

North Dakota

**WORKFORCE
REVIEW**

2015

Labor Market Information Center | JOB SERVICE NORTH DAKOTA

NORTH DAKOTA WORKFORCE REVIEW

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

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SUMMARY

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 more 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-present). Despite some downturn following the recession, the continuing effects of the oil boom have driven overall employment, wage, and business growth to pre-recession levels and higher. In the last few years particularly, North Dakota has experienced vigorous population growth, an employment surge, and increasingly higher wages.

In 2014, economic trends were consistent with recent years and continued showing the effects of the oil boom. Population grew by 2.2 percent from 2013, employment and wages in industries associated with oil activity grew more drastically than others, and the unemployment rate remained the lowest in the U.S. at 2.8 percent. In the latter part of 2014, oil prices began to gradually drop from a high of \$96.26 in June to \$50.51 in December. Active drilling rigs remained essentially constant through the end of 2014, though, and only began to decline in early 2015. As such, economic data from 2014 reflects a continuation of the oil boom effect observed in recent years. The data released in the next edition of the North Dakota Workforce Review (in 2016) will present the effects of decreased rig activity 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.

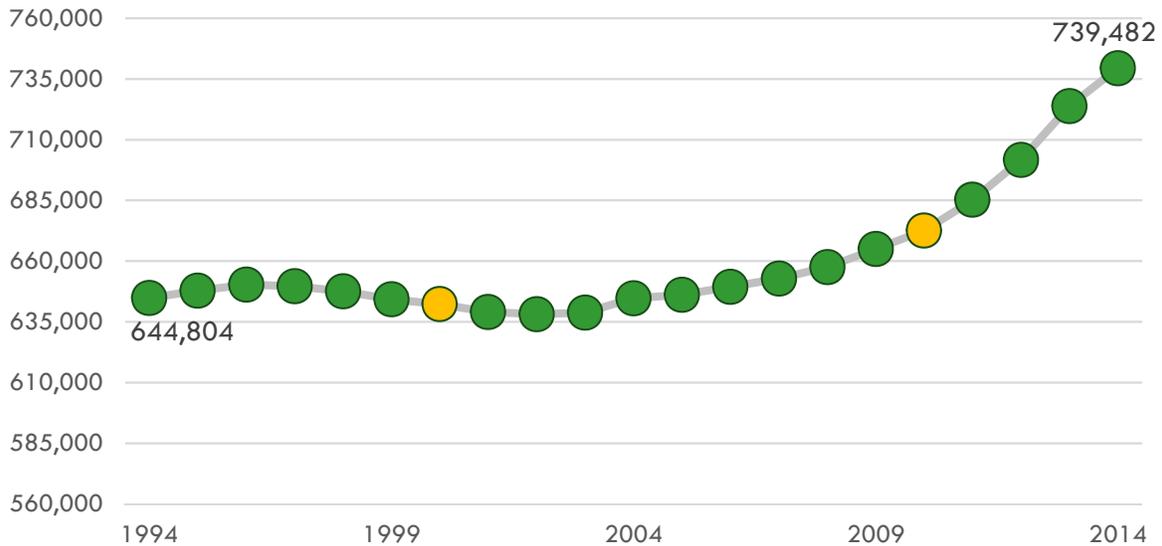
In addition to general measures of North Dakota's economy, this publication presents individual industry breakouts to examine figures for employment, wages, establishments, and demographic changes in slightly more detail. Similar information is presented in breakouts by region to provide a useful perspective 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, 1994-2014; Unemployment Rate: Labor Market Information Center, Job Service North Dakota, LAUS Unit; Oil Prices: United States Energy Information Administration; Average Rig Count: North Dakota Industrial Commission, Department of Mineral Resources, Monthly Statistical Update.

POPULATION

NORTH DAKOTA POPULATION 1994-2014

Observing North Dakota's population figures over the past 20 years, the clear trend is that of relative stability followed by recent, rapid growth. This dramatic population increase further illustrates the widespread effects of the oil boom in the state, as the majority of growth has occurred since 2006.



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 2006-2014

From 1994 to 2006, North Dakota's population increased from 644,804 to 649,422 (a net increase of 4,618, or 0.7 percent), with an average growth rate of approximately 0.1 percent per year. From 2006 to 2014, however, the population grew to 739,482 (a net increase of 90,060, or 13.9 percent), with an average growth rate of approximately 1.6 percent per year. To provide a better perspective on the oil boom's effects, the following table breaks out the year-over-year changes from 2006 to 2014:

	2006	2007	2008	2009	2010	2011	2012	2013	2014
POPULATION	649,422	652,822	657,569	664,968	672,591	685,242	701,705	723,857	739,482
# CHANGE	-	3,400	4,747	7,399	7,623	12,651	16,463	22,152	15,625
% CHANGE	-	0.5	0.7	1.1	1.1	1.9	2.4	3.2	2.2

In the eight years since the beginning of the boom, growth rates grew gradually to a high in 2013, when the population increased by 22,152, or 3.2 percent, from 2012. In 2014, the population increased at a slightly lower rate—by 15,625, or 2.2 percent.

SOURCE: United States Census Bureau, 1994-2014.

LABOR FORCE

LABOR FORCE OVERVIEW

The labor force comprises all individuals aged 16 and over who are either 1) employed or 2) unemployed and actively seeking employment. This measure is commonly used to generally assess the state of an economy. For instance, a high “employed” portion of the labor force may indicate an ability of people to find employment. Because the data does not account for other factors like the under-employed, students, family caregivers, and the unemployed not seeking work, it is only useful as a broad measure of an economy.

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 1994 to 2014, the labor force grew from a total of 336,807 to 416,367 (an increase of 79,560, or 23.6 percent). Like the state's population, the labor force grew at a particularly higher rate since 2006, the beginning of the oil boom. Using 8-year benchmarks for comparison, the following figures illustrate the effect of the boom on North Dakota's workforce:

PRE-BOOM (1990 to 1998): the labor force had increased to 349,505 (+32,288, or 10.2 percent).

START-BOOM (1998 to 2006): the labor force had grown to 361,459 (+11,954, or 3.8 percent).

POST-BOOM (2006 to 2014): the labor force has grown to 416,367 (+54,908, or 15.2 percent).

Since 2006, the state's overall population grew by 90,060, while the labor force grew by 54,908. Both figures seem to reinforce the observation of growth among working-age adults, particularly in industries associated with oil and gas extraction.

LABOR FORCE PARTICIPATION RATE | p. 8

North Dakota has historically had a higher labor force participation rate than the national average, with the gap between the two increasing since the early 2000s. 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. For North Dakota, though, the rate has remained relatively flat through 2014, while the national rate has gradually decreased.

In 2014, North Dakota ranked 1st in the nation for labor force participation with an adjusted rate of 72.8 percent. West Virginia ranked 50th with a rate of 53.2 percent.

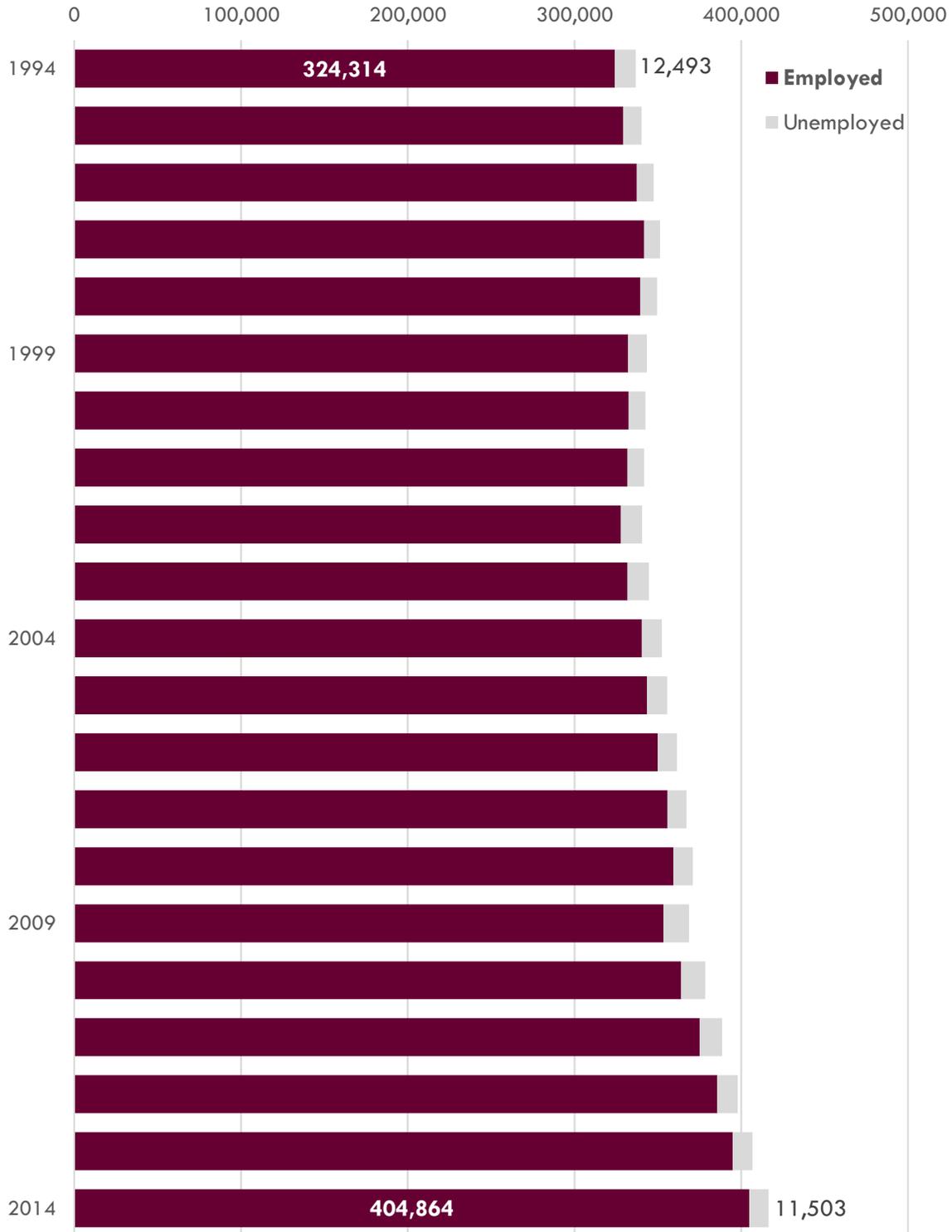
UNEMPLOYMENT RATE | p. 9

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. Furthermore, since 2006, the two rates have diverged more drastically. After the Great Recession, North Dakota reached a high point in 2009 at 4.1 percent and has since steadily dropped to its 2014 rate at 2.8 percent. The national unemployment rate reached a high in 2010 at 9.6 percent and has since steadily dropped, with a rate of 6.2 percent in 2014.

In 2014, North Dakota ranked 1st in the nation for lowest unemployment with a rate at 2.8 percent. Mississippi and Nevada were tied for 49th place with a rate of 7.8 percent.

LABOR FORCE

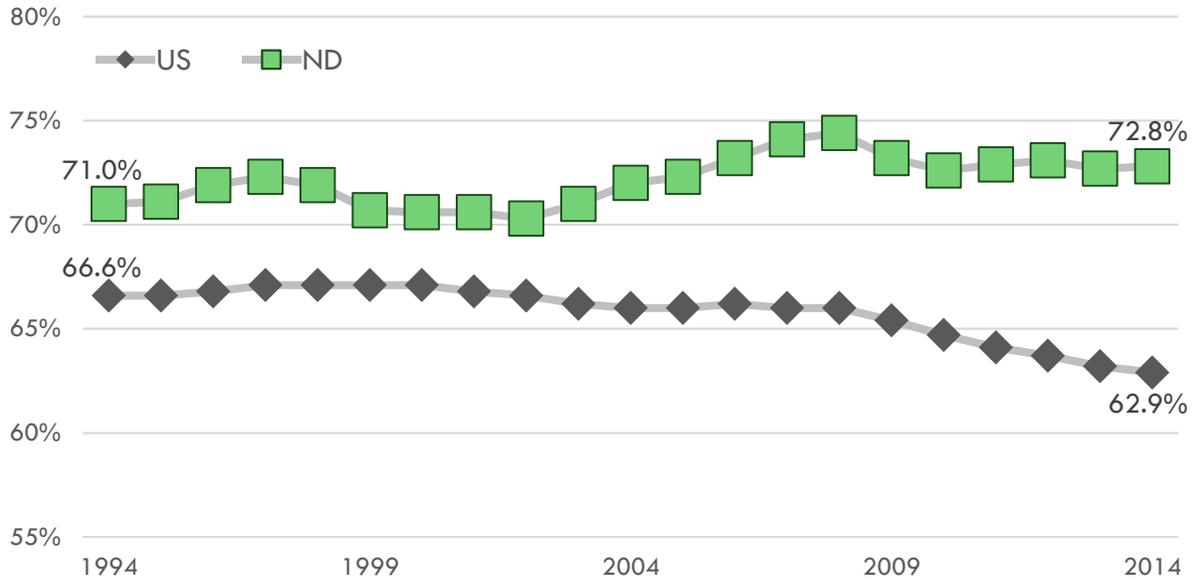
NORTH DAKOTA LABOR FORCE



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

LABOR FORCE

LABOR FORCE PARTICIPATION RATE



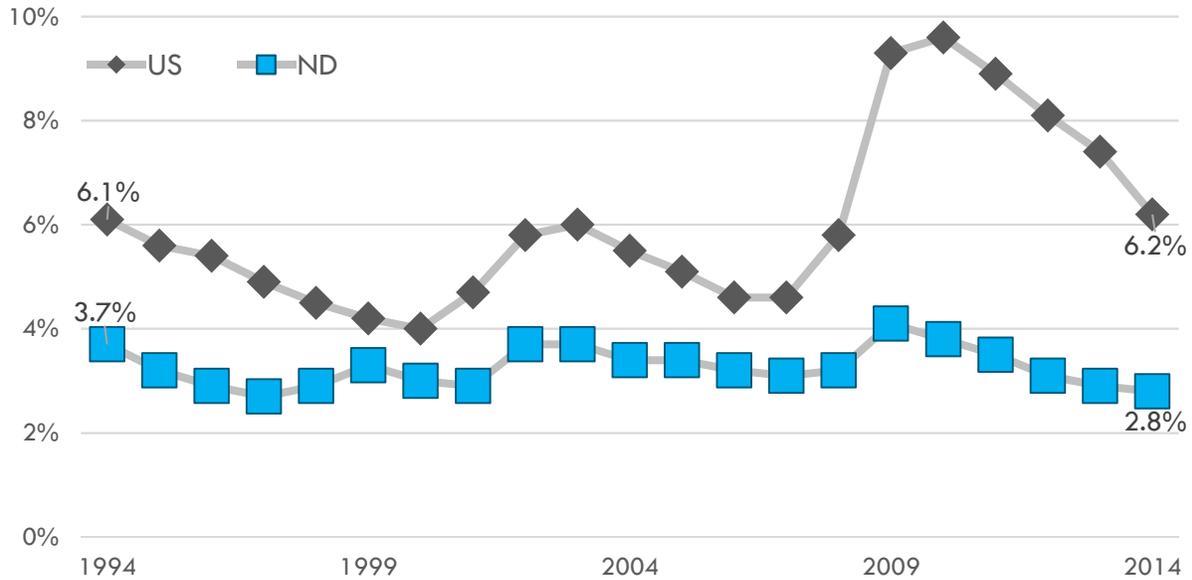
U.S. RANKINGS BY LABOR FORCE PARTICIPATION RATE | 2014

RANK	STATE	LFP %	RANK	STATE	LFP %	RANK	STATE	LFP %
1	NORTH DAKOTA	72.8	18	Texas	65.2	35	Delaware	61.2
2	NEBRASKA	71.3	19	Illinois	64.9	36	Louisiana	60.8
3	IOWA	70.4	19	Rhode Island	64.9	37	New York	60.7
4	MINNESOTA	69.8	21	Missouri	64.8	38	Oklahoma	60.6
5	SOUTH DAKOTA	69.2	22	Maine	64.1	39	Michigan	60.5
6	NEW HAMPSHIRE	68.7	23	New Jersey	64.0	39	North Carolina	60.5
7	KANSAS	68.3	24	Montana	63.9	41	Florida	60.3
8	WISCONSIN	68.2	25	Indiana	63.4	42	Arizona	59.7
9	WYOMING	68.1	26	Idaho	63.3	43	Tennessee	58.9
10	COLORADO	68.0	27	Nevada	63.1	44	Kentucky	58.5
10	UTAH	68.0	27	Washington	63.1	45	South Carolina	58.4
12	Alaska	67.9	29	Ohio	62.9	46	New Mexico	57.4
13	Vermont	67.8	30	Pennsylvania	62.5	47	Arkansas	56.9
14	Maryland	66.4	31	California	62.4	48	Alabama	56.8
15	Virginia	66.1	32	Georgia	62.0	49	Mississippi	54.4
16	Connecticut	65.8	33	Hawaii	61.6	50	West Virginia	53.2
17	Massachusetts	65.3	34	Oregon	61.3			

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

LABOR FORCE

UNEMPLOYMENT RATE



U.S. RANKINGS BY UNEMPLOYMENT RATE | 2014

RANK	STATE	UR %	RANK	STATE	UR %	RANK	STATE	UR %
1	NORTH DAKOTA	2.8	18	Wisconsin	5.5	34	New Mexico	6.5
2	NEBRASKA	3.3	19	Delaware	5.7	34	West Virginia	6.5
3	SOUTH DAKOTA	3.4	19	Maine	5.7	37	Connecticut	6.6
4	UTAH	3.8	19	Ohio	5.7	37	New Jersey	6.6
5	MINNESOTA	4.1	22	Maryland	5.8	39	Tennessee	6.7
5	VERMONT	4.1	22	Massachusetts	5.8	40	Alabama	6.8
7	NEW HAMPSHIRE	4.3	22	Pennsylvania	5.8	40	Alaska	6.8
7	WYOMING	4.3	25	Indiana	6.0	42	Arizona	6.9
9	HAWAII	4.4	26	Arkansas	6.1	42	Oregon	6.9
9	IOWA	4.4	26	Missouri	6.1	44	Illinois	7.1
11	Kansas	4.5	26	North Carolina	6.1	45	Georgia	7.2
11	Oklahoma	4.5	29	Washington	6.2	46	Michigan	7.3
13	Montana	4.7	30	Florida	6.3	47	California	7.5
14	Idaho	4.8	30	New York	6.3	48	Rhode Island	7.7
15	Colorado	5.0	32	Louisiana	6.4	49	Mississippi	7.8
16	Texas	5.1	32	South Carolina	6.4	49	Nevada	7.8
17	Virginia	5.2	34	Kentucky	6.5			

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

OCCUPATIONS

OCCUPATIONS OVERVIEW

To provide a better perspective on employment in North Dakota, the following tables (pp. 11-13) 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 2004 to 2014, 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 7,790, or 14.4 percent. Similarly, all occupational groups had increased in the same time period, with the gap closing between Office and Administrative Support and other occupational groups. The groups that grew the most dramatically were those closely tied to the oil boom: Construction and Extraction (an increase of 28,460, or 153.0 percent) and Transportation and Material Moving (an increase of 18,170, or 69.1 percent).

OCCUPATIONS BY HIGHEST AVERAGE ANNUAL WAGES | p. 13

From 2004 to 2014, average annual wages in most occupations grew by 30 to 40 percent (the average overall increase was 38.2 percent). The Management occupational group had the highest average annual wages in both 2004 and 2014, and increased in that time period by \$30,065, or 44.7 percent. The Food Preparation and Serving Related group had the lowest average annual wage in both 2004 and 2014, but increased in that time period by \$6,539, or 41.3 percent. In that 10-year period, nearly half of the occupational groups increased in wage by \$13,000 to \$19,000, or 27.6 to 56.2 percent. The groups that experienced employment growth because of the oil boom had wage growth in this range: Construction and Extraction (an increase of \$18,223, or 56.2 percent) and Transportation and Material Moving (an increase of \$14,996, or 54.2 percent).

OCCUPATIONS BY EMPLOYMENT PROJECTIONS 2012-2022 | 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 2022. For example, occupations in both Office and Administrative Support group and Food Preparation and Serving Related group rank highest, with expected increases of over 6,000 positions each. Similarly, several other occupational groups with high average employment in 2014 are expected to continue to increase: Sales and Related (expected to increase by 5,187), Healthcare Practitioners and Technical (expected to increase by 5,016), and Transportation and Material Moving (expected to increase by 4,799).

