1. Health Care and Social Assistance
11%	2. Retail Trade
11%	3. Educational Services
10%	4. Manufacturing
8%	5. Wholesale Trade
41%	All Other Industries



## REGION 6 INDUSTRY PROFILES

In 2015, the Health Care and Social Assistance industry had the largest share of employment in Region 6. The Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth from 2005-2015. In the same time period, the Real Estate and Rental and Leasing industry had the highest wage growth.

### HEALTH CARE AND SOCIAL ASSISTANCE ▪ Largest Employment 2015

In 2015, the Health Care and Social Assistance industry had the largest employment in Region 6 with 4,882 workers. From 1995-2015, average employment grew by 433 (or 9.7 percent). From 2005-2015 employment growth was 218 (or 4.7 percent).

	1995	2005	2015
<b>AVG EMP</b>	4,449	4,664	4,882
<b>AVG WAGE</b>	\$17,113	\$24,624	\$35,441
<b>TOTAL ESTAB</b>	149	182	215

### AGRICULTURE, FORESTRY, FISHING AND HUNTING ▪ High Growth Industry 2005-2015

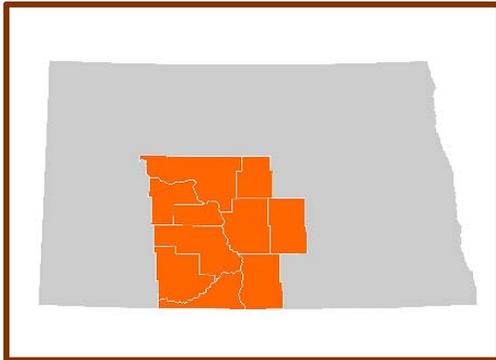
In 2015, the Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth by percent since 2005 in Region 6. From 1995-2015, average employment grew by 432 (or 196.4 percent); from 2005-2015 employment growth was 353 (or 118.1 percent).

	1995	2005	2015
<b>AVG EMP</b>	220	299	652
<b>AVG WAGE</b>	\$16,110	\$24,827	\$38,528
<b>TOTAL ESTAB</b>	46	60	153

### REAL ESTATE AND RENTAL AND LEASING ▪ High Growth Wages 2005-2015

In 2015, the Real Estate and Rental and Leasing industry had the highest wage growth by percent since 2005 in Region 6. From 1995-2015, average annual wages grew by \$16,469 (or 160.7 percent). From 2005-2015 growth was \$11,627 (or 77.1 percent).

	1995	2005	2015
<b>AVG EMP</b>	187	163	138
<b>AVG WAGE</b>	\$10,246	\$15,089	\$26,715
<b>TOTAL ESTAB</b>	71	71	69



## REGION 7 OVERVIEW

**LARGEST CITIES:** Bismarck (71,167), Mandan (21,382)

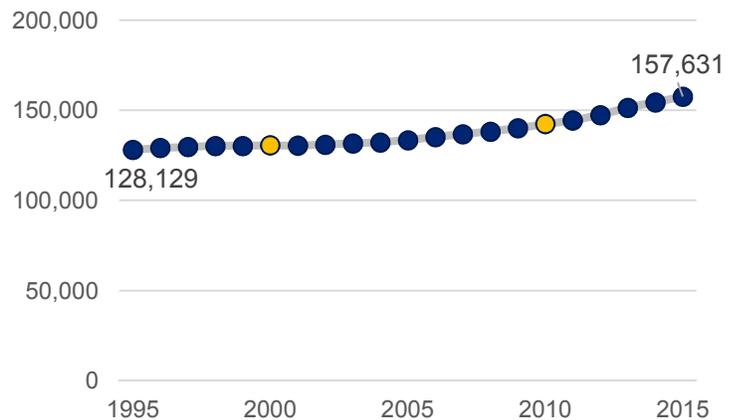
Region 7 is located in the southwest central part of the state. This region has grown steadily in population over the past 20 years, although at a higher rate in the past ten years. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 7 has remained consistent and strong in its economic measures, with slightly higher growth among older employees in total employment.

## REGION 7 POPULATION 1995-2015

In 2015, the population in Region 7 was 157,631, and had increased by 3,084, or 2.0 percent, from 2014.