OCCUPATIONS

OCCUPATIONS BY HIGHEST AVERAGE EMPLOYMENT*

RANK	OCCUPATIONAL GROUP**	2014	2004	# CHANGE	% CHANGE
1	Office and Administrative Support	61,870	54,080	7,790	14.4
2	Construction and Extraction	47,060	18,600	28,460	153.0
3	Transportation and Material Moving	44,450	26,280	18,170	69.1
4	Sales and Related	43,130	35,500	7,630	21.5
5	Food Preparation and Serving Related	36,340	30,360	5,980	19.7
6	Production	24,740	20,230	4,510	22.3
7	Installation, Maintenance, and Repair	23,730	15,160	8,570	56.5
8	Healthcare Practitioners and Technical	23,510	18,170	5,340	29.4
9	Education, Training, and Library	22,490	20,940	1,550	7.4
10	Management	19,250	14,660	4,590	31.3
11	Business and Financial Operations	16,700	9,250	7,450	80.5
12	Building and Grounds Cleaning and Maintenance	15,290	12,310	2,980	24.2
13	Personal Care and Service	14,540	10,630	3,910	36.8
14	Healthcare Support	12,080	10,920	1,160	10.6
15	Architecture and Engineering	6,430	4,170	2,260	54.2
16	Computer and Mathematical	6,380	4,610	1,770	38.4
17	Protective Service	6,320	4,980	1,340	26.9
18	Community and Social Service	4,710	4,830	-120	-2.5
19	Arts, Design, Entertainment, Sports, and Media	4,540	3,480	1,060	30.5
20	Life, Physical, and Social Science	3,350	2,430	920	37.9
21	Legal	1,900	1,560	340	21.8
22	Farming, Fishing, and Forestry	1,600	1,250	350	28.0

Represents largest change from 2004 to 2014 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. 117.

SOURCE: Labor Market Information Center, Job Service North Dakota, Occupational Employment Statistics (OES) Unit 2004-2014.

OCCUPATIONS

OCCUPATIONS BY HIGHEST AVERAGE ANNUAL WAGE*

RANK	OCCUPATIONAL GROUP	2014	2004	# CHANGE	% CHANGE
1	Management	\$97,320	\$67,255	\$30,065	44.7
2	Legal	\$70,670	\$58,533	\$12,137	20.7
3	Architecture and Engineering	\$65,800	\$49,602	\$16,198	32.7
4	Healthcare Practitioners and Technical	\$64,940	\$50,222	\$14,718	29.3
5	Computer and Mathematical	\$61,720	\$48,376	\$13,344	27.6
6	Life, Physical, and Social Science	\$58,100	\$44,803	\$13,297	29.7
7	Business and Financial Operations	\$56,550	\$44,381	\$12,169	27.4
8	Construction and Extraction	\$50,650	\$32,427	\$18,223	56.2
9	Installation, Maintenance, and Repair	\$50,240	\$34,650	\$15,590	45.0
10	Education, Training, and Library	\$48,870	\$34,134	\$14,736	43.2
11	Community and Social Service	\$45,060	\$30,840	\$14,220	46.1
12	Transportation and Material Moving	\$42,680	\$27,684	\$14,996	54.2
13	Production	\$41,210	\$28,899	\$12,311	42.6
14	Protective Service	\$40,490	\$29,564	\$10,926	37.0
15	Arts, Design, Entertainment, Sports, and Media	\$36,920	\$30,910	\$6,010	19.4
16	Sales and Related	\$36,480	\$25,623	\$10,857	42.4
17	Office and Administrative Support	\$33,780	\$24,811	\$8,969	36.1
18	Farming, Fishing, and Forestry	\$33,600	\$23,635	\$9,965	42.2
19	Healthcare Support	\$30,360	\$20,896	\$9,464	45.3
20	Building and Grounds Cleaning and Maintenance	\$26,960	\$19,378	\$7,582	39.1
21	Personal Care and Service	\$26,500	\$19,094	\$7,406	38.8
22	Food Preparation and Serving Related	\$22,390	\$15,851	\$6,539	41.3

Represents largest change from 2004 to 2014 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 2004-2014.

OCCUPATIONS

OCCUPATIONS BY EMPLOYMENT PROJECTIONS 2012-2022*

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

Represents largest estimated change from 2012 to 2022 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 2012-2022.

INDUSTRIES

INDUSTRIES OVERVIEW

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

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

INDUSTRIES BY HIGHEST AVERAGE EMPLOYMENT | p. 15

From 2004 to 2014, 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 11,331, or 23.3 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. The industries that grew the most dramatically were those closely tied to the oil boom: Mining, Quarrying, and Oil and Gas Extraction (an increase of 26,337, or 744.4 percent), Transportation and Warehousing (an increase of 13,261, or 123.3 percent), and Construction (an increase of 17,696, or 97.3 percent).

INDUSTRIES BY HIGHEST AVERAGE ANNUAL WAGE | p. 16

From 2004 to 2014, average annual wages in all industries increased, most of them by an average of 50.9 percent. The Mining, Quarrying, and Oil and Gas Extraction industry had the highest average annual wage in 2014, and had increased since 2004 by \$51,687, or 97.5 percent. The Accommodation and Food Services industry had the lowest average annual wage in both 2004 and 2014, but had increased in that time period by \$7,468, or 76.2 percent. In that 10-year period, nine of the twenty industries increased in wage by \$12,400 to \$17,600, or 38.9 percent to 76.6 percent. The industries with the most dramatic wage growth were those tied to the oil boom: Real Estate and Rental and Leasing (an increase of \$36,496, or 169.4 percent), Professional and Technical Services (an increase of \$35,943, or 100.9 percent), Construction (an increase of \$30,545, or 89.1 percent), and Transportation and Warehousing (an increase of \$29,962, or 88.0 percent).

INDUSTRIES BY EMPLOYMENT PROJECTIONS 2012-2022 | 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 2022. For example, the Health Care and Social Assistance industry ranks the highest by far, with an expected increase of 12,420 jobs. Similarly, the other industries with the highest employment in 2014 are expected to continue to increase: Accommodation and Food Services (expected to increase by 6,200), Construction (expected to increase by 6,001), and Retail Trade (expected to increase by 5,706).

INDUSTRIES

INDUSTRIES BY HIGHEST AVERAGE EMPLOYMENT

RANK	INDUSTRY*	2014	2004	# CHANGE	% CHANGE
1	Health Care and Social Assistance	60,039	48,708	11,331	23.3
2	Retail Trade	50,825	41,714	9,111	21.8
3	Accommodation and Food Services	36,312	27,231	9,081	33.3
4	Construction	35,887	18,191	17,696	97.3
5	Educational Services	33,585	29,525	4,060	13.8
6	Mining, Quarrying, and Oil and Gas Extraction	29,875	3,538	26,337	744.4
7	Wholesale Trade	27,307	18,367	8,940	48.7
8	Manufacturing	26,189	25,118	1,071	4.3
9	Transportation and Warehousing	24,019	10,758	13,261	123.3
10	Public Administration	21,569	20,008	1,561	7.8
11	Finance and Insurance	17,902	15,203	2,699	17.8
12	Professional and Technical Services	17,452	10,745	6,707	62.4
13	Administrative and Waste Services	14,667	11,902	2,765	23.2
14	Other Services (except Public Administration)	12,984	11,598	1,386	12.0
15	Arts, Entertainment, and Recreation	9,089	7,641	1,448	19.0
16	Information	7,066	7,823	-757	-9.7
17	Real Estate and Rental and Leasing	6,232	3,672	2,560	69.7
18	Management of Companies and Enterprises	5,287	3,014	2,273	75.4
19	Agriculture, Forestry, Fishing and Hunting	4,373	2,873	1,500	52.2
20	Utilities	3,999	3,479	520	14.9

Represents largest change from 2004 to 2014 by number or percentage

*For definitions of the type of businesses included in these industries, please refer to Appendix C: Industry definitions, p. 119.

SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1994-2014.

INDUSTRIES

INDUSTRIES BY HIGHEST AVERAGE ANNUAL WAGES

RANK	INDUSTRY	2014	2004	# CHANGE	% CHANGE
1	Mining, Quarrying, and Oil and Gas Extraction	\$104,685	\$52,998	\$51,687	97.5
2	Utilities	\$87,786	\$65,973	\$21,813	33.1
3	Management of Companies and Enterprises	\$76,660	\$51,802	\$24,858	48.0
4	Professional and Technical Services	\$71,579	\$35,636	\$35,943	100.9
5	Wholesale Trade	\$68,082	\$38,380	\$29,702	77.4
6	Construction	\$64,818	\$34,273	\$30,545	89.1
7	Transportation and Warehousing	\$64,020	\$34,058	\$29,962	88.0
8	Real Estate and Rental and Leasing	\$58,046	\$21,550	\$36,496	169.4
9	Information	\$57,348	\$39,857	\$17,491	43.9
10	Finance and Insurance	\$56,209	\$38,654	\$17,555	45.4
11	Manufacturing	\$49,807	\$35,846	\$13,961	38.9
12	Public Administration	\$47,857	\$33,430	\$14,426	43.2
13	Health Care and Social Assistance	\$46,968	\$30,979	\$15,989	51.6
14	Educational Services	\$42,107	\$29,643	\$12,465	42.0
15	Agriculture, Forestry, Fishing and Hunting	\$41,258	\$27,029	\$14,229	52.6
16	Administrative and Waste Services	\$34,062	\$19,287	\$14,775	76.6
17	Other Services (except Public Administration)	\$32,314	\$18,856	\$13,458	71.4
18	Retail Trade	\$29,673	\$19,744	\$9,929	50.3
19	Arts, Entertainment, and Recreation	\$19,633	\$14,097	\$5,535	39.3
20	Accommodation and Food Services	\$17,266	\$9,799	\$7,468	76.2

Represents largest change from 2004 to 2014 by number or percentage

SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

INDUSTRIES

INDUSTRIES BY EMPLOYMENT PROJECTIONS 2012-2022

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

Represents largest estimated change from 2012 to 2022 by number or percentage

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

INDUSTRIES

ALL INDUSTRIES Statewide

ALL INDUSTRY FIGURES | 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 1994-2014, average employment across all industries grew by 170,362 (or 62.1 percent); from 2004-2014 employment growth was 123,551 (or 38.5 percent). In 2014, most employment belonged to the private sector (84.6 percent).

	1994	2004	2014
AVG EMP	274,297	321,108	444,659
Private	80.7%	80.4%	84.6%
Government	19.3%	19.6%	15.4%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage across all industries grew by \$30,962 (or 155.6 percent); from 2004-2014 wage growth was \$21,868 (or 75.4 percent). In 2014, average wages in the private sector were higher than in government by \$7,937.

	1994	2004	2014
AVG WAGE	\$19,893	\$28,987	\$50,855
Private	\$19,329	\$28,606	\$52,079
Government	\$22,248	\$30,545	\$44,142

ESTABLISHMENTS

From 1994-2014, total establishments across all industries grew by 10,404 (or 43.7 percent); 2004-2014 growth was 8,296 (or 32.0 percent). In 2014, nearly all establishments belonged to the private sector (93.7 percent).

	1994	2004	2014
TOTAL ESTAB	23,803	25,911	34,207
Private	91.5%	92.6%	93.7%
Government	8.5%	7.4%	6.3%

ALL INDUSTRY 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 (42.3 percent in 2004, 43.6 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 55.2 percent Male to 44.8 percent Female. For comparison, in 2004, it was 48.6 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 2004, the proportions among age groups across all industries changed by relatively small percentages. The largest shifts in proportion were among 19-24 year-olds (-1.7 percent), 14-18 year-olds (-1.6 percent), 25-44 year-olds (+1.3 percent), and 65+ year-olds (+1.3 percent). The age groups with the largest employment shares in North Dakota were 25-44 year-olds (43.6 percent) and 45-64 year-olds (35.8 percent).

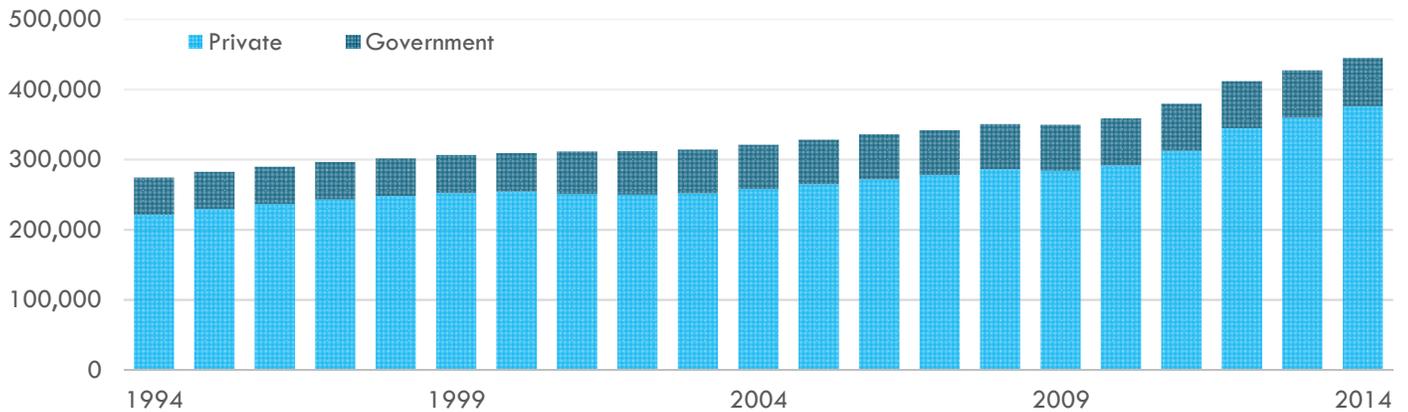
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 25-44 year-olds (grew by 42.4 percent) and 45-64-year-olds (grew by 41.0 percent). The largest increase by percent was among 65+ year-olds (grew by 85.8 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.

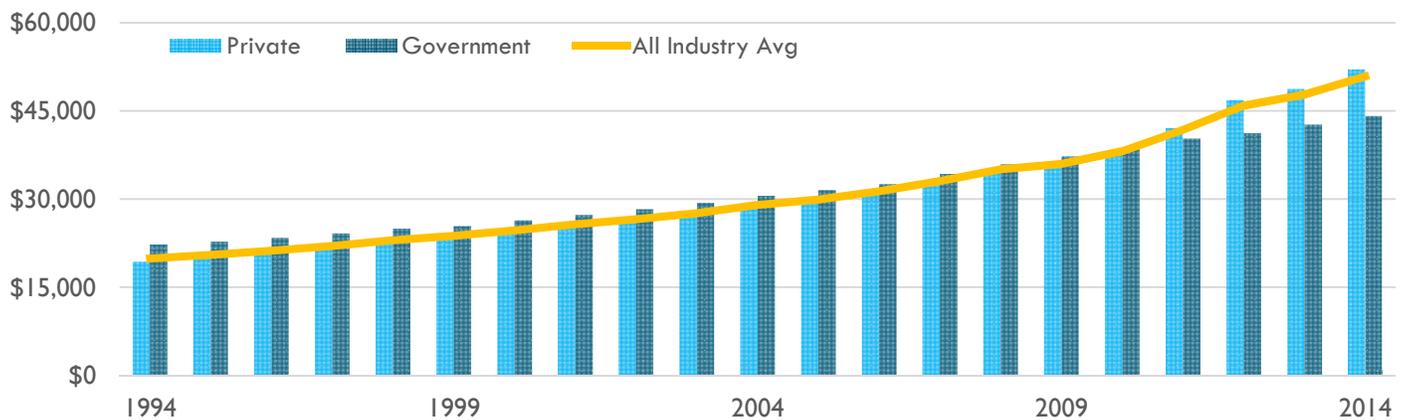
INDUSTRIES

ALL INDUSTRIES
Statewide

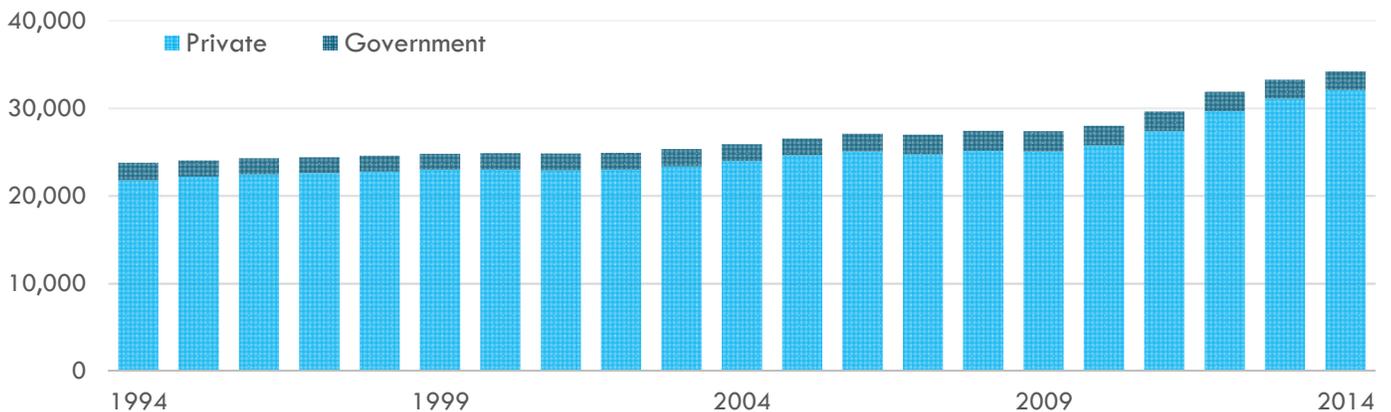
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

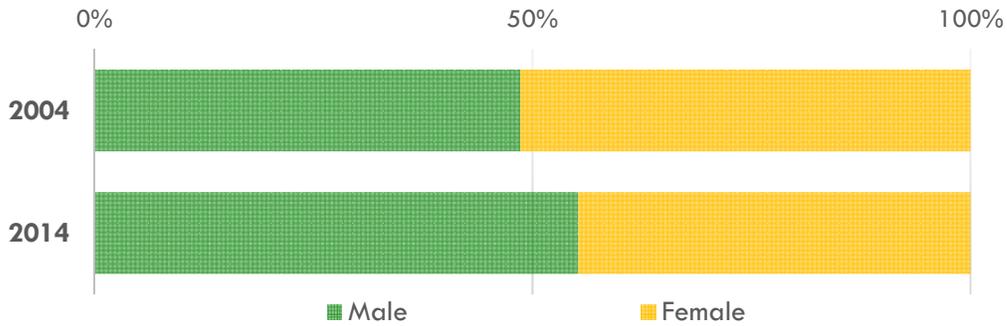


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 1994-2014.

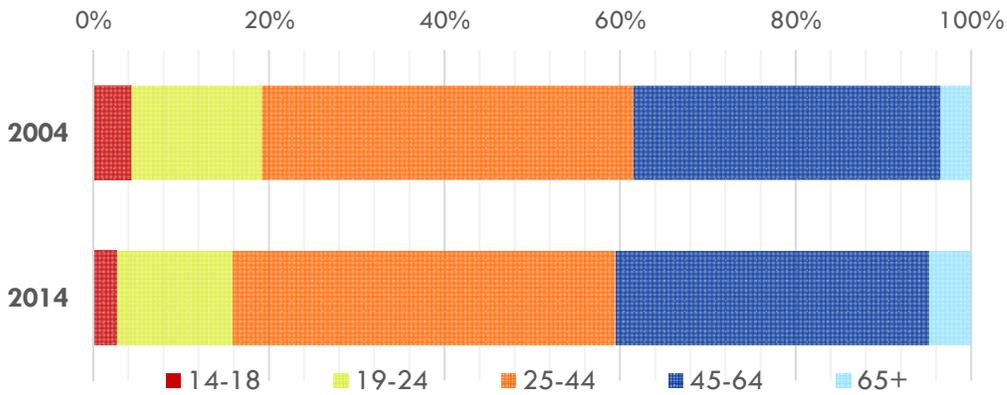
INDUSTRIES

ALL INDUSTRIES
Statewide

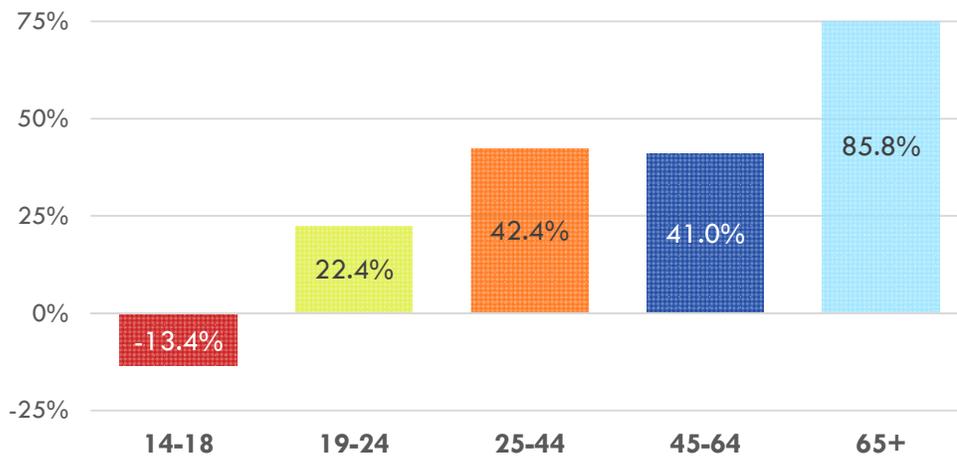
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

ALL INDUSTRIES Statewide

EMPLOYMENT DISTRIBUTIONS BY AGE GROUPS

The following age distributions depict industry employment as viewed from different age groups of workers. Over 70 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 (27.7 percent, up 2.4 percent from 2004) and the Accommodation and Food Services industry (32.3 percent, down 3.1 percent from 2004). For young and relatively unskilled workers, these industries are attractive because many operate seasonally and rely on part-time, entry-level workers; retail stores, restaurants, hotels, etc. Within this age group of workers, all other industries shares changed by a figure between -1.5 percent and +1.0 percent from 2004.