From 1995 to 2006, the population had increased by 7,019, with an average annual growth rate of 0.5 percent. From 2006 to 2015, the population increased by 22,483, with an average annual growth rate of 1.8 percent.

Region 7 seems to exhibit strong economic growth, and, because of its proximity to the western regions and comparatively high growth in recent years, seems somewhat influenced by the oil boom.



Census years are indicated by gold markers on the graph.

## REGION 7 EMPLOYMENT ▪ p. 109

### EMPLOYMENT COMPOSITION BY SEX

In 2015, the employment composition was 49.8 percent Male to 50.2 percent Female. For comparison, in 2005, it was 48.0 percent Male, 52.0 percent Female. Both sexes experienced high numerical increases, with a higher increase in male workers. This region has the one of the most evenly balanced composition by sex among workers when compared with all other regions.

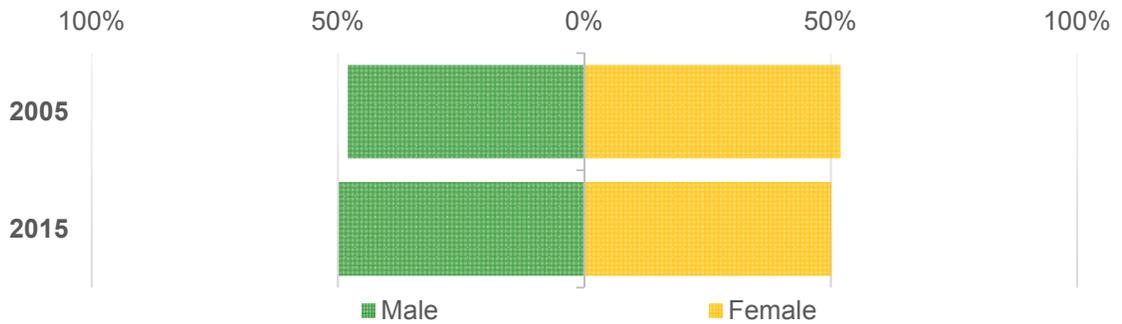
### EMPLOYMENT COMPOSITION BY AGE

Since 2005, the proportions among age groups employed in Region 7 changed by varying percentages. The youngest and oldest age groups experienced the biggest proportional changes, the greatest shift among 65+ year-olds (+2.0 percent), 19-24 year-olds (-1.6 percent), and 14-18 year-olds (-1.1 percent). The age groups with the largest employment in Region 7 were 25-44 year-olds (42.1 percent) and 45-64 year-olds (37.9 percent).

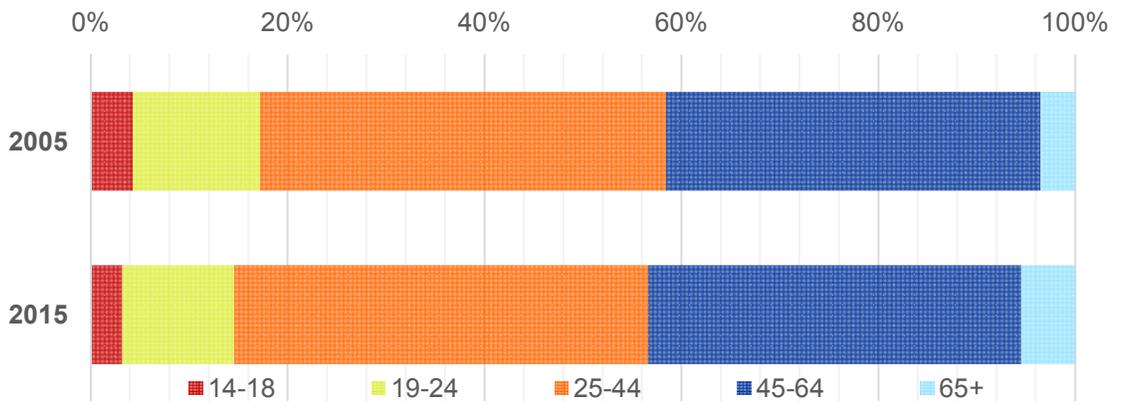
### UNEMPLOYMENT RATE

In 2015, Region 7 had an unemployment rate of 2.8 percent, which was slightly higher than the state as a whole. This rate reflects an increase of 0.2 percent from 2014.