AGES 19-24 | p. 23

The industries with the largest shares of 19-24 year-old workers continue to be the Retail Trade industry (17.8 percent, down 2.9 from 2004) and the Accommodation and Food Service industry (17.2 percent, down 1.9 from 2004), 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; 19-24 year-old workers tend to be students/graduates with some skill, some experience, and a lot of flexibility (e.g. willingness to relocate, travel, and work nontraditional hours). The Mining, Quarrying, and Oil and Gas Extraction industry experienced the largest growth in share (up 5.8 percent), while the other oil and gas affiliated industries—Transportation and Warehousing (up 1.5 percent) and Construction (up 1.4 percent)—grew by smaller percentages. Within this age group of workers, all other industries shares changed by a figure between -1.6 percent and +1.4 percent from 2004.

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 2.3 percent from 2004) and the Retail Trade industry (9.6 percent, down 1.6 percent from 2004), although employment is more evenly distributed within this age group than in others. The oil boom effect is clear within this age group; the Mining, Quarrying, and Oil and Gas Extraction industry had the largest increase (9.0 percent, up 7.8 percent from 2004), while the other oil and gas affiliated industries—Construction (8.8 percent, up 2.5 percent from 2004) and Transportation and Warehousing (4.9 percent, up 2.0 percent from 2004)—grew by smaller percentages. Within this age group of workers, all other industries shares changed by a figure between -3.2 percent and +1.0 percent from 2004.

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 (14.6 percent, down 2.7 percent from 2004), the Educational Services industry (10.3 percent, down 3.7 percent from 2004), and the Retail Trade industry (9.9 percent, down 0.6 percent from 2004), although employment is more evenly distributed within this age group than in others. The oil boom effect is clear within this age group; the Mining, Quarrying, and Oil and Gas Extraction industry had the largest increase (5.0 percent, up 3.5 percent from 2004), while the other oil and gas affiliated industries—Transportation and Warehousing (6.2 percent, up 3.0 percent from 2004) and Construction (7.4 percent, up 2.3 percent from 2004)—grew by similar percentages. Within this age group of workers, all other industries shares changed by a figure between -1.3 percent and +0.8 percent from 2004.

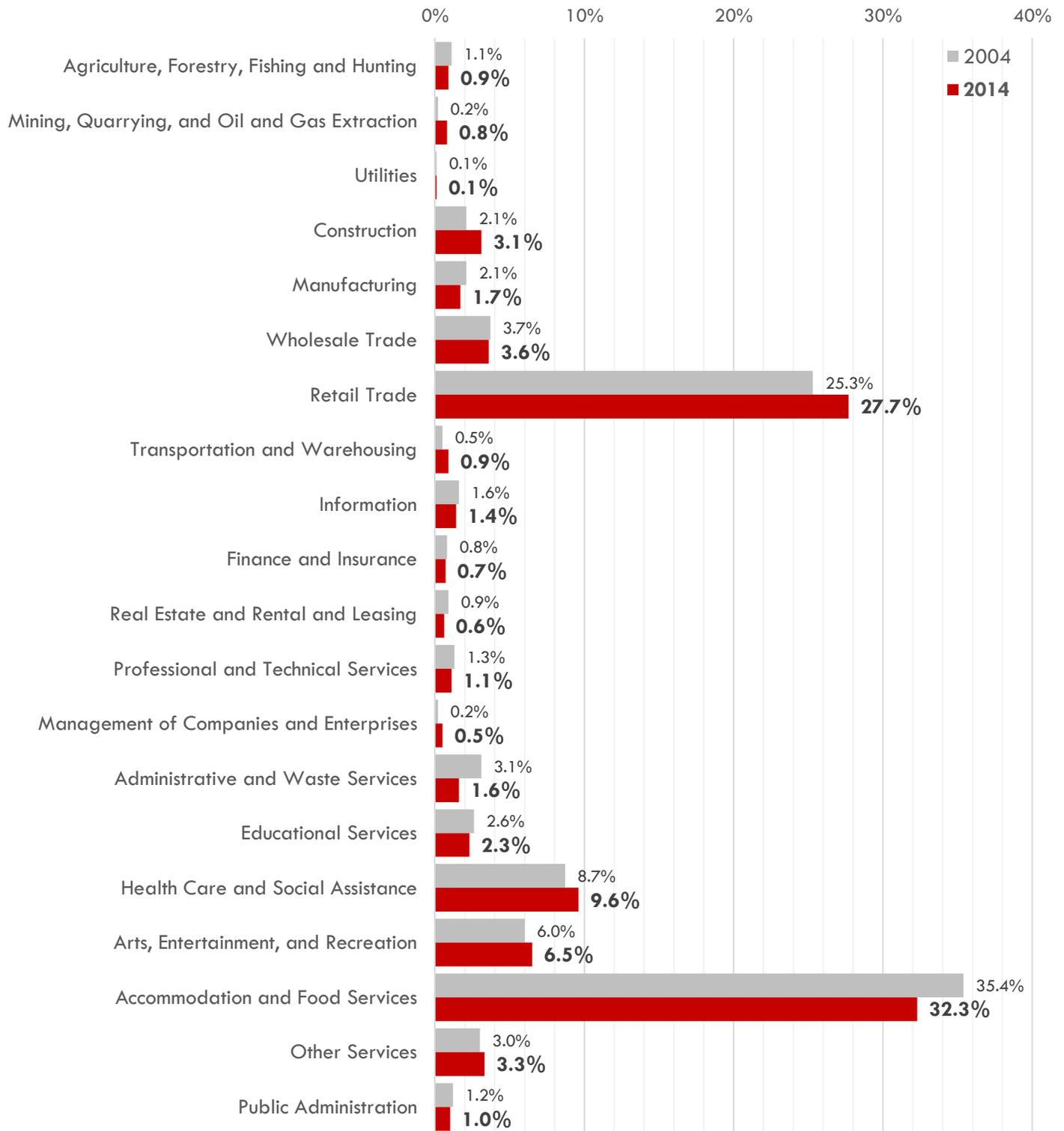
AGES 65+ | p. 26

The industries with the largest shares of 65+ year-old workers continue to be the Health Care and Social Assistance industry (15.5 percent, down 2.5 percent from 2004), the Retail Trade industry (14.8 percent, down 0.5 percent from 2004), and the Educational Services industry (12.1 percent, up 0.2 percent from 2004). Within this age group of workers, all other industries shares changed by a figure between -1.4 percent and +1.6 percent from 2004.

INDUSTRIES

ALL INDUSTRIES
Statewide

EMPLOYMENT DISTRIBUTION | AGES 14-18

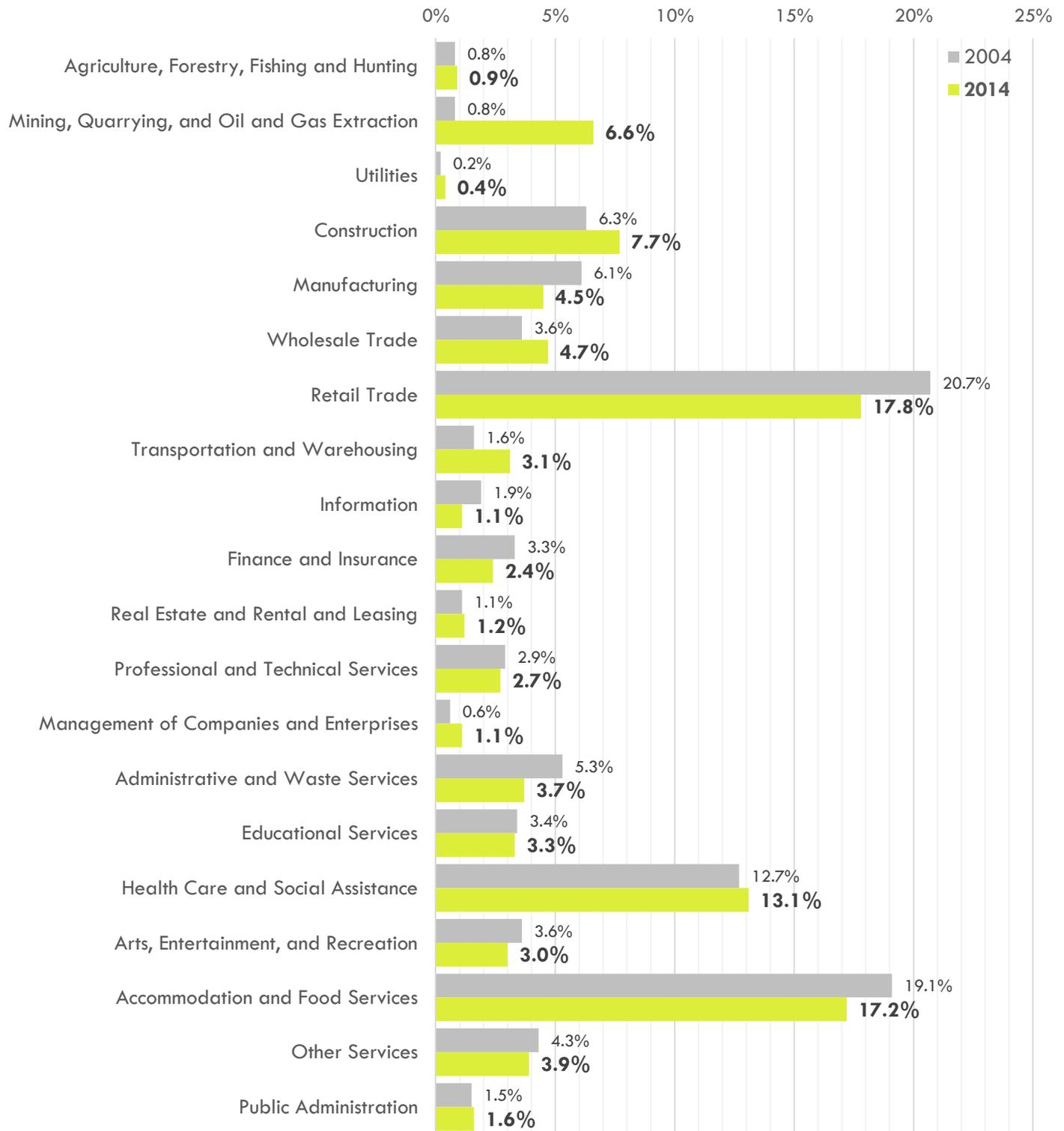


SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

ALL INDUSTRIES
Statewide

EMPLOYMENT DISTRIBUTION | AGES 19-24

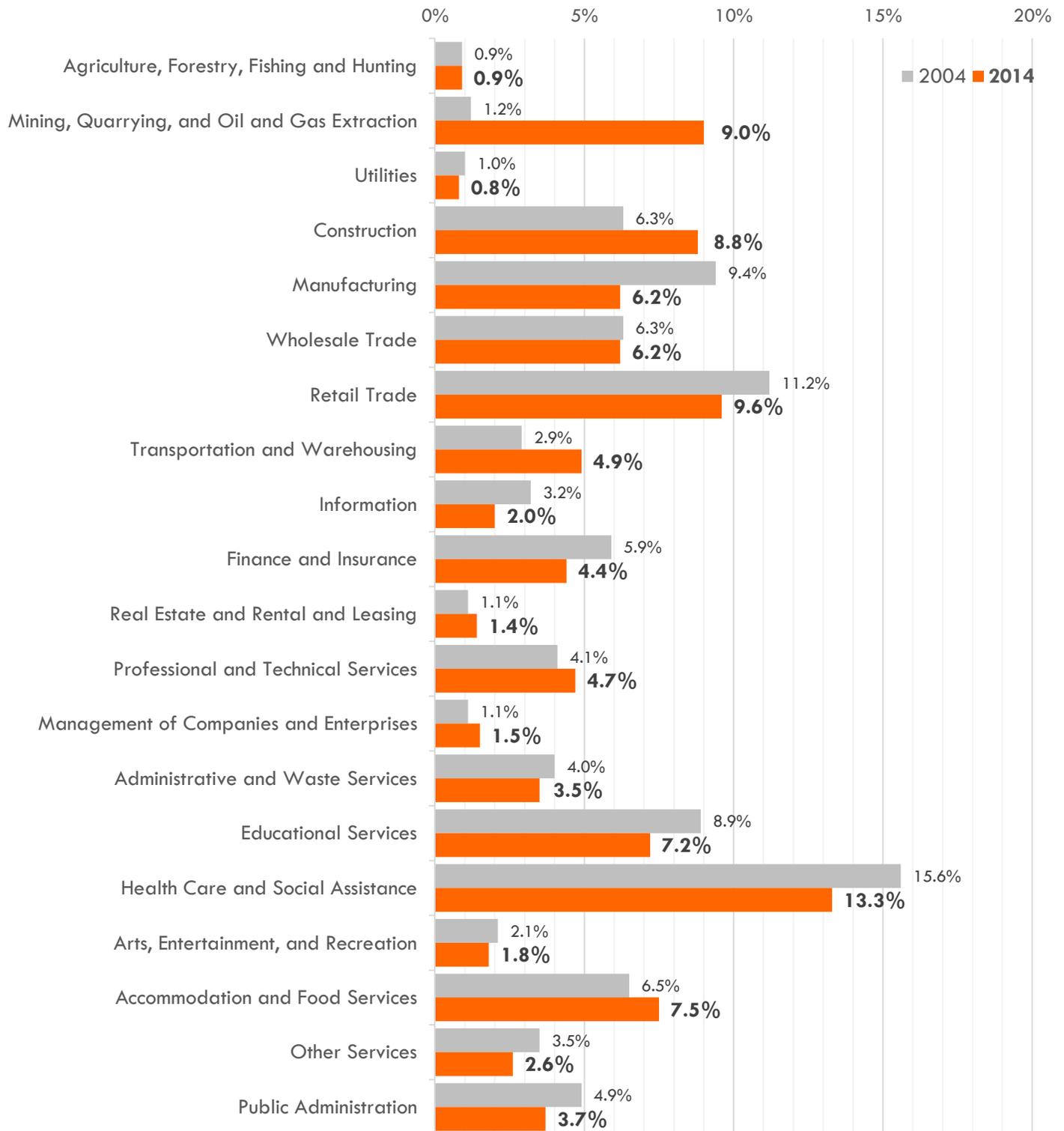


SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

ALL INDUSTRIES
Statewide

EMPLOYMENT DISTRIBUTION | AGES 25-44

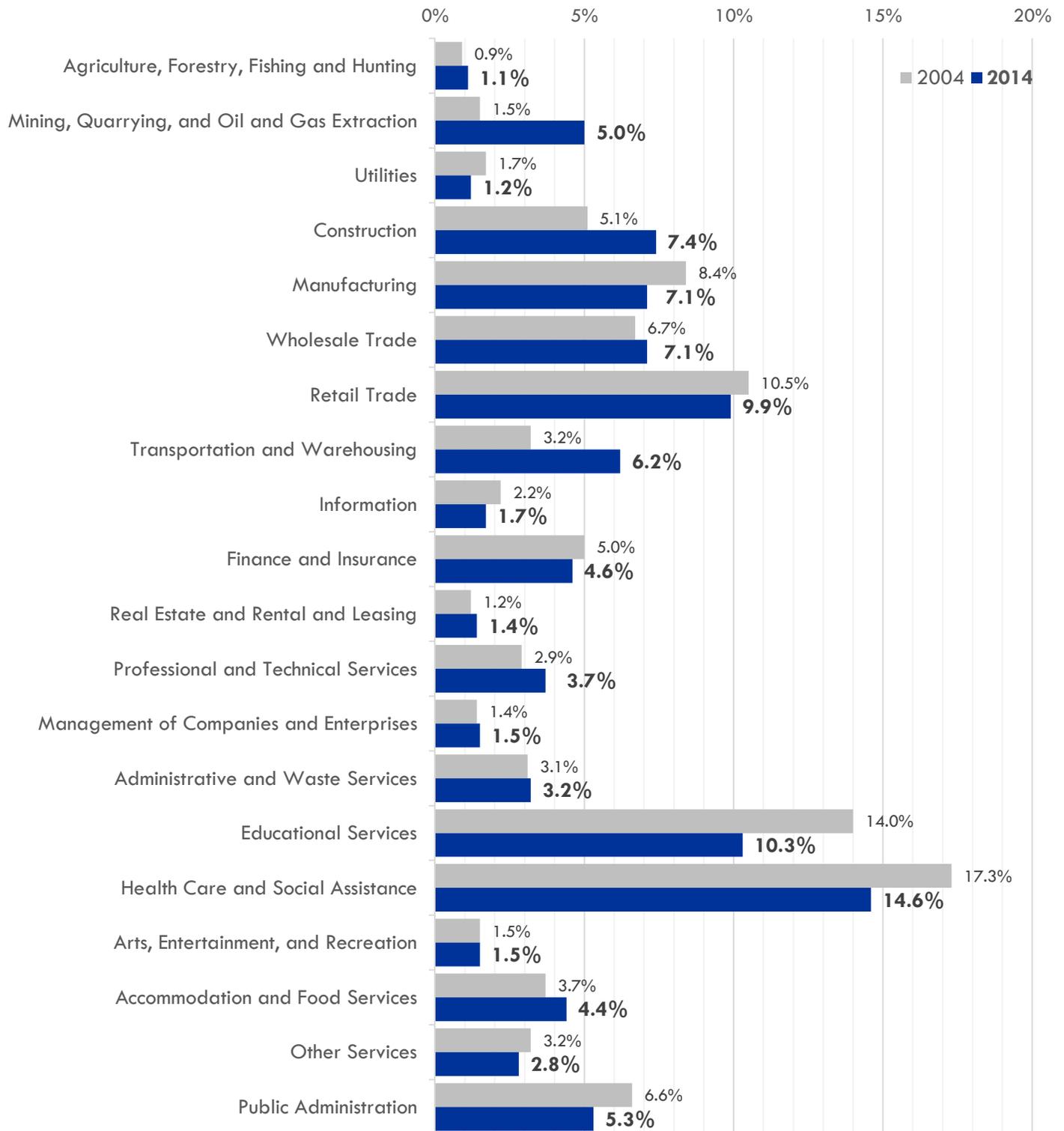


SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

ALL INDUSTRIES
Statewide

EMPLOYMENT DISTRIBUTION | AGES 45-64

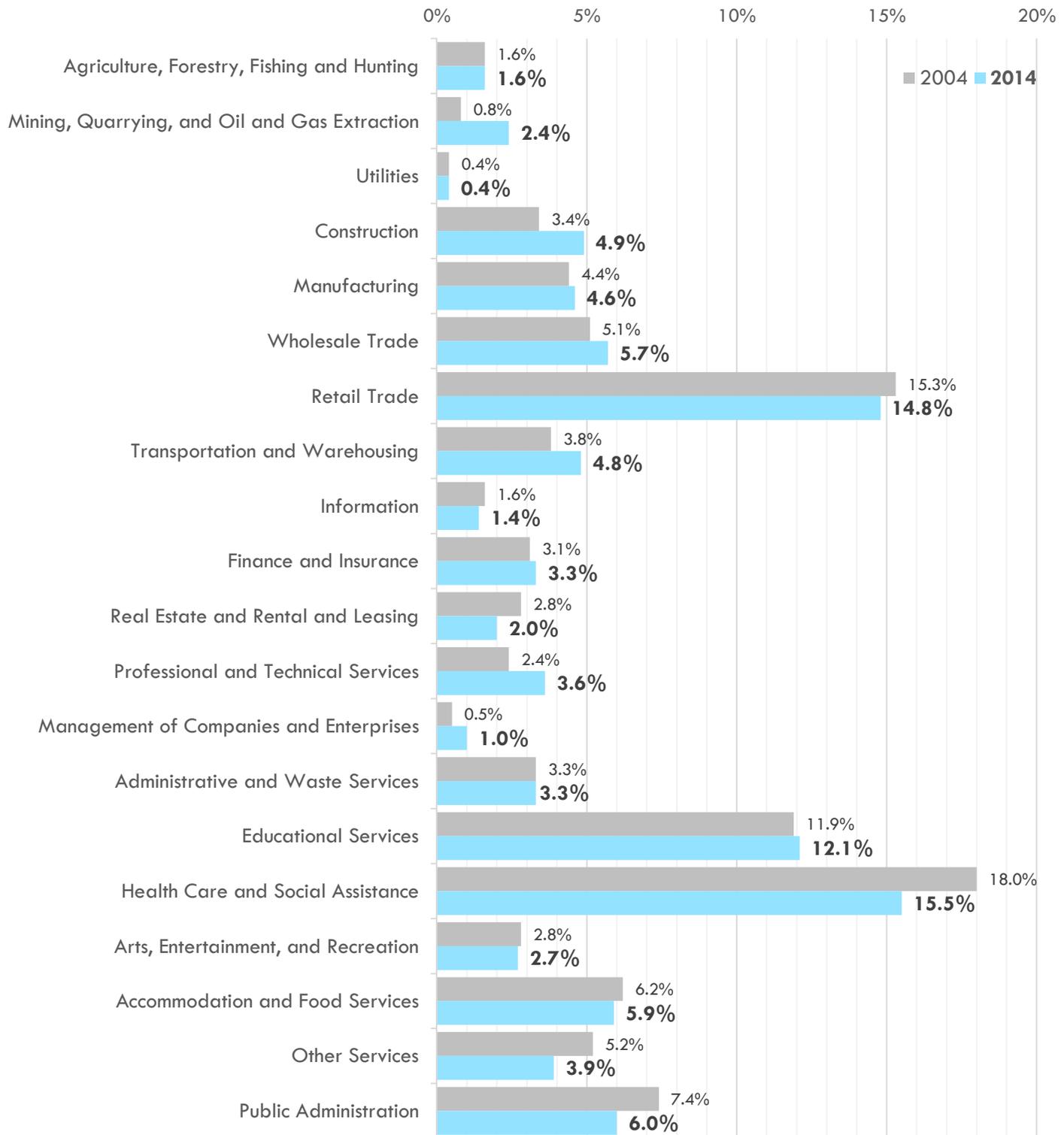


SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

ALL INDUSTRIES
Statewide

EMPLOYMENT DISTRIBUTION | AGES 65+



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

AGRICULTURE, FORESTRY, FISHING AND HUNTING Statewide

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 1994-2014, average employment in this industry grew by 2,358 (or 117.0 percent); from 2004-2014 employment growth was 1,500 (or 52.2 percent). In 2014, nearly all employment belonged to the private sector (99.8 percent).