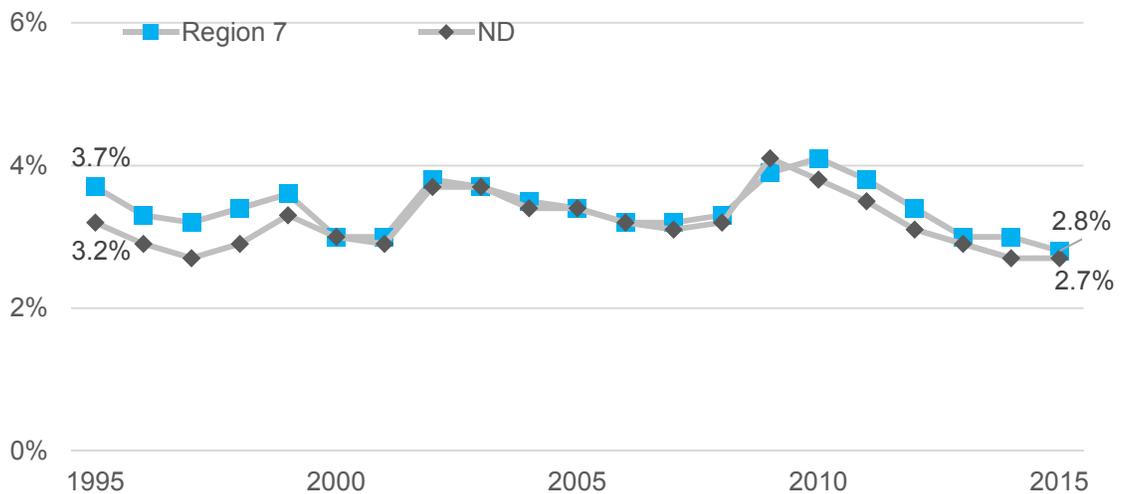
### REGION 7 COMPOSITION BY SEX



### REGION 7 COMPOSITION BY AGE GROUP



### REGION 7 UNEMPLOYMENT RATE



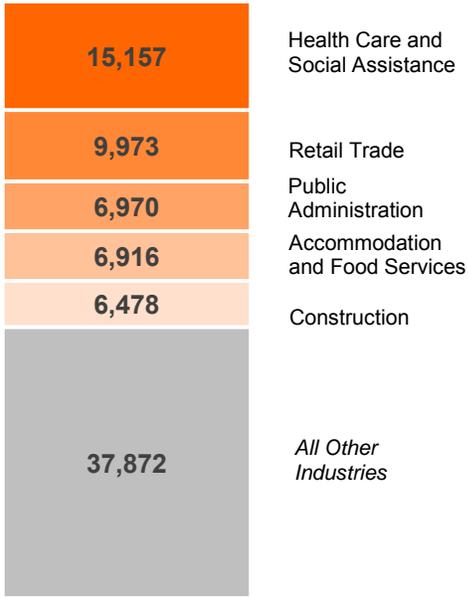
### REGION 7 TOP INDUSTRIES

**TOTAL EMPLOYMENT: 83,366**

In 2015, the Health Care and Social Assistance industry had the largest share of employment in Region 7, with 15,157 employees out of a total 83,366 (18.2 percent). The top five industries for this region accounted for 45,494 employees (54.6 percent) of the total.

#### TOP 5 INDUSTRIES 2015

18%	1. Health Care and Social Assistance
12%	2. Retail Trade
8%	3. Public Administration
8%	4. Accommodation and Food Services
8%	5. Construction
45%	All Other Industries



### REGION 7 INDUSTRY PROFILES

In 2015, the Health Care and Social Assistance industry had the largest share of employment in Region 7. The Professional and Technical Services industry had the highest employment growth from 2005-2015. In the same time period, the Real Estate and Rental and Leasing industry had the highest wage growth.

#### HEALTH CARE AND SOCIAL ASSISTANCE ▪ Largest Employment 2015

In 2015, the Health Care and Social Assistance industry had the largest employment in Region 7 with 15,157 workers. From 1995-2015, average employment grew by 6,246 (or 70.1 percent). From 2005-2015 employment growth was 4,248 (or 38.9 percent).

	1995	2005	2015
<b>AVG EMP</b>	8,911	10,909	15,157
<b>AVG WAGE</b>	\$23,629	\$33,432	\$51,162
<b>TOTAL ESTAB</b>	262	353	486

#### PROFESSIONAL AND TECHNICAL SERVICES ▪ High Growth Industry 2005-2015

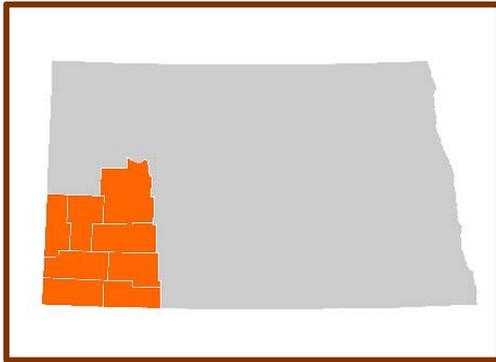
In 2015, the Professional and Technical Services industry had the highest employment growth by percent since 2005 in Region 7. From 1995-2015, average employment grew by 3,025 (or 189.7 percent). From 2005-2015 employment growth was 2,067 (or 81.0 percent).

	1995	2005	2015
<b>AVG EMP</b>	1,595	2,553	4,620
<b>AVG WAGE</b>	\$27,734	\$37,791	\$74,041
<b>TOTAL ESTAB</b>	318	457	655

#### REAL ESTATE AND RENTAL AND LEASING ▪ High Growth Wages 2005-2015

In 2015, the Real Estate and Rental and Leasing industry had the highest wage growth by percent since 2005 in Region 7. From 1995-2015, average annual wages grew by \$34,378 (or 277.5 percent). From 2005-2015 growth was \$26,772 (or 133.9 percent).

	1995	2005	2015
<b>AVG EMP</b>	558	630	752
<b>AVG WAGE</b>	\$12,390	\$19,995	\$46,768
<b>TOTAL ESTAB</b>	142	159	214



## REGION 8 OVERVIEW

**LARGEST CITY:** Dickinson (23,765)

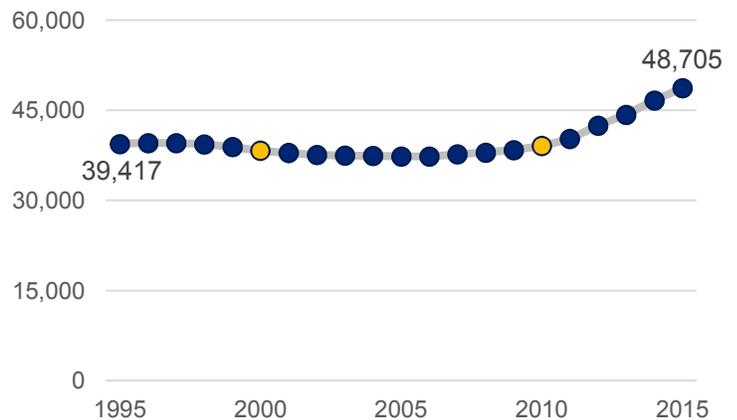
Region 8 is located in the southwestern corner of the state. This region had relatively flat population growth for several years, but has grown dramatically since the oil boom began in 2006. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 8 is heavily connected to oil and gas activity, which is reflected in the growing employment, particularly among young and male workers.

### REGION 8 POPULATION 1995-2015

In 2015, the population in Region 8 was 48,705, and had increased by 2,023, or 4.3 percent, from 2014.

From 1995 to 2006, the population had decreased by 2,097, with an average annual growth rate of -0.5 percent. From 2006 to 2015, the population increased by 11,385, with an average annual growth rate of 3.4 percent.

The population in Region 8 clearly grew as a result of the oil boom, and these figures suggest that residences in this region increased in addition to overall employment.



Census years are indicated by gold markers on the graph.

### REGION 8 EMPLOYMENT ▪ p. 112

#### EMPLOYMENT COMPOSITION BY SEX

In 2015, the employment composition was 63.1 percent Male to 36.9 percent Female. For comparison, in 2005, it was 46.1 percent Male, 53.9 percent Female. Both sexes experienced high numerical increases, with a significantly higher increase in male workers. This extreme shift corresponds with the effect of the oil boom and indicates that it predominantly attracted male workers.