	1994	2004	2014
AVG EMP	2,015	2,873	4,373
Private	100%	100%	99.8%
Government	0%	0%	0.2%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$24,423 (or 144.5 percent); from 2004-2014 wage growth was \$14,295 (or 52.9 percent). In 2014, average wages in the private sector were higher than in government by \$10,712.

	1994	2004	2014
AVG WAGE	\$16,901	\$27,029	\$41,324
Private	\$16,901	\$27,029	\$41,263
Government	\$0	\$0	\$38,065

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 529 (or 100.8 percent); 2004-2014 growth was 380 (or 72.4 percent). In 2014, nearly all establishments belonged to the private sector (99.8 percent).

	1994	2004	2014
TOTAL ESTAB	376	525	905
Private	100%	100%	99.8%
Government	0%	0%	0.2%

AGRICULTURE, FORESTRY, FISHING AND HUNTING EMPLOYMENT | p. 29

This industry has historically been male-dominated, and the majority of employment has consisted of 25-44 year-olds (40.0 percent in 2004, 39.4 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 78.2 percent Male to 21.8 percent Female. For comparison, in 2004, it was 77.2 percent Male to 22.8 percent Female. Both sexes experienced moderate numerical increases, with a higher increase in male workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by moderate percentages. The largest shifts in proportions were among 45-64 year-olds (+3.8 percent), 14-18 year-olds (-2.5 percent), and 19-24 year-olds (-2.2 percent). The age groups with the largest employment shares in the Agriculture, Forestry, Fishing and Hunting industry were 25-44 year-olds (39.4 percent) and 45-64 year-olds (39.2 percent).

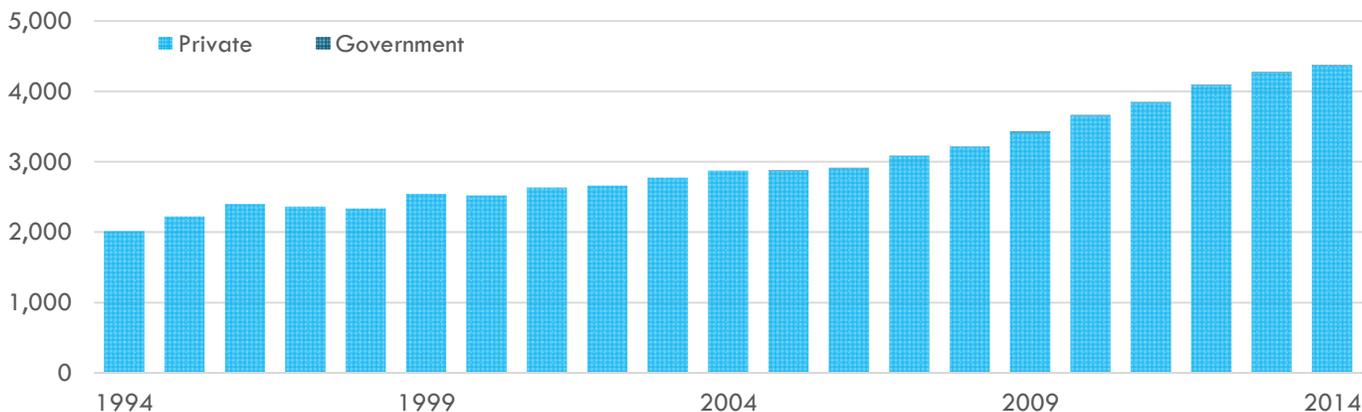
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 45-64-year-olds (grew by 64.9 percent) and 25-44 year-olds (grew by 46.5 percent); each of these groups grew by several hundred workers. The largest increase by percent was among 65+ year-olds (83.6 percent), though this reflects a numerical increase of just over 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.

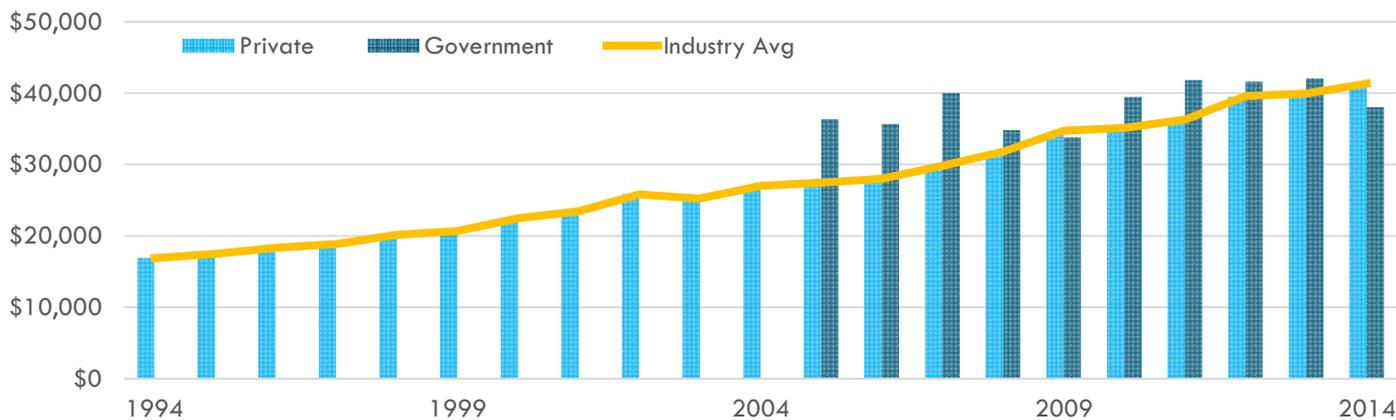
INDUSTRIES

AGRICULTURE, FORESTRY, FISHING AND HUNTING Statewide

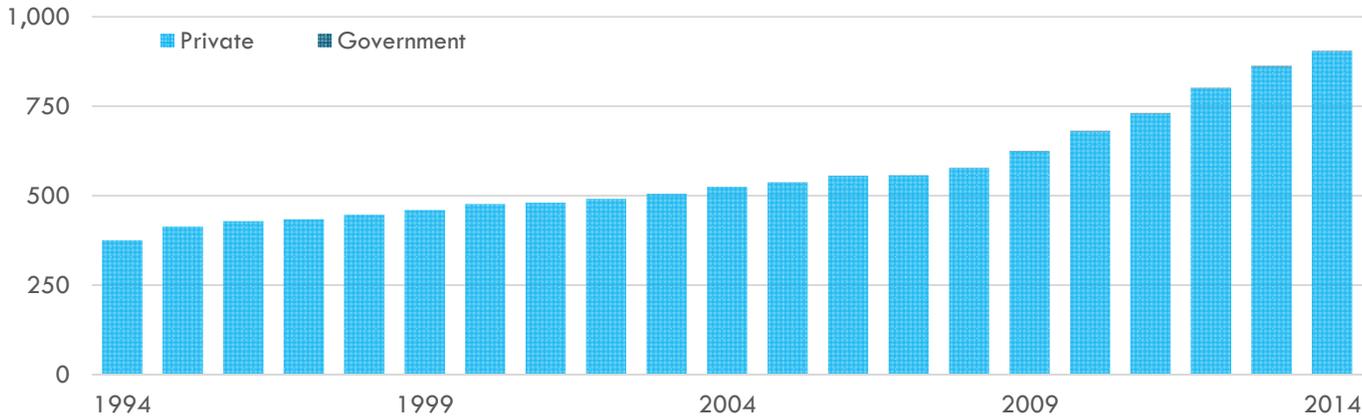
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

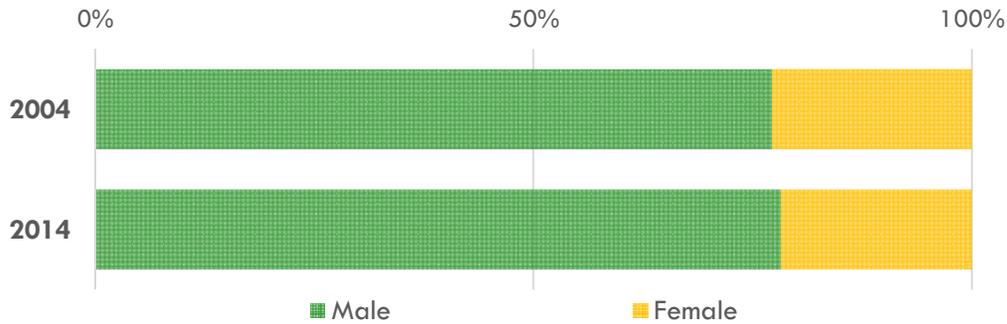


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

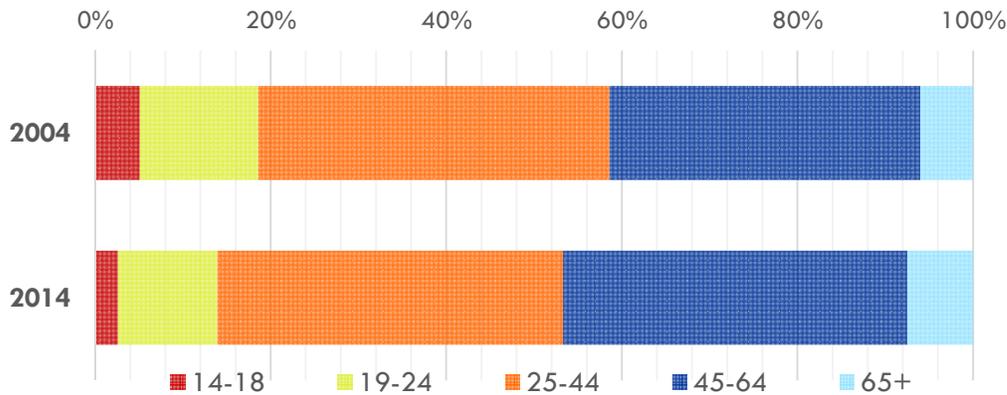
INDUSTRIES

AGRICULTURE, FORESTRY, FISHING AND HUNTING Statewide

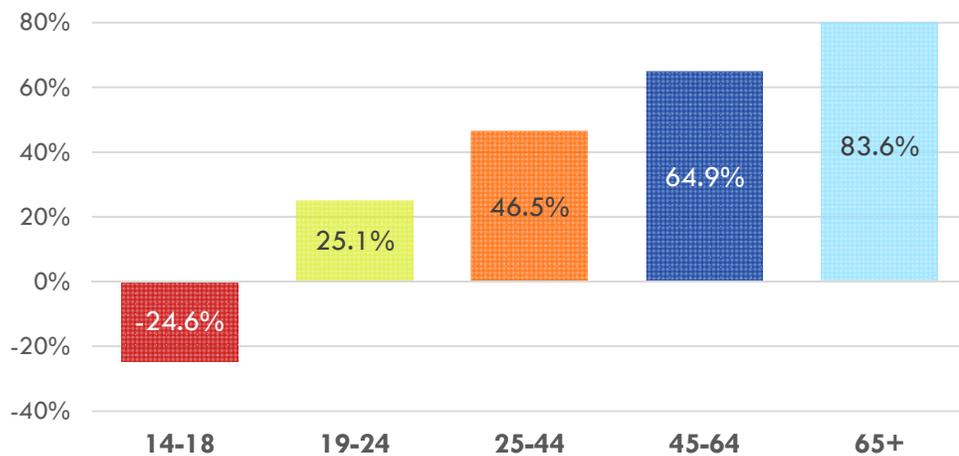
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

MINING, QUARRYING, AND OIL AND GAS EXTRACTION

Statewide

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. The boom's effect is clearly reflected in the well-above-average growth in all areas—employment, wages, and establishments—specifically within the past 10 years.

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 26,726 (or 848.7 percent); from 2004-2014 employment growth was 26,337 (or 744.4 percent). In 2014, nearly all employment belonged to the private sector (more than 99.9 percent).

	1994	2004	2014
AVG EMP	3,149	3,538	29,875
Private	100%	100%	100%
Government	0%	0%	0.0%*

*There were 3 Govt. Employees in 2014.

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$68,439 (or 188.8 percent); from 2004-2014 wage growth was \$51,687 (or 97.5 percent). In 2014, average wages in the private sector were higher than in government by \$26,418.

	1994	2004	2014
AVG WAGE	\$36,246	\$52,998	\$104,685
Private	\$36,246	\$52,998	\$104,688
Government	\$0	\$0	\$78,270

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 677 (or 258.4 percent); 2004-2014 growth was 730 (or 349.3 percent). In 2014, nearly all establishments belonged to the private sector (99.9 percent).

	1994	2004	2014
TOTAL ESTAB	262	209	939
Private	100%	100%	99.9%
Government	0%	0%	0.1%

MINING, QUARRYING, AND OIL AND GAS EXTRACTION EMPLOYMENT | p. 32

This industry has historically been male-dominated, and a majority of employment consisted of 25-44 year-olds (42.4 percent in 2004, 58.6 percent in 2014). 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 2014, the employment composition was 91.5 percent Male to 8.5 percent Female. For comparison, in 2004, it was 90.8 percent Male to 9.2 percent Female. Both sexes experienced high numerical increases, with a significantly higher increase in male workers. This extreme shift indicates that the oil boom attracted male workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among age groups changed by widely varying percentages. The largest shifts in proportion were among 45-64 year-olds (-17.7 percent) and 25-44 year-olds (+16.2 percent). The age group with the largest employment share in the Mining, Quarrying, and Oil and Gas Extraction industry was 25-44 year-olds (58.6 percent).

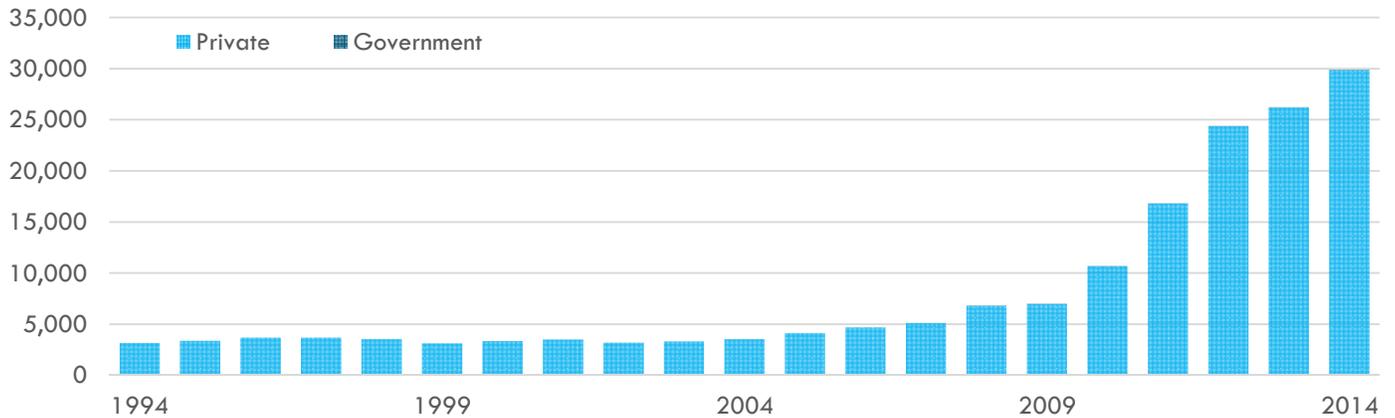
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 25-44 year-olds (grew by 971.5 percent), 45-64 year-olds (grew by 364.5 percent), and 19-24 year-olds (grew by 872.6 percent); each of these groups grew numerically by thousands of workers. All other age groups changed numerically by a few hundred workers or less.

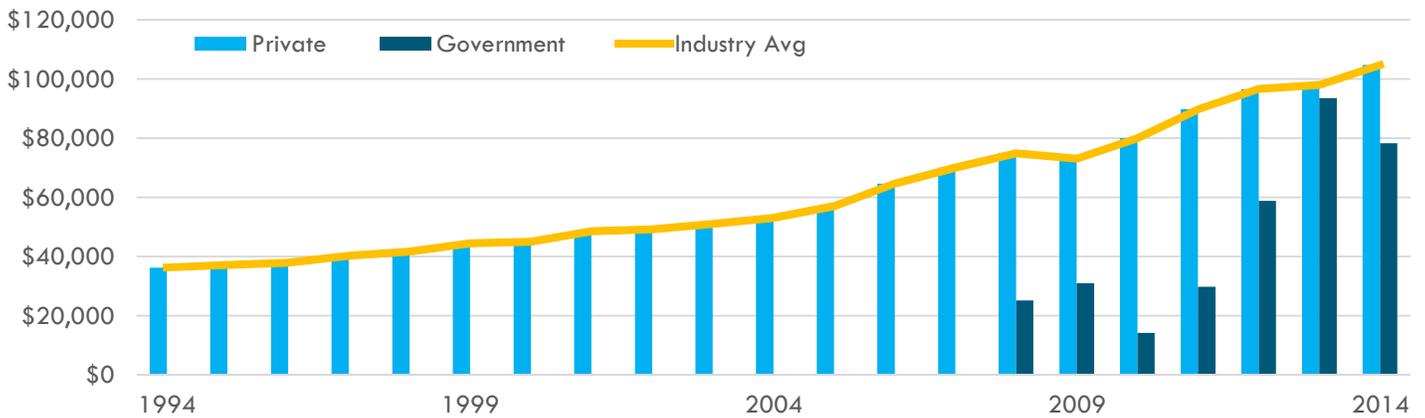
INDUSTRIES

MINING, QUARRYING, AND OIL AND GAS EXTRACTION Statewide

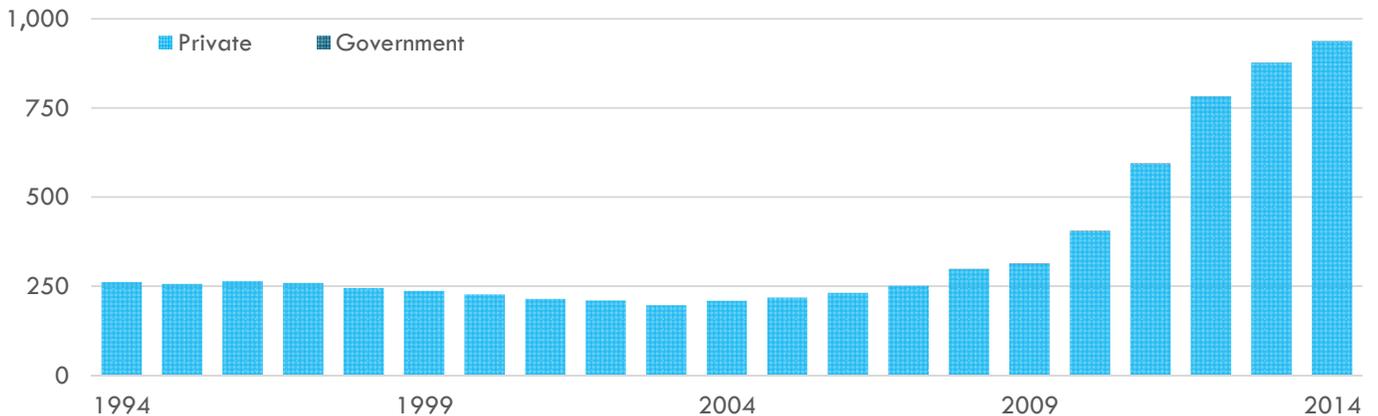
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

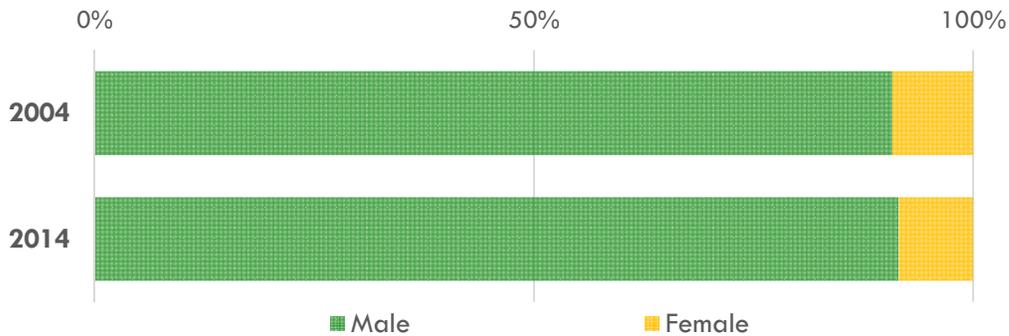


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

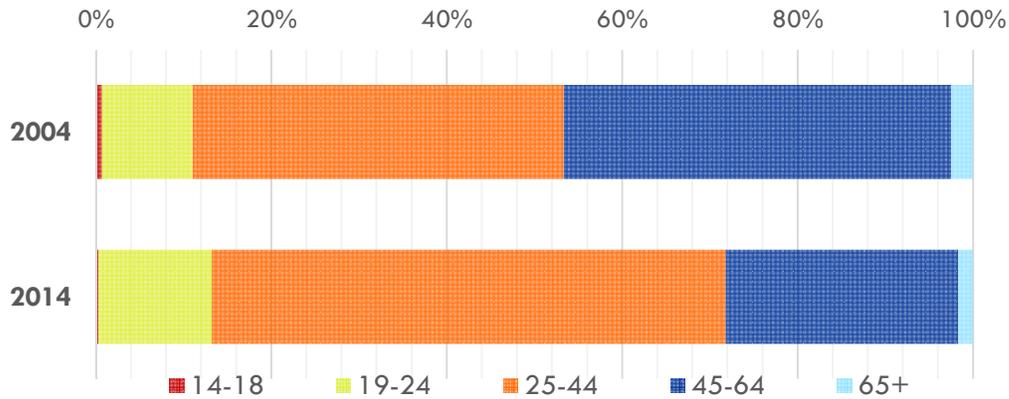
INDUSTRIES

MINING, QUARRYING, AND OIL AND GAS EXTRACTION Statewide

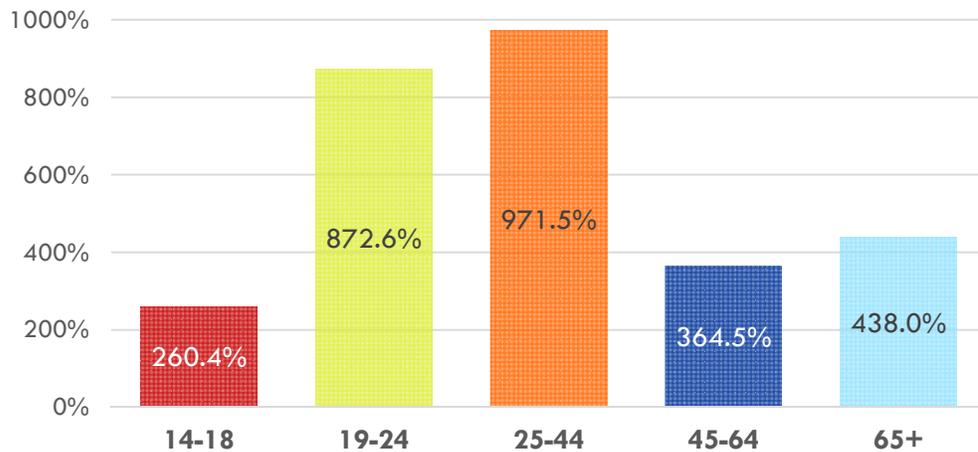
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

UTILITIES
Statewide

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 time period, with wages having grown steadily. This pattern suggests long-term employment for most workers.

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 19 (or 0.5 percent); from 2004-2014 employment growth was 521 (or 15.0 percent). In 2014, most employment belonged to the private sector (92.6 percent).

	1994	2004	2014
AVG EMP	3,981	3,479	4,000
Private	97.2%	95.9%	92.6%
Government	3.2%	3.6%	7.4%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$45,054 (or 105.5 percent); from 2004-2014 wage growth was \$21,791 (or 33.0 percent). In 2014, average wages in the private sector were higher than in government by \$36,915.

	1994	2004	2014
AVG WAGE	\$42,710	\$65,973	\$87,764
Private	\$42,804	\$66,656	\$90,505
Government	\$39,518	\$50,154	\$53,590

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 36 (or 24.7 percent); 2004-2014 growth was 32 (or 21.3 percent). In 2014, most establishments belonged to the private sector (83.0 percent).

	1994	2004	2014
TOTAL ESTAB	146	150	182
Private	90.4%	86.0%	83.0%
Government	9.6%	14.0%	17.0%

UTILITIES EMPLOYMENT | p. 35

This industry has historically been male-dominated, and a majority employment has consisted of 45-64 year-olds (57.2 percent in 2004, 50.6 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 81.9 percent Male to 18.1 percent Female. For comparison, in 2004, 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.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by varying percentages. The largest shifts in proportions were among 45-64 year-olds (-6.6 percent) and 19-24 year-olds (+3.7 percent). The age groups with the largest employment shares in the Utilities industry were 45-64 year-olds (50.6 percent) and 25-44 year-olds (39.6 percent).

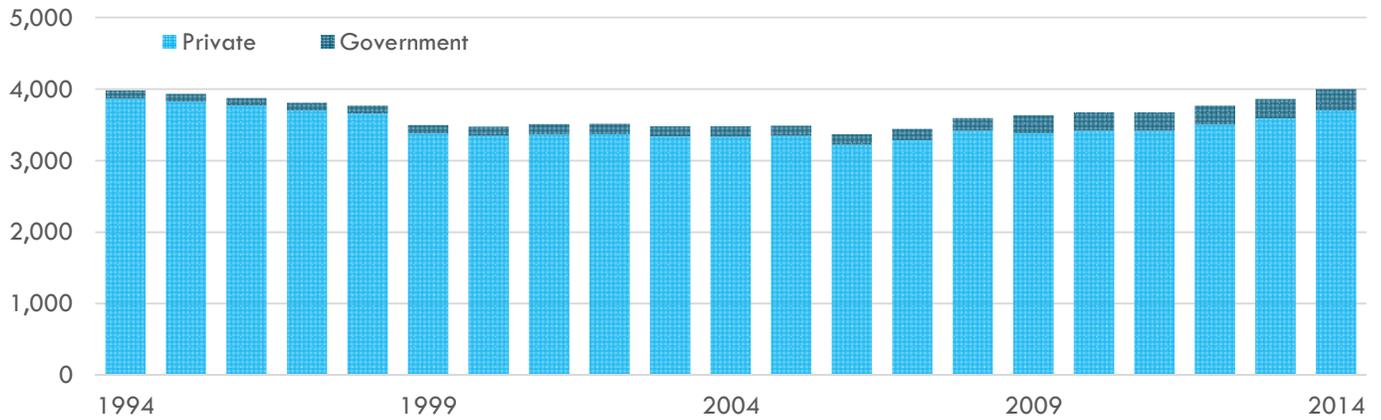
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 25-44-year-olds (grew by 15.3 percent) and 19-24 year-olds (grew by 135.7 percent); each of these groups grew numerically by just over a hundred workers. The largest increase by percent was among 65+ year-olds (grew by 135.5 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.

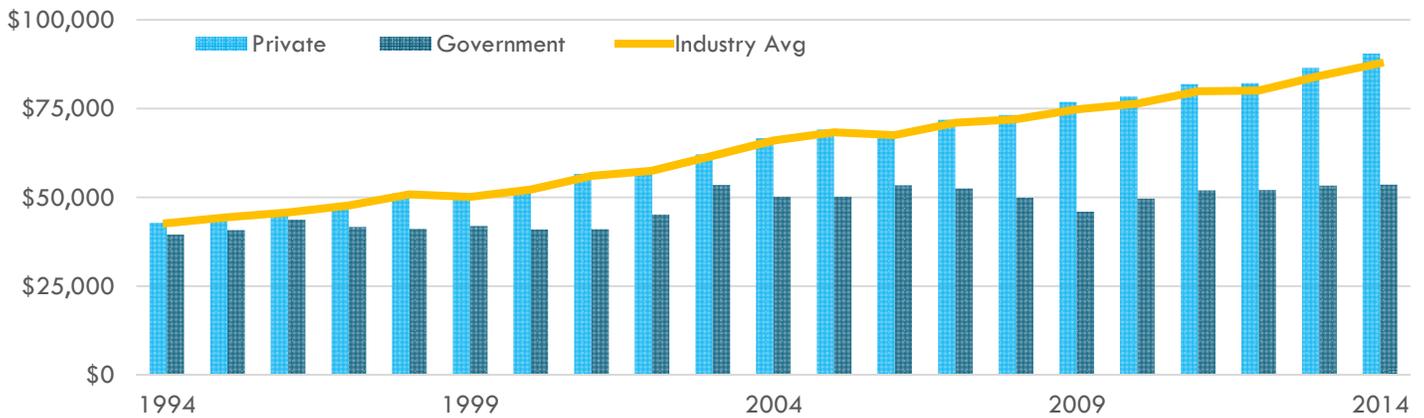
INDUSTRIES

UTILITIES
Statewide

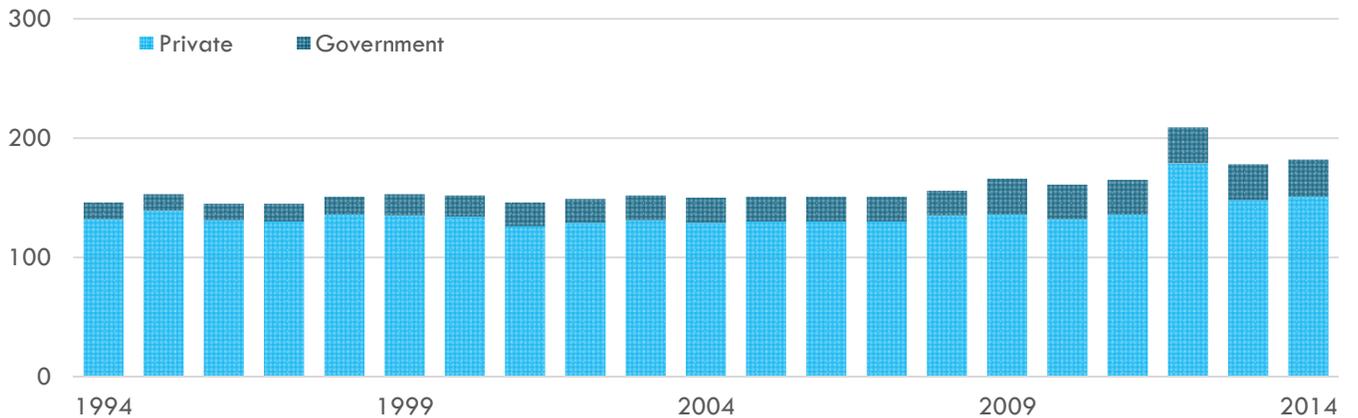
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

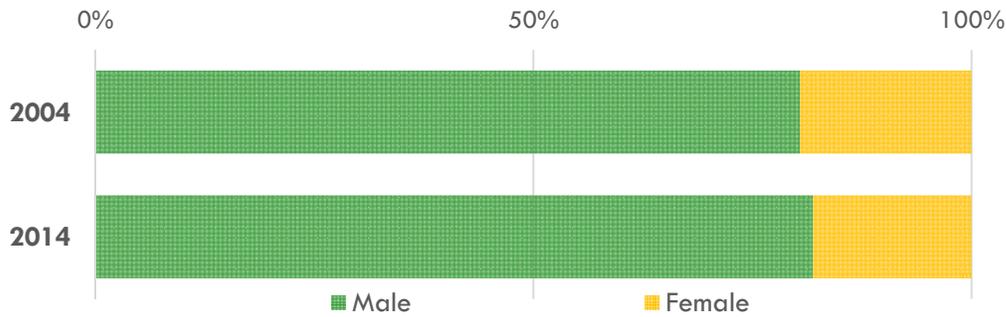


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

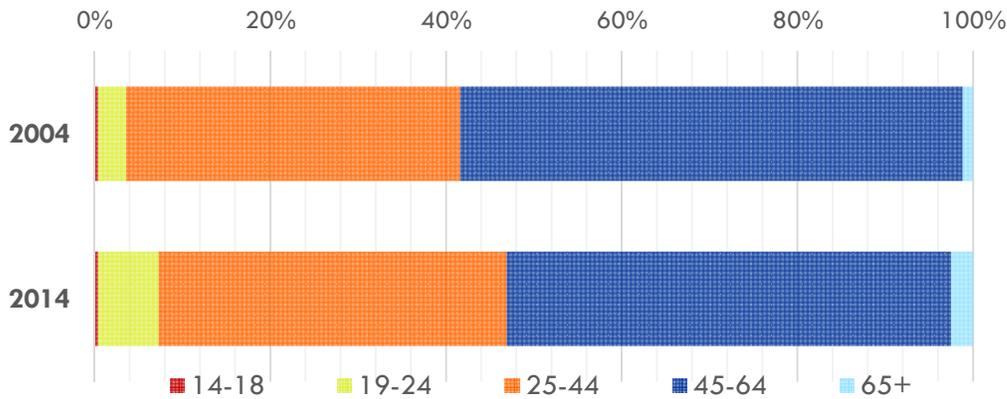
INDUSTRIES

UTILITIES
Statewide

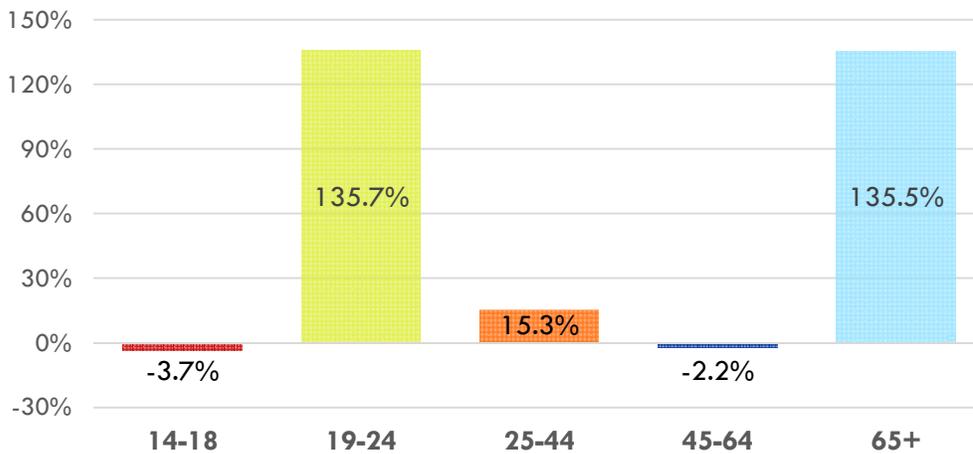
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

CONSTRUCTION Statewide

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 well-above-average growth in all areas—employment, wages, and establishments—specifically within the past 10 years.

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 21,945 (or 157.4 percent); from 2004-2014 employment growth was 17,695 (or 97.3 percent). In 2014, most employment belonged to the private sector (96.8 percent).

	1994	2004	2014
AVG EMP	13,941	18,191	35,886
Private	91.4%	93.6%	96.8%
Government	6.6%	8.4%	3.2%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$41,302 (or 175.6 percent); from 2004-2014 wage growth was \$30,547 (or 89.1 percent). In 2014, average wages in the private sector were higher than in government by \$2,803.

	1994	2004	2014
AVG WAGE	\$23,518	\$34,273	\$64,820
Private	\$23,409	\$34,284	\$64,910
Government	\$24,679	\$34,102	\$62,107

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 2,270 (or 92.8 percent); 2004-2014 growth was 1,662 (or 54.4 percent). In 2014, most establishments belonged to the private sector (98.9 percent).

	1994	2004	2014
TOTAL ESTAB	2,447	3,055	4,717
Private	97.8%	98.3%	98.9%
Government	2.2%	1.7%	1.1%

CONSTRUCTION EMPLOYMENT | p. 38

This industry has historically been male-dominated, and a majority of employment has consisted of 25-44 year-olds (49.3 percent). 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 2014, the employment composition was 88.6 percent Male to 11.4 percent Female. For comparison, in 2004, it was 89.3 percent Male to 10.7 percent Female. Both sexes experienced high numerical increases, with a significantly higher increase in male workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups across changed by varying percentages. The largest shifts in proportion were among 19-24 year-olds (-3.7 percent), 45-64 year-olds (+1.9 percent), and 25-44 year-olds (+1.5 percent). The age groups with the largest employment shares in the Construction industry were 25-44 year-olds (49.3 percent) and 45-64 year-olds (33.6 percent).

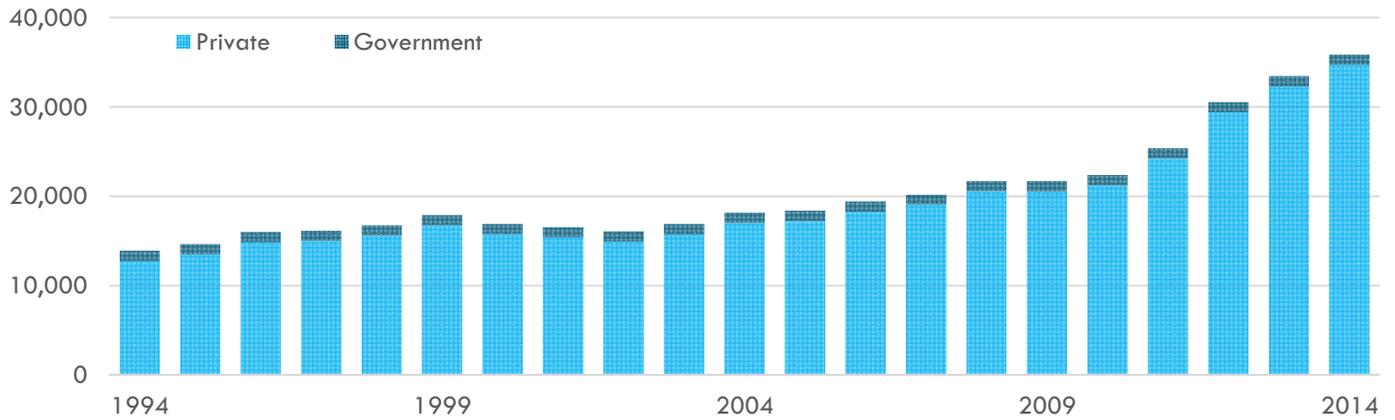
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 45-64 year-olds (grew by 104.9 percent) and 25-44 year-olds (grew by 99.3 percent); each of these groups grew numerically in the thousands. The largest increase by percent was among 65+ year-olds (168.8 percent), though this reflects a numerical increase by a few hundred workers.