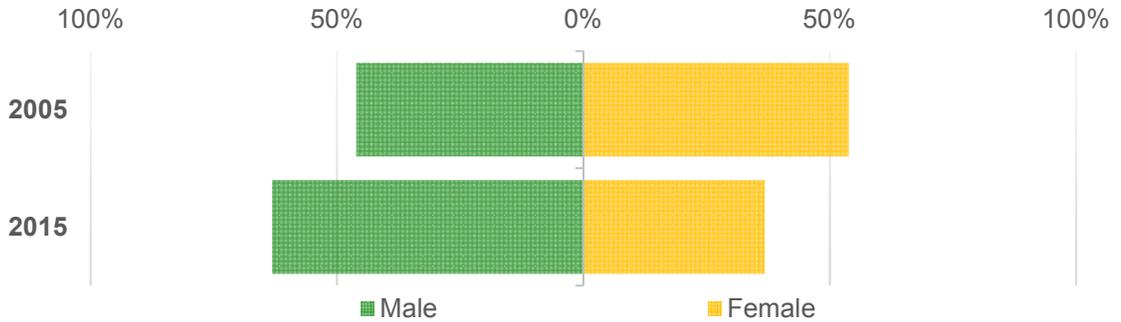
#### EMPLOYMENT COMPOSITION BY AGE

Since 2005, the proportions among most age groups employed in Region 8 changed by relatively large percentages, skewing in favor of younger workers. The biggest proportional changes were among 25-44 year-olds (+8.3 percent) and 45-64 year-olds (-4.3 percent). The age groups with the largest employment in Region 8 were 25-44 year-olds (45.7 percent) and 45-64 year-olds (34.4 percent).

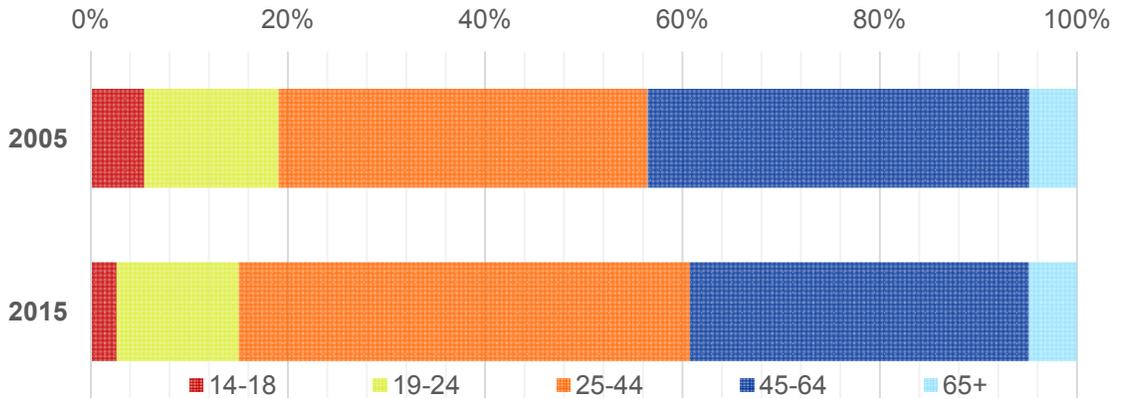
#### UNEMPLOYMENT RATE

In 2015, Region 8 had an unemployment rate of 2.5 percent, which was slightly lower than the state as a whole. This rate reflects an increase of 0.8 percent from 2014.