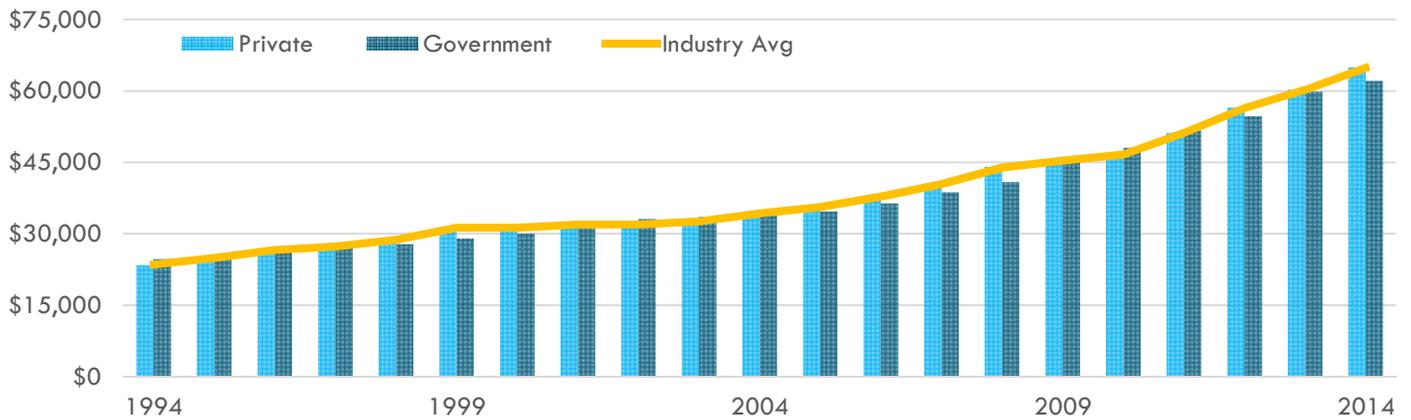
INDUSTRIES

CONSTRUCTION Statewide

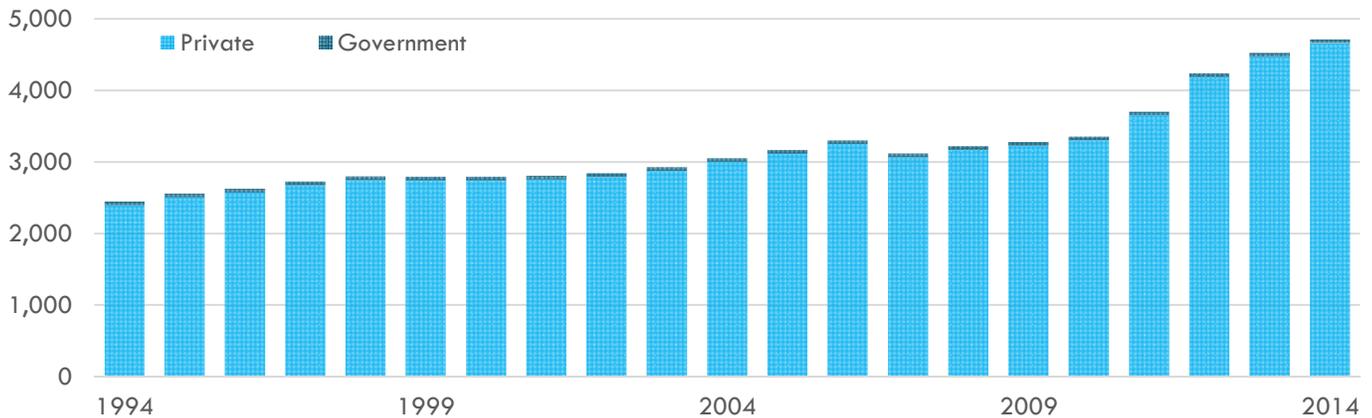
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

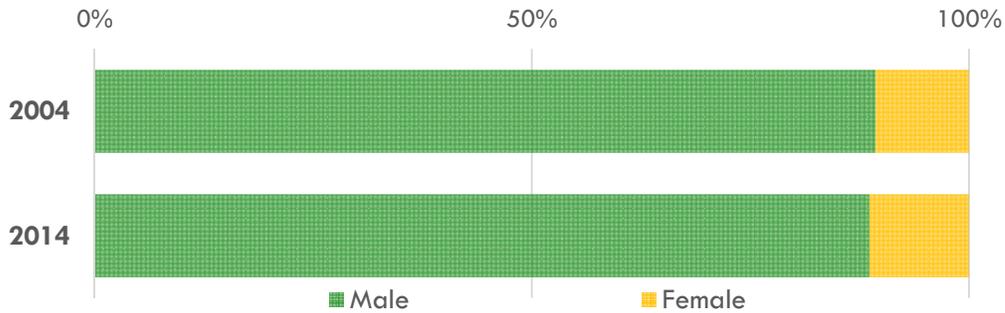


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

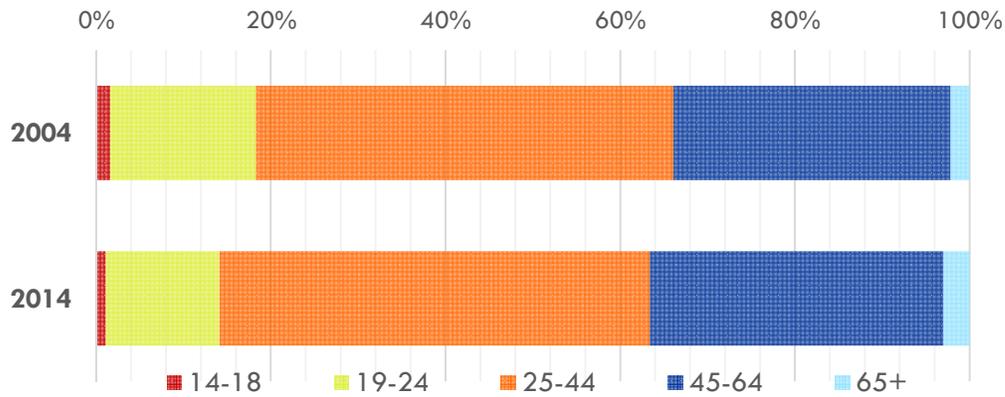
INDUSTRIES

CONSTRUCTION
Statewide

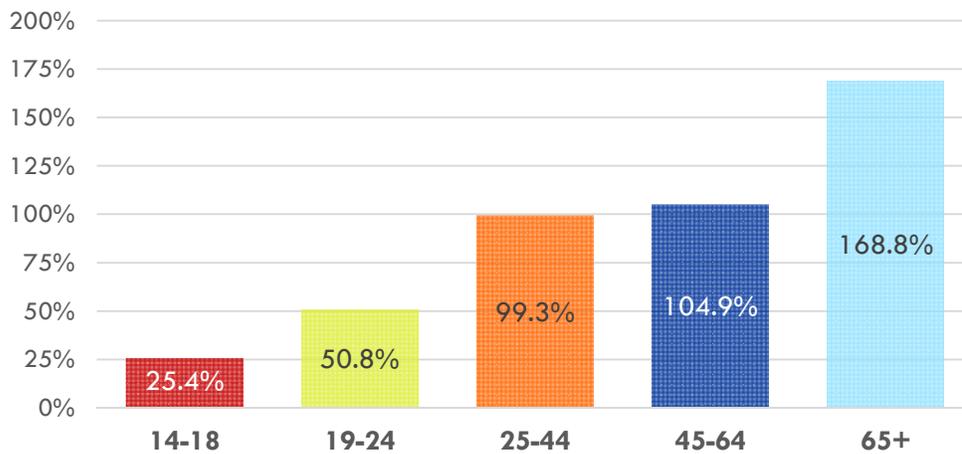
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

MANUFACTURING Statewide

MANUFACTURING | p. 40

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

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 5,972 (or 29.5 percent); from 2004-2014 employment growth was 1,072 (or 4.3 percent). In 2014, nearly all employment belonged to the private sector (99.0 percent).

	1994	2004	2014
AVG EMP	20,218	25,118	26,190
Private	99.2%	97.9%	99.0%
Government	0.7%	2.6%	1.0%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$25,201 (or 102.4 percent); from 2004-2014 wage growth was \$13,959 (or 38.9 percent). In 2014, average wages in the private sector were lower than in government by \$4,543.

	1994	2004	2014
AVG WAGE	\$24,604	\$35,846	\$49,805
Private	\$24,579	\$36,016	\$49,761
Government	\$27,582	\$27,947	\$54,305

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 42 (or 5.1 percent); 2004-2014 exhibited no change. In 2014, most establishments belonged to the private sector (99.4 percent).

	1994	2004	2014
TOTAL ESTAB	829	871	871
Private	99.6%	99.2%	99.4%
Government	0.4%	0.8%	0.6%

MANUFACTURING EMPLOYMENT | p. 41

This industry has historically been male-dominated, and a majority of employment has consisted of 25-44 year-olds (49.2 percent in 2004, 44.1 percent in 2014). Unions are more common in this industry, and build benefits based on years-of-service. 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 2014, the employment composition was 74.7 percent Male to 25.3 percent Female. For comparison, in 2004, it was 73.9 percent Male to 26.1 percent Female. Both sexes experienced numerical increases, with a much higher increase in male workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 45-64 year-olds (+5.4 percent) and 25-44 year-olds (-5.1 percent). The age groups with the largest employment shares in the Manufacturing industry were 25-44 year-olds (44.1 percent) and 45-64 year-olds (41.7 percent).

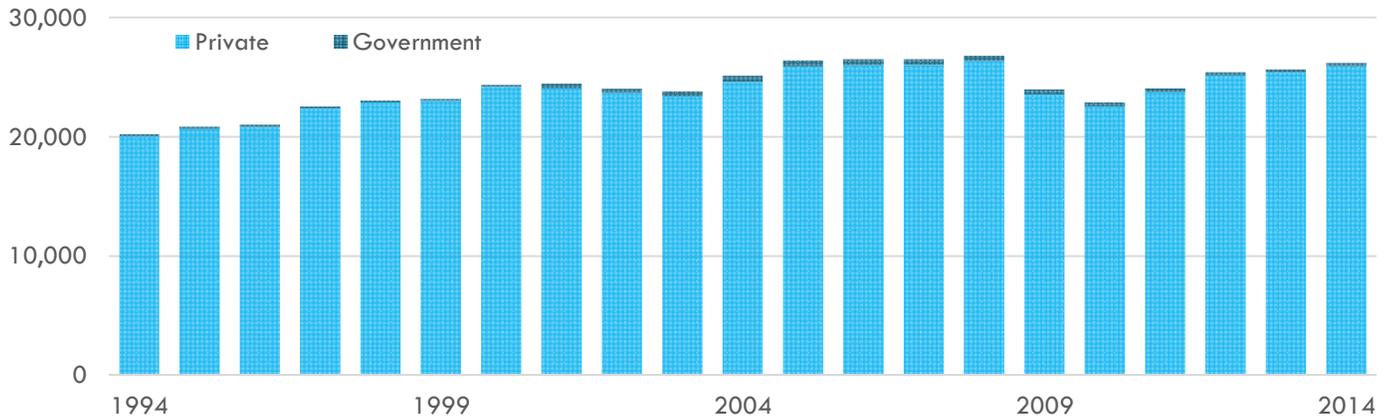
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were among 45-64 year-olds (grew by 20.2 percent), which grew by about two thousand workers. All other age groups changed numerically by a few hundred workers or less, and most groups experienced a decrease.

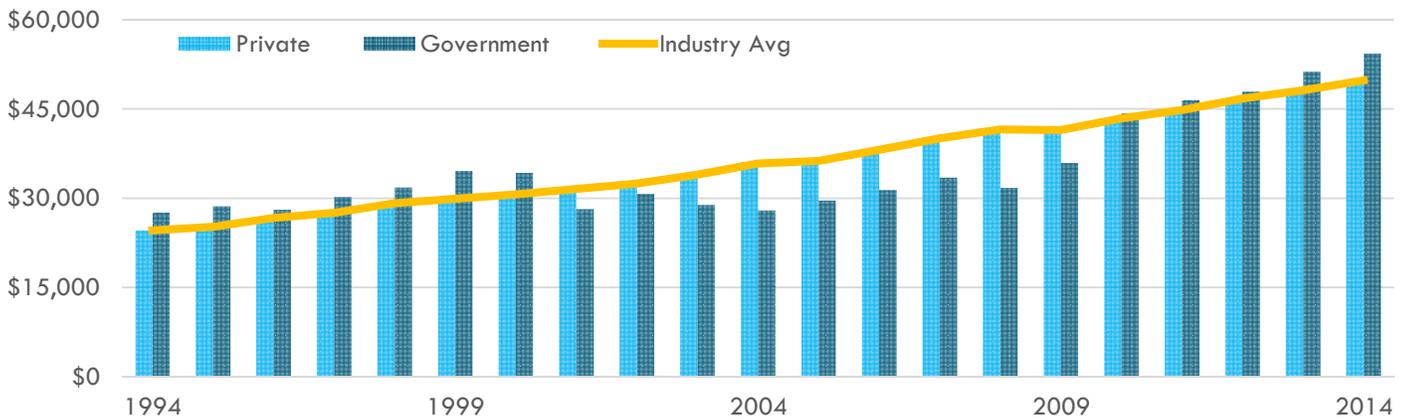
INDUSTRIES

MANUFACTURING Statewide

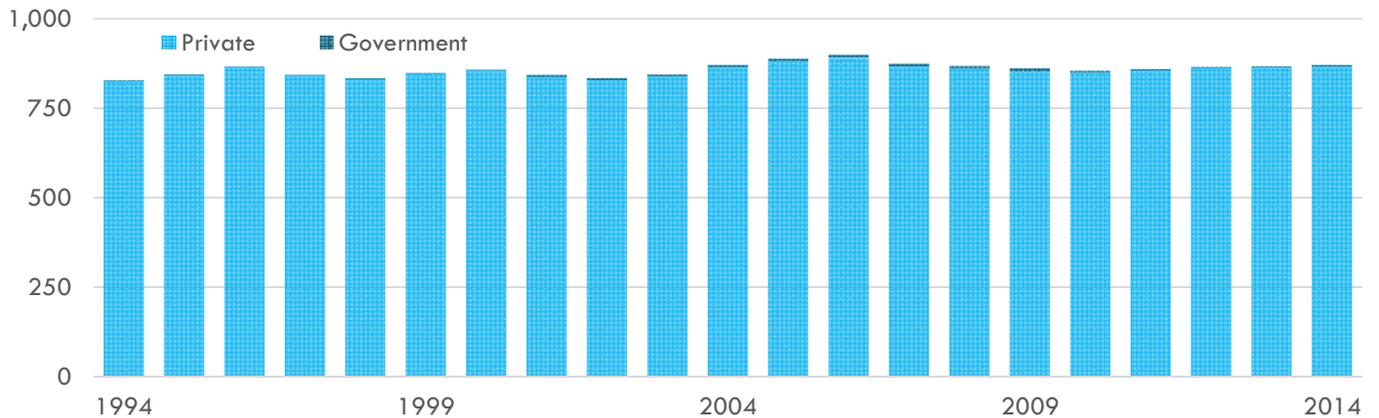
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

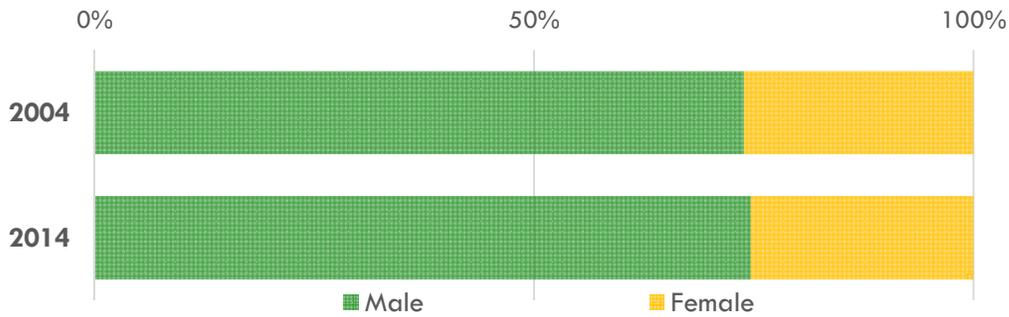


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

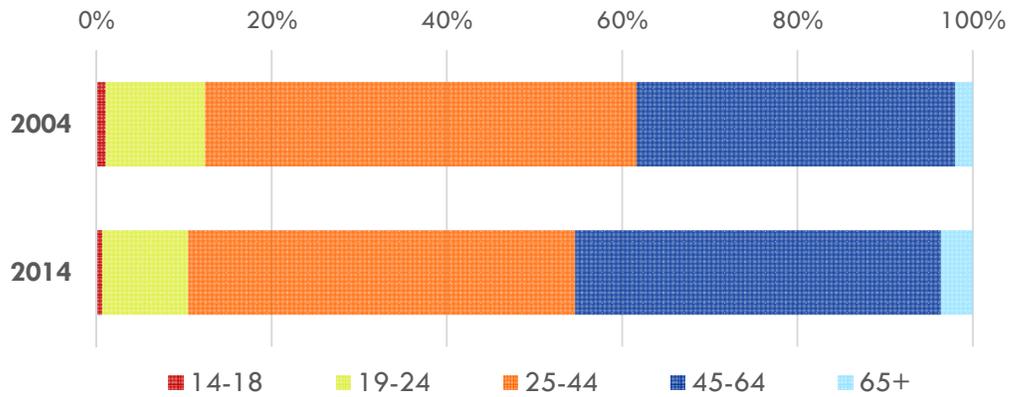
INDUSTRIES

MANUFACTURING
Statewide

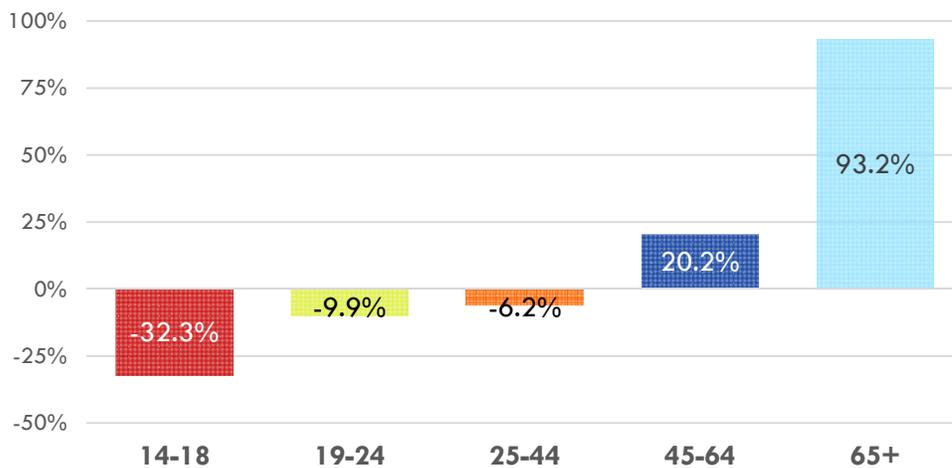
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

WHOLESALE TRADE Statewide

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 tied to it as others. The figures reflect strong growth in all areas, specifically within the past 10 years.

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 10,389 (or 61.4 percent); from 2004-2014 employment growth was 8,940 (or 48.7 percent). In 2014, nearly all employment belonged to the private sector (more than 99.9 percent).

	1994	2004	2014
AVG EMP	16,918	18,367	27,307
Private	100%	100%	100%
Government	0.0%*	0%	0.0%*

*There were 5 or less Govt. Employees in 1994 and 2014.

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$42,370 (or 164.8 percent); from 2004-2014 wage growth was \$29,702 (or 77.4 percent). In 2014, average wages in the private sector were higher than in government by \$26,584.

	1994	2004	2014
AVG WAGE	\$25,712	\$38,380	\$68,082
Private	\$25,712	\$38,380	\$68,087
Government	\$36,287	\$0	\$41,503

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 516 (or 21.5 percent); 2004-2014 growth was 420 (or 16.8 percent). In 2014, most establishments belonged to the private sector (99.9 percent).

	1994	2004	2014
TOTAL ESTAB	2,398	2,494	2,914
Private	100%	100%	99.9%
Government	0.0%**	0%	0.1%

**There was 1 Govt. Establishment in 1994.

WHOLESALE TRADE EMPLOYMENT | p. 44

This industry has historically been male-dominated, and a majority of employment has consisted of 25-44 year-olds (45.4 percent in 2004, 43.5 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 78.3 percent Male to 21.7 percent Female. For comparison, in 2004, it was 77.0 percent Male to 23.0 percent Female. Both sexes experienced numerical increases, with a significantly higher increase in male workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by moderate percentages. The largest shifts in proportion were among 25-44 year-olds (-1.9 percent), 14-18 year-olds (-1.2 percent), and 65+ year-olds (+1.2 percent). The age groups with the largest employment shares in the Wholesale Trade industry were 25-44 year-olds (43.5 percent) and 45-64 year-olds (40.6 percent).

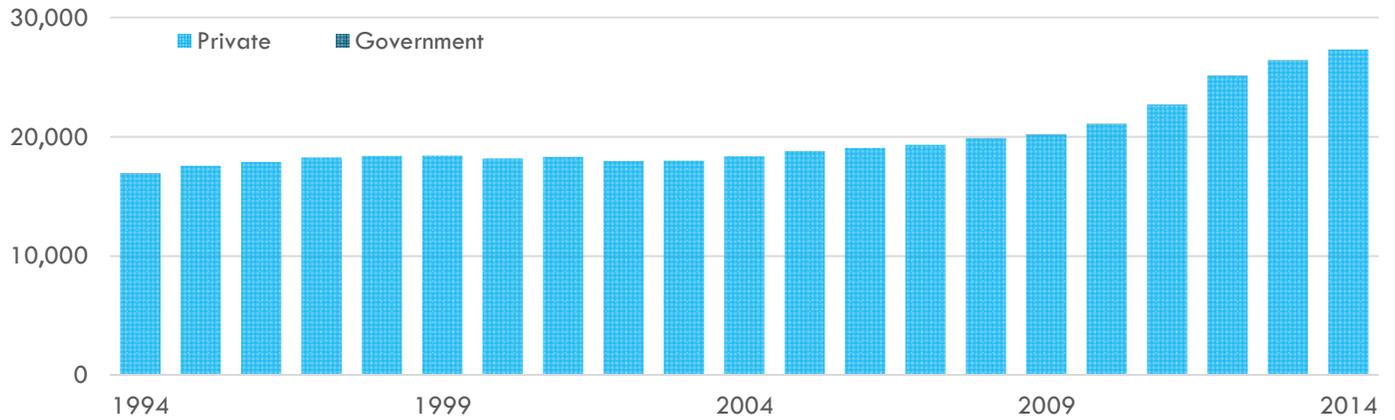
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 45-64 year-olds (grew by 50.2 percent) and 25-44 year-olds (grew by 40.1 percent); each of these groups grew numerically in the thousands. The largest increase by percent was among 65+ year-olds (grew by 107.1 percent), though this reflects a numerical change of a few hundred workers.

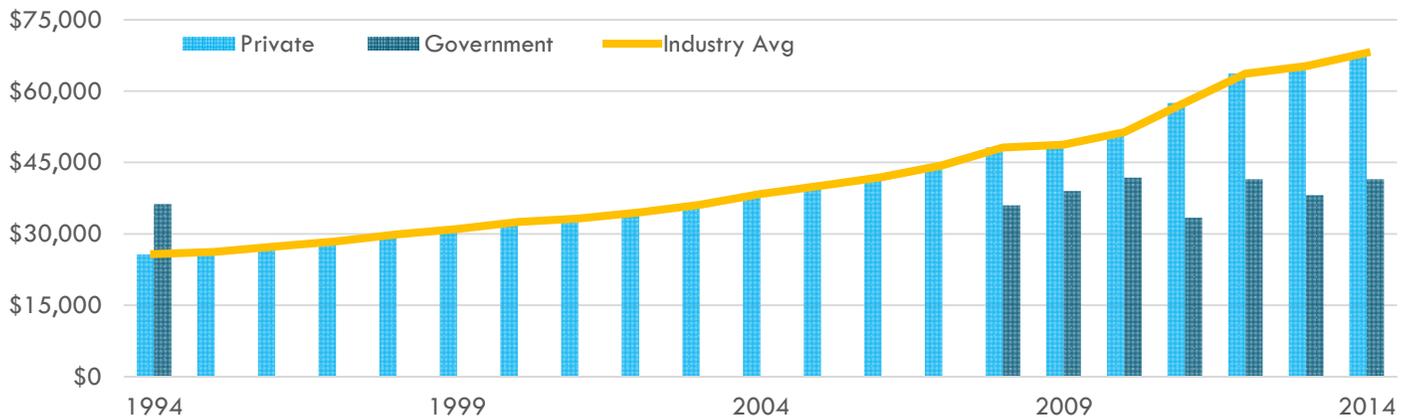
INDUSTRIES

WHOLESALE TRADE
Statewide

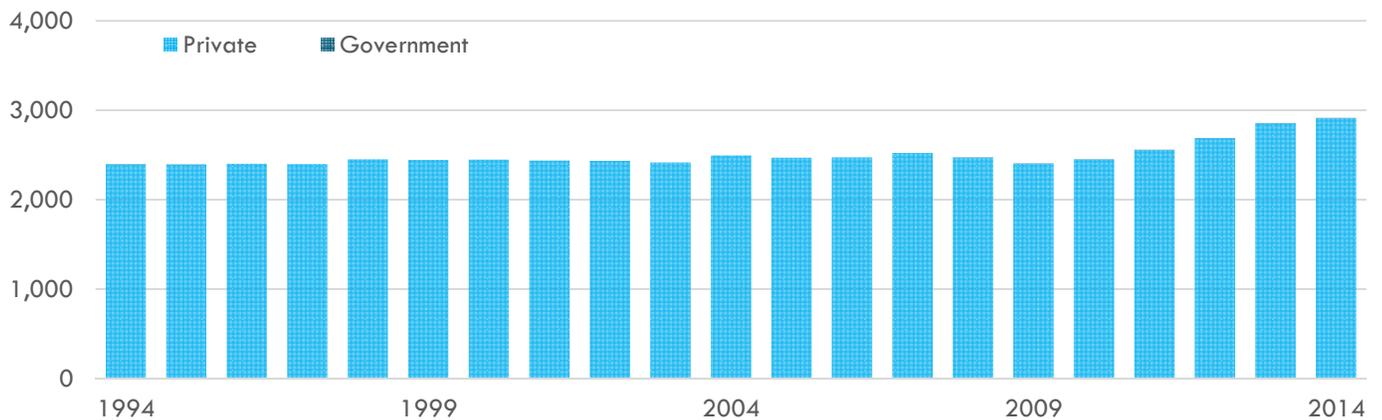
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

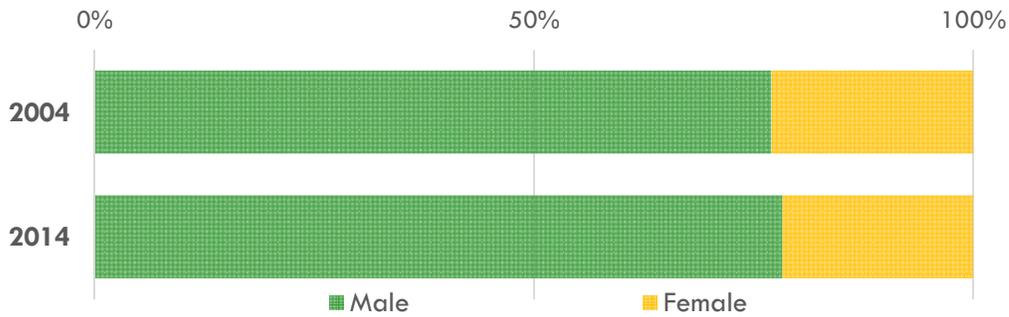


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

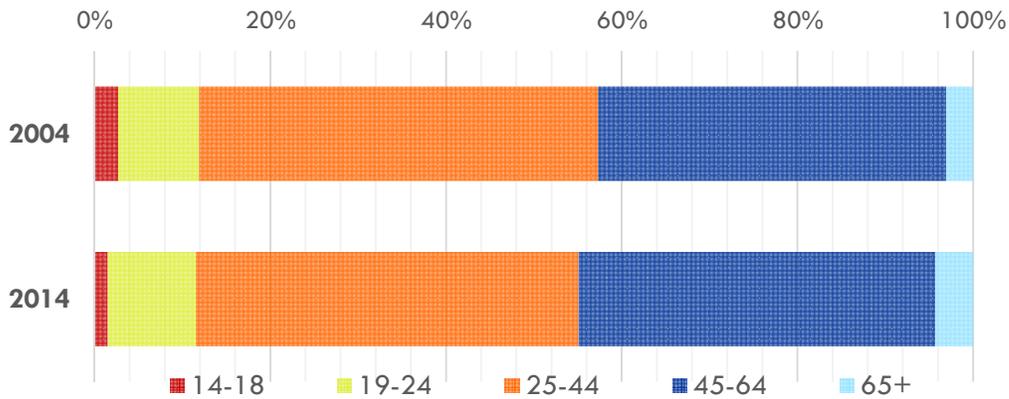
INDUSTRIES

WHOLESALE TRADE
Statewide

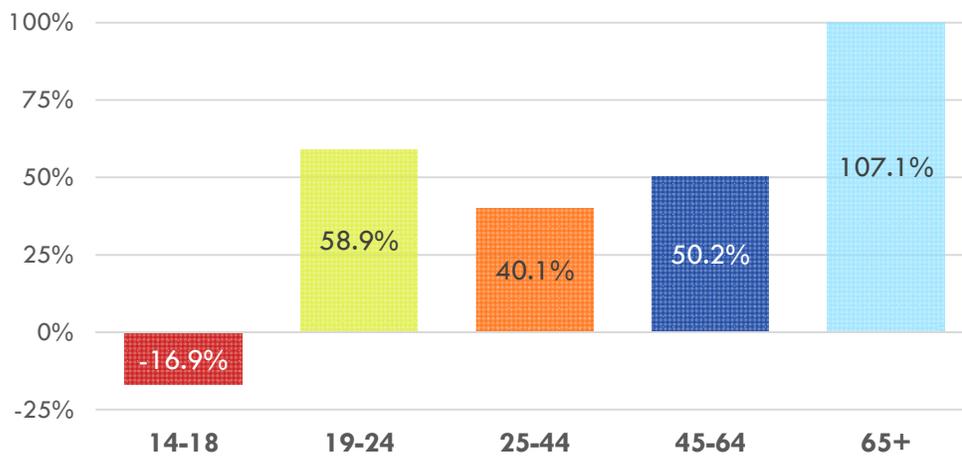
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

RETAIL TRADE Statewide

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 (like increased population and wealth), since this industry includes retailers of both essential and luxury goods (e.g. grocery stores and car dealerships).

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 12,018 (or 31.0 percent); from 2004-2014 employment growth was 9,110 (or 21.8 percent). In 2014, nearly all employment belonged to the private sector (99.5 percent).

	1994	2004	2014
AVG EMP	38,806	41,714	50,824
Private	98.9%	99.0%	99.5%
Government	1.0%	1.1%	0.5%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$15,411 (or 108.1 percent); from 2004-2014 wage growth was \$9,929 (or 50.3 percent). In 2014, average wages in the private sector were higher than in government by \$3,969.

	1994	2004	2014
AVG WAGE	\$14,262	\$19,744	\$29,673
Private	\$14,321	\$19,802	\$29,692
Government	\$8,715	\$14,062	\$25,723

ESTABLISHMENTS

From 1994-2014, total establishments in this industry fell by 421 (or 11.3 percent); 2004-2014 establishments fell by 133 (or 3.9 percent). In 2014, most establishments belonged to the private sector (99.7 percent).

	1994	2004	2014
TOTAL ESTAB	3,718	3,430	3,297
Private	99.9%	99.9%	99.7%
Government	0.1%	0.1%	0.3%

RETAIL TRADE EMPLOYMENT | p. 47

This industry has historically been evenly split between both sexes, and the majority of employment has consisted of 25-44 year-olds (36.1 percent in 2004, 36.2 percent in 2014)—though 19-24 year-olds and 45-64 year-olds comprise relatively high proportions as well.

COMPOSITION BY SEX

In 2014, the employment composition was 50.1 percent Male to 49.9 percent Female. For comparison, in 2004, it was 48.5 percent Male to 51.5 percent Female. Both sexes experienced numerical increases, with a slightly higher increase in male workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 19-24 year-olds (-3.1 percent) and 45-64 year-olds (+2.8 percent). The age groups with the largest employment shares in the Retail Trade industry were 25-44 year-olds (36.2 percent), 45-64 year-olds (30.8 percent), and 19-24 year-olds (20.4 percent).

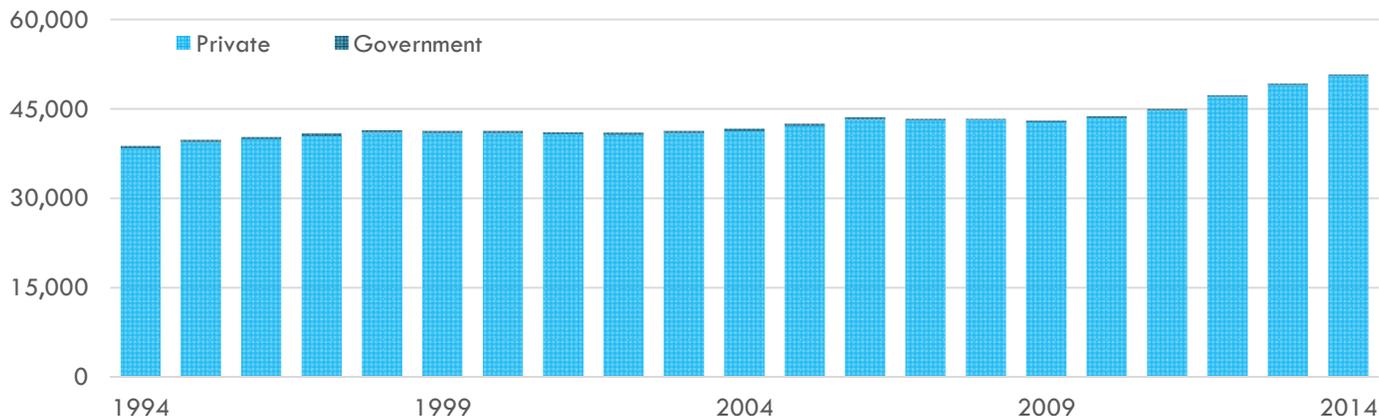
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 45-64 year-olds (grew by 33.3 percent) and 25-44 year-olds (grew by 21.4 percent); each of these groups grew numerically by a few thousand. The largest increase by percent was among 65+ year-olds (grew by 79.1 percent), which reflects a change of just over a thousand workers.

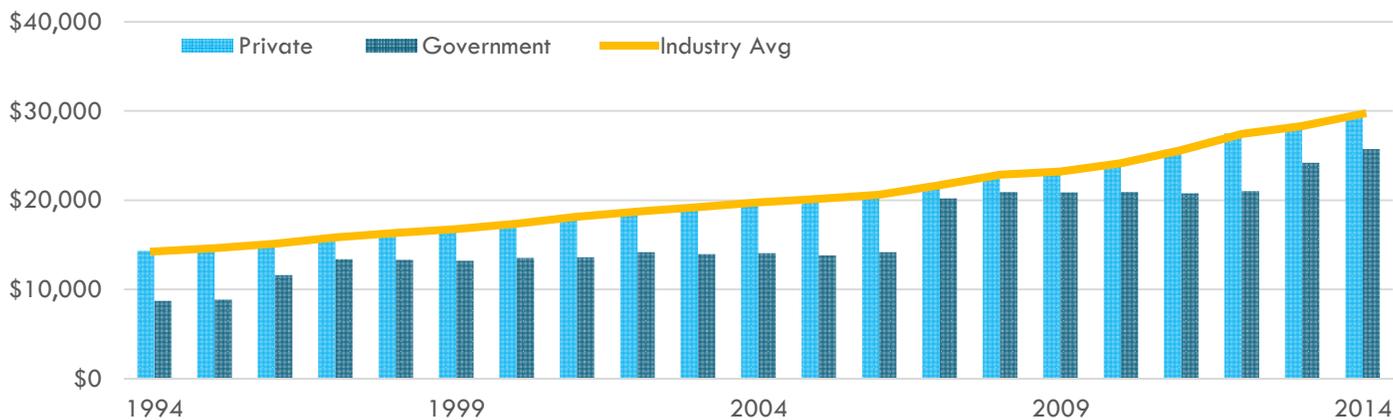
INDUSTRIES

RETAIL TRADE
Statewide

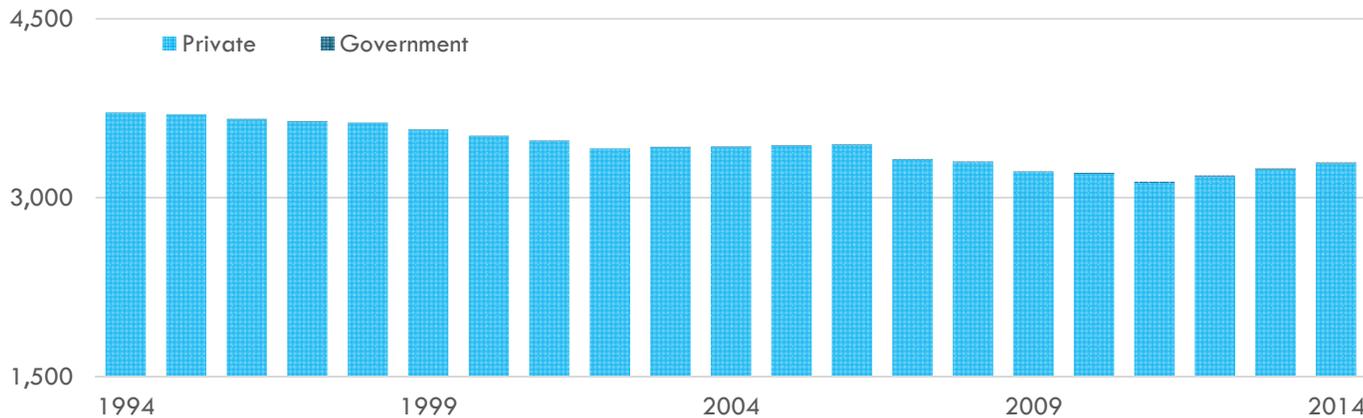
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

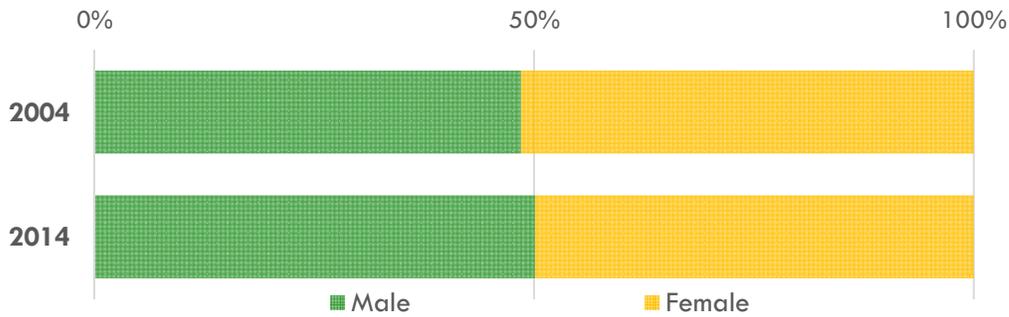


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

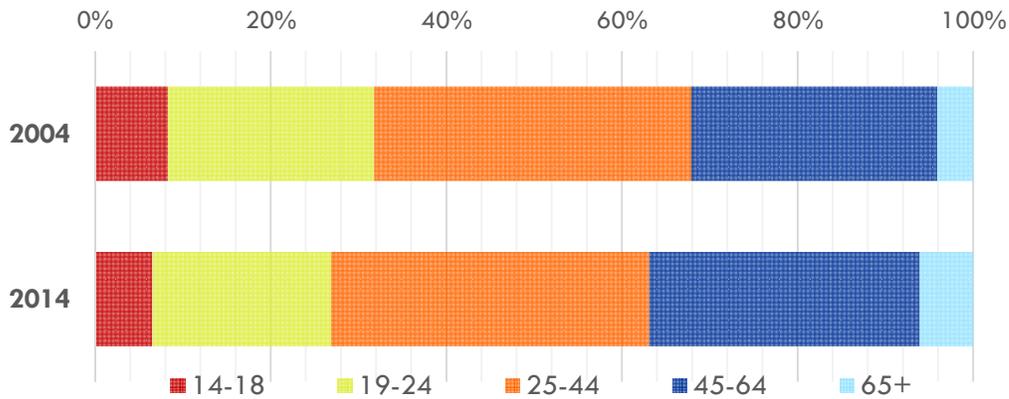
INDUSTRIES

RETAIL TRADE
Statewide

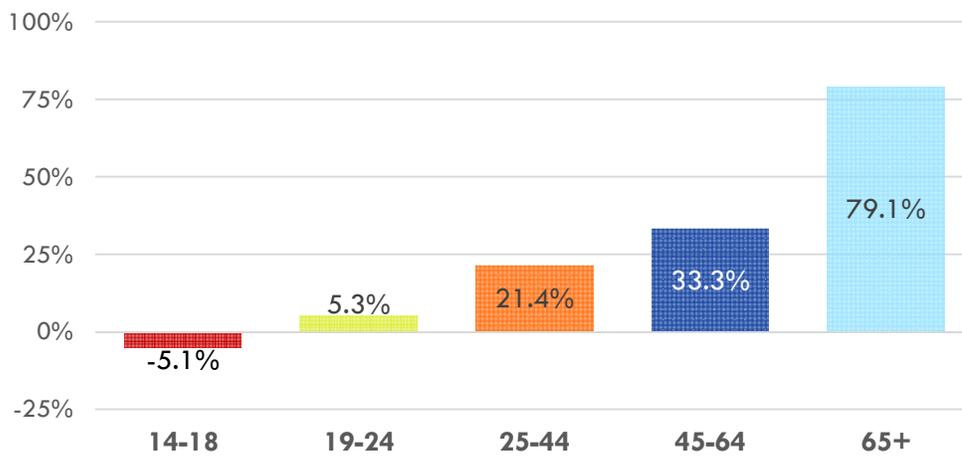
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

TRANSPORTATION AND WAREHOUSING Statewide

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 boom's effect is clearly reflected in the well-above-average growth in all areas—employment, wages, and establishments—specifically within the past 10 years.