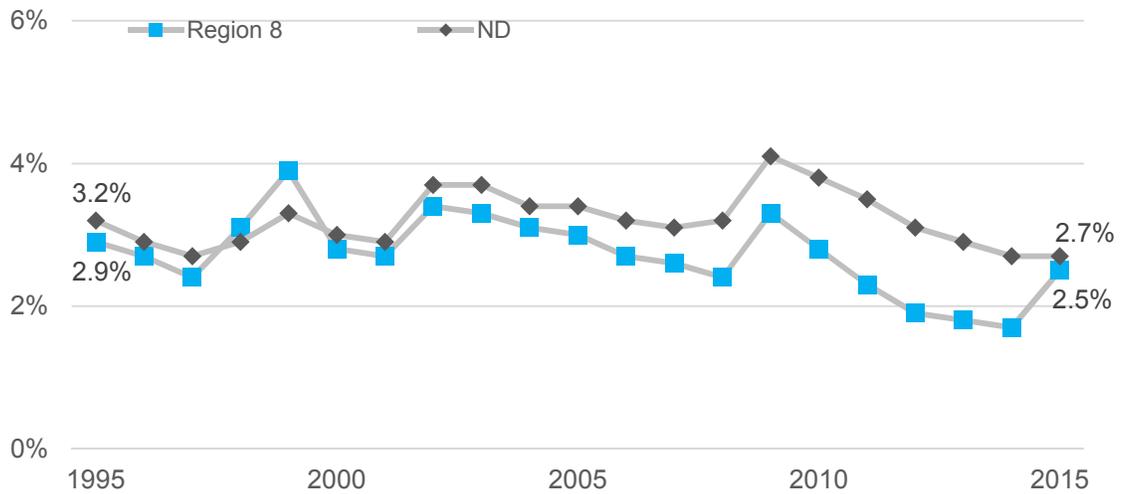
### REGION 8 COMPOSITION BY SEX



### REGION 8 COMPOSITION BY AGE GROUP



### REGION 8 UNEMPLOYMENT RATE



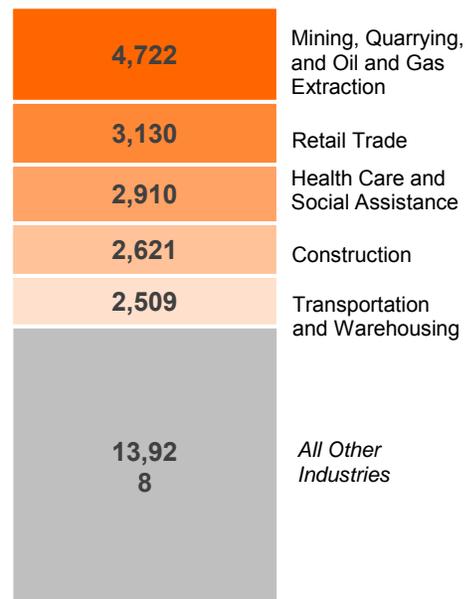
## REGION 8 TOP INDUSTRIES

**TOTAL EMPLOYMENT: 29,820**

In 2015, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest share of employment in Region 8, with 4,722 employees out of a total 29,820 (15.8 percent). The top five industries for this region accounted for 15,892 employees (53.3 percent) of the total.

### TOP 5 INDUSTRIES 2015

16%	1. Mining, Quarrying, and Oil and Gas Extraction
10%	2. Retail Trade
10%	3. Health Care and Social Assistance
9%	4. Construction
8%	5. Transportation and Warehousing
47%	All Other Industries



## REGION 8 INDUSTRY PROFILES

In 2015, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest share of employment in Region 8. The Transportation and Warehousing industry had the second highest employment growth from 2005-2015.\* In the same time period, the Real Estate and Rental and Leasing industry had the highest wage growth.

### MINING, QUARRYING, AND OIL AND GAS EXTRACTION ▪ Largest Employment 2015

In 2015, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest employment in Region 8 with 4,722 workers. From 1995-2015, average employment grew by 4,125 (or 691.0 percent). From 2005-2015 employment growth was 4,122 (or 687.0 percent).

	1995	2005	2015
<b>AVG EMP</b>	597	600	4,722
<b>AVG WAGE</b>	\$34,990	\$53,408	\$106,126
<b>TOTAL ESTAB</b>	62	52	183

### TRANSPORTATION AND WAREHOUSING ▪ High Growth Industry 2005-2015

In 2015, the Transportation and Warehousing industry had the second highest employment growth by percent since 2005 in Region 8. From 1995-2015, average employment grew by 2,027 (or 420.5 percent). From 2005-2015 employment growth was 1,968 (or 363.8 percent).

	1995	2005	2015
<b>AVG EMP</b>	482	541	2,509
<b>AVG WAGE</b>	\$24,059	\$37,709	\$78,341
<b>TOTAL ESTAB</b>	96	116	312

### REAL ESTATE AND RENTAL AND LEASING ▪ High Growth Wages 2005-2015

In 2015, the Real Estate and Rental and Leasing industry had the highest wage growth by percent since 2005 in Region 8. From 1995-2015, average annual wages grew by \$60,924 (or 632.2 percent). From 2005-2015 growth was \$50,863 (or 258.2 percent).

	1995	2005	2015
<b>AVG EMP</b>	99	102	453
<b>AVG WAGE</b>	\$9,637	\$19,698	\$70,561
<b>TOTAL ESTAB</b>	37	38	70

\*The Mining, Quarrying, and Oil and Gas Extraction industry had the highest wage growth by percent for 2015, but it is profiled for highest employment growth.

## 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.

<b>LABOR FORCE</b>	The noninstitutionalized resident civilian population ages 16 and older either employed (part-time or full-time) or unemployed but actively seeking employment.
<b>EMPLOYED</b>	All persons who, during the reference week (week that includes the 12 <sup>th</sup> 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.
<b>UNEMPLOYED</b>	All persons who had no employment during the reference week (week that includes the 12 <sup>th</sup> 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.
<b>UNEMPLOYMENT RATE</b>	The unemployment rate represents the number unemployed as a percent of the labor force.

## 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 RATE

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.

## 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.

*(Occupational Projections notes continue on next page)*

## OCCUPATIONAL PROJECTIONS (LONG-TERM)

### PERCENT EMPLOYMENT CHANGE

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.

## QUARTERLY CENSUS OF EMPLOYMENT AND WAGES (QCEW)

The Quarterly Census of Employment and Wages (QCEW) program produces quarterly and annual establishment, employment, and wage data by industry for North Dakota and its 53 counties by place of work. 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. The QCEW 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. Data are subject to confidentiality restrictions.

### EMPLOYMENT

A near-census count of employed persons during the reference week (week that includes the 12<sup>th</sup> of the month) whose employment is covered by North Dakota's unemployment insurance program. Generally excluded from coverage in North Dakota are the self-employed (farm and nonfarm sectors); farms that employ less than ten workers for less than 20 weeks in a calendar year; all railroad transportation employment; student workers; individuals working for religious organizations or church-related elementary and secondary schools; elected public officials at the federal, state, or local levels of government; and most domestic and private household workers. Data are extracted from quarterly contribution reports filed by employers. Employment represents a count of jobs rather than workers, counting jobs at the place of business. Multiple jobholders are counted for each job.

*(Quarterly Census of Employment and Wages notes continue on next page)*

## QUARTERLY CENSUS OF EMPLOYMENT AND WAGES (QCEW)

### **AVERAGE WEEKLY WAGES**

Wages represent total compensation paid during the calendar quarter, regardless of when services were performed. Included in wages are pay for vacation and other paid leave, bonuses, stock options, tips, the cash value of meals and lodging, and in some states, contributions to deferred compensation plans (such as 401(k) plans). For quarterly data, average weekly wages are calculated by dividing the average quarterly wage by 13 (the standard number of weeks in a quarter), or, for annual data, dividing the average annual wage by 52 (the standard number of weeks in a year).

### **BUSINESS ESTABLISHMENTS**

A business establishment is defined as the smallest operating business unit for which information can be provided on the cost of resources, materials, labor, and capital employed to produce output. An establishment is generally a single, physical location where business is conducted or where services or industrial operations are performed (e.g. store, factory, farm, etc.). Business establishment counts are a unique count of worksites for a reference period (e.g. quarter or year).

## DEFINITIONS OF OCCUPATIONAL GROUPS

Occupational Groups are based on the titles and type of work of an employee. The information is collected by the Occupational Employment Statistics (OES) 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.

### **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.

### **310000 HEALTHCARE SUPPORT**

Home Health Aides, Nursing Assistants, Orderlies, Physical Therapist Aides, Massage Therapists, Dental Assistants, Pharmacy Aides, Phlebotomists.

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

**DEFINITIONS OF OCCUPATIONAL GROUPS** *(continued)***330000 PROTECTIVE SERVICES**

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 Workers, Waiters and Waitresses, Dishwashers.

**370000 BUILDING AND GROUNDS CLEANING AND MAINTENANCE**

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.

## 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 their employer's business. This information is collected by the Quarterly Census of Employment and Wages (QCEW) unit, and it is mandatorily reported by employers who have Unemployment Insurance accounts for their business.

### 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.

### 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.

### 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.

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

**INDUSTRY DEFINITIONS** *(continued)***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**

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 Department of Labor, BLS, Standard Occupational Classification.