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 13,731 (or 133.5 percent); from 2004-2014 employment growth was 13,262 (or 123.3 percent). In 2014, nearly all employment belonged to the private sector (92.5 percent).

	1994	2004	2014
AVG EMP	10,289	10,758	24,020
Private	75.4%	78.1%	92.5%
Government	23.6%	22.9%	7.5%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$38,974 (or 155.6 percent); from 2004-2014 wage growth was \$29,960 (or 88.0 percent). In 2014, average wages in the private sector were higher than in government by \$16,934.

	1994	2004	2014
AVG WAGE	\$25,043	\$34,058	\$64,018
Private	\$23,018	\$31,650	\$65,284
Government	\$31,238	\$42,658	\$48,350

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 1,544 (or 117.5 percent); 2004-2014 growth was 1,624 (or 131.6). In 2014, most establishments belonged to the private sector (89.4 percent).

	1994	2004	2014
TOTAL ESTAB	1,314	1,234	2,858
Private	84.9%	94.3%	89.4%
Government	15.1%	5.7%	10.6%

TRANSPORTATION AND WAREHOUSING EMPLOYMENT | p. 50

This industry has historically been male-dominated, and a majority of employment has consisted of 25-44 year-olds (44.8 percent in 2004, 42.4 percent in 2014) and 45-64 years-old (40.9 percent in 2004, 44.3 percent in 2014). 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 2014, the employment composition was 84.2 percent Male to 15.8 percent Female. For comparison, in 2004, it was 80.0 percent Male to 20.0 percent Female. Both sexes experienced high numerical increases, with a significantly higher increase in male workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 45-64 year-olds (+3.4 percent) and 25-44 year-olds (-2.4 percent). The age group with the largest employment shares in the Transportation and Warehousing industry were 45-64 year-olds (44.3 percent) and 25-44 year-olds (42.4 percent).

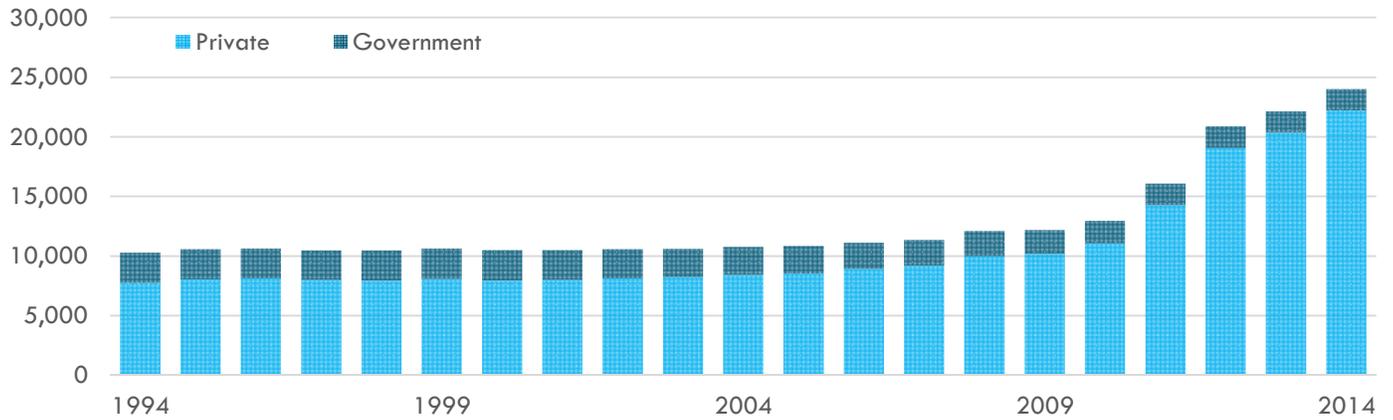
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 45-64 year-olds (grew by 176.8 percent), 25-44 year-olds (grew by 141.8 percent), and 19-24 year-olds (grew by 141.7 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 less than a thousand workers.

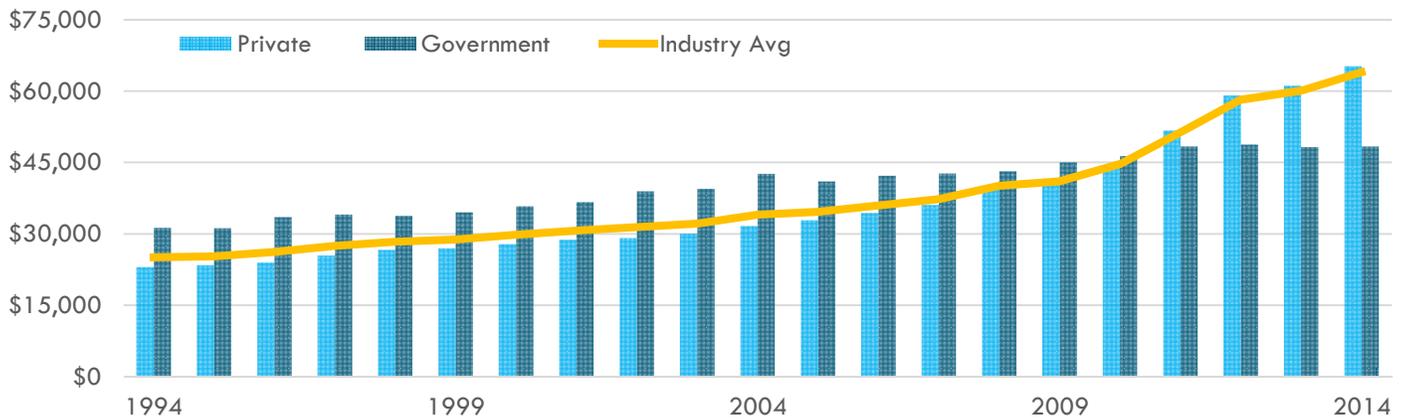
INDUSTRIES

TRANSPORTATION AND WAREHOUSING Statewide

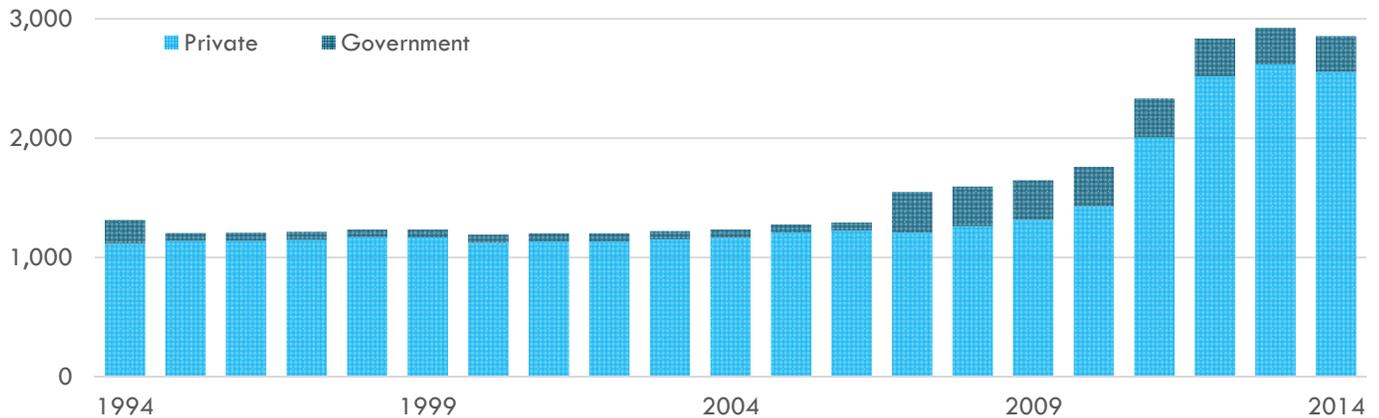
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

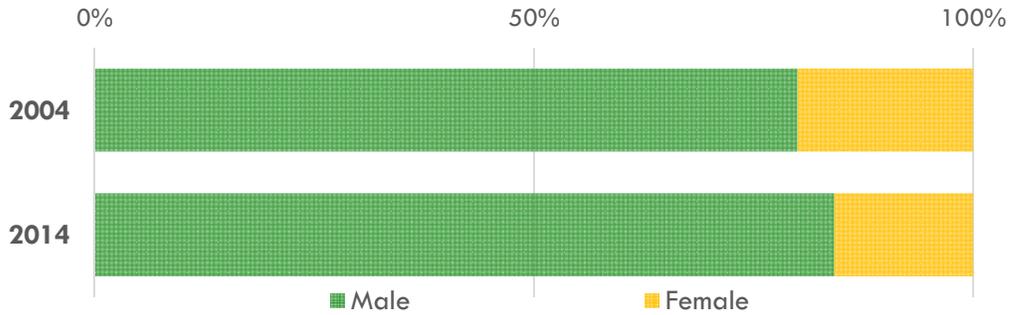


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

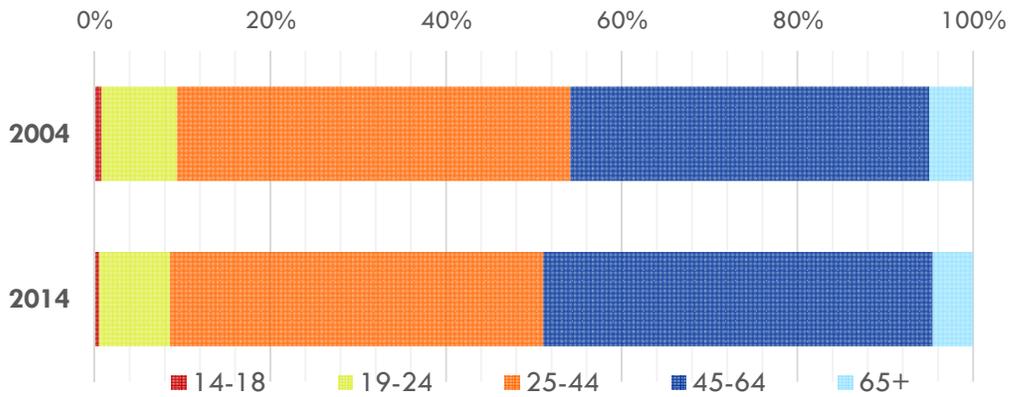
INDUSTRIES

TRANSPORTATION AND WAREHOUSING Statewide

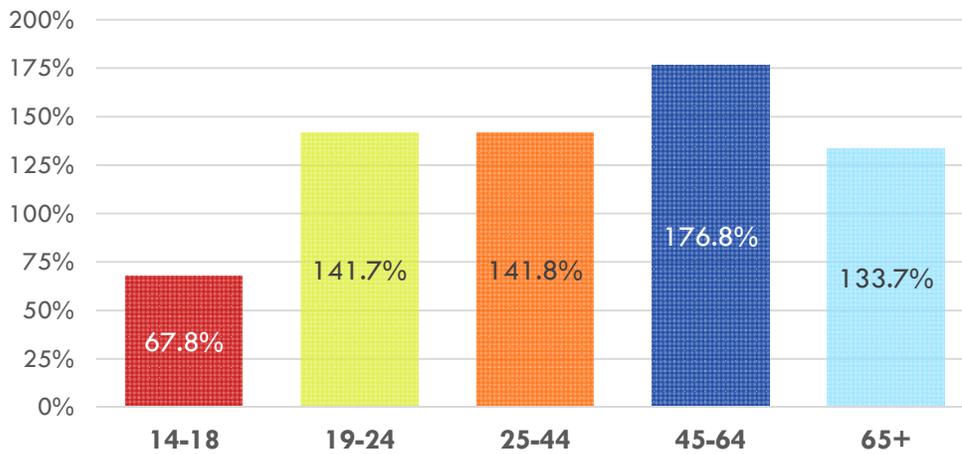
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

INFORMATION
Statewide

INFORMATION | p. 52

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

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 335 (or 5.0 percent); from 2004-2014 employment fell by 757 (or 9.7 percent). In 2014, nearly all employment belonged to the private sector (96.7 percent).

	1994	2004	2014
AVG EMP	6,731	7,823	7,066
Private	96.9%	98.4%	96.7%
Government	2.7%	1.9%	3.3%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$34,529 (or 151.3 percent); from 2004-2014 wage growth was \$17,491 (or 43.9 percent). In 2014, average wages in the private sector were higher than in government by \$31,864.

	1994	2004	2014
AVG WAGE	\$22,819	\$39,857	\$57,348
Private	\$23,197	\$40,297	\$58,404
Government	\$11,197	\$12,781	\$26,539

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 13 (or 2.9 percent); 2004-2014 establishments fell by 2 (or 0.4 percent). In 2014, most establishments belonged to the private sector (92.1 percent).

	1994	2004	2014
TOTAL ESTAB	445	460	458
Private	91.9%	93.0%	92.1%
Government	8.1%	7.0%	7.9%

INFORMATION EMPLOYMENT | 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 (53.3 percent in 2004, 50.1 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 56.7 percent Male to 43.3 percent Female. For comparison, in 2004, it was 51.1 percent Male to 48.9 percent Female. While male workers experienced a small numerical increase, female workers experienced a higher numerical decrease.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 45-64 year-olds (+4.3 percent), 25-44 year-olds (-3.2 percent), and 19-24 year-olds (-2.3 percent). The age groups with the largest employment shares in the Information industry were 25-44 year-olds (50.1 percent) and 45-64 year-olds (34.9 percent).

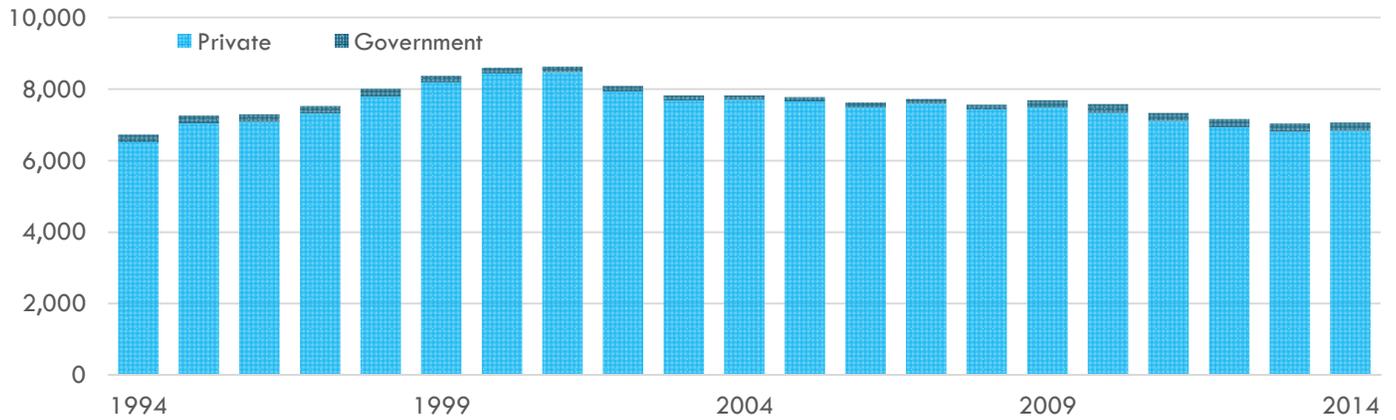
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant changes were those among 25-44 year-olds (fell by 12.8 percent), 19-24 year-olds (fell by 27.0 percent), and 45-64-year-olds (grew by 5.8 percent). One of the largest increases by percent was among 65+ year-olds (64.2 percent), though this reflects a numerical increase of about 100 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.

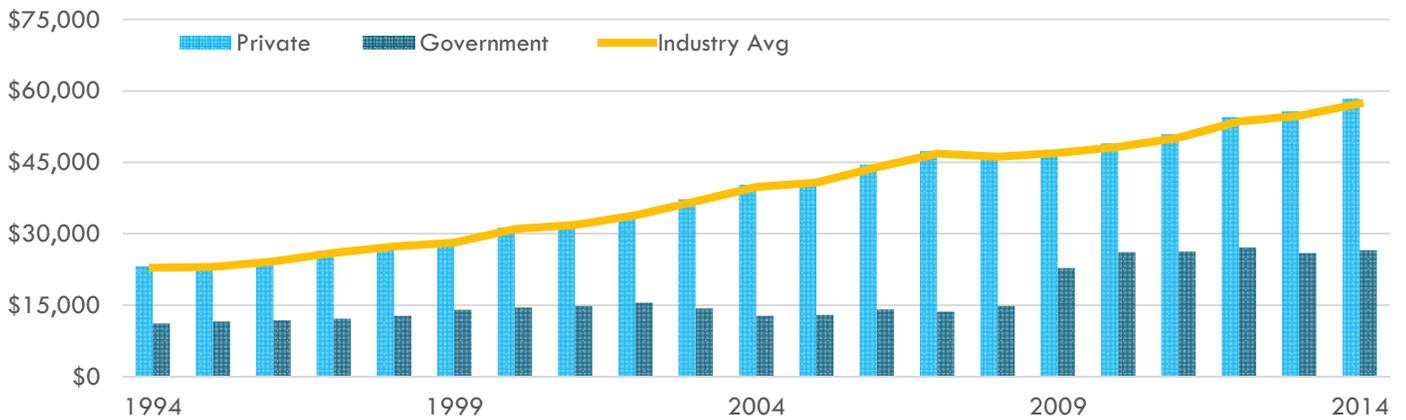
INDUSTRIES

INFORMATION
Statewide

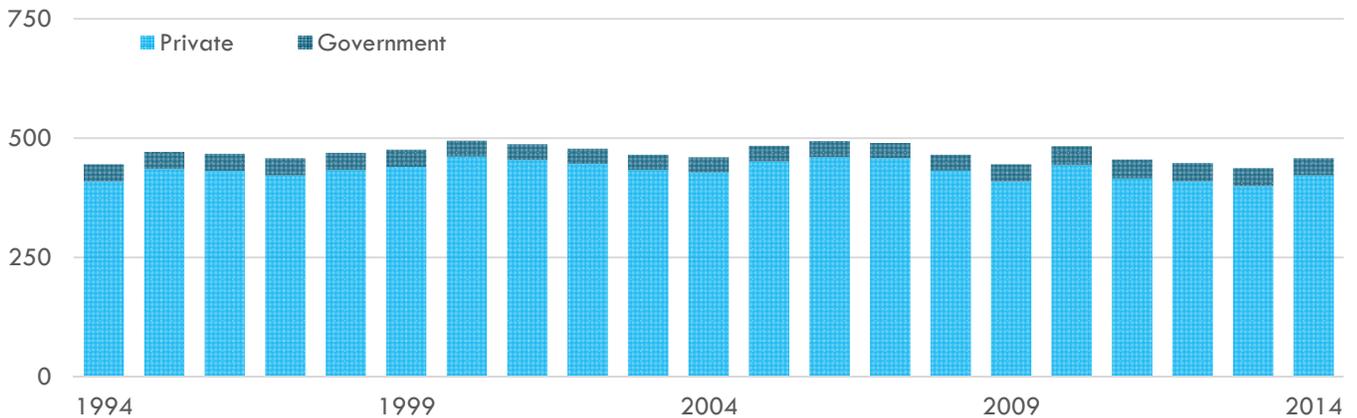
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

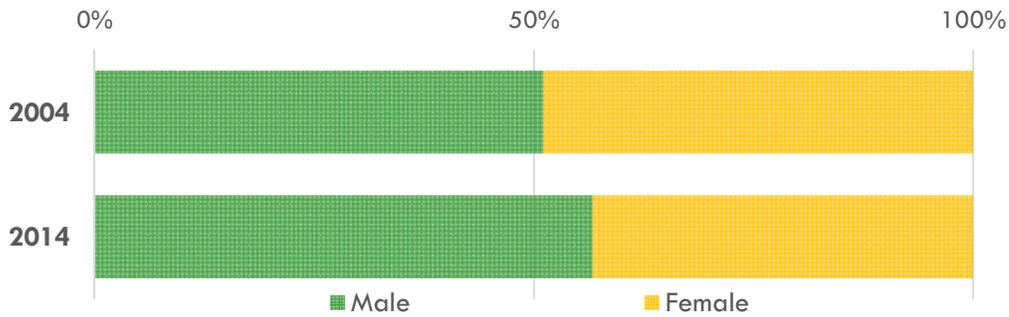


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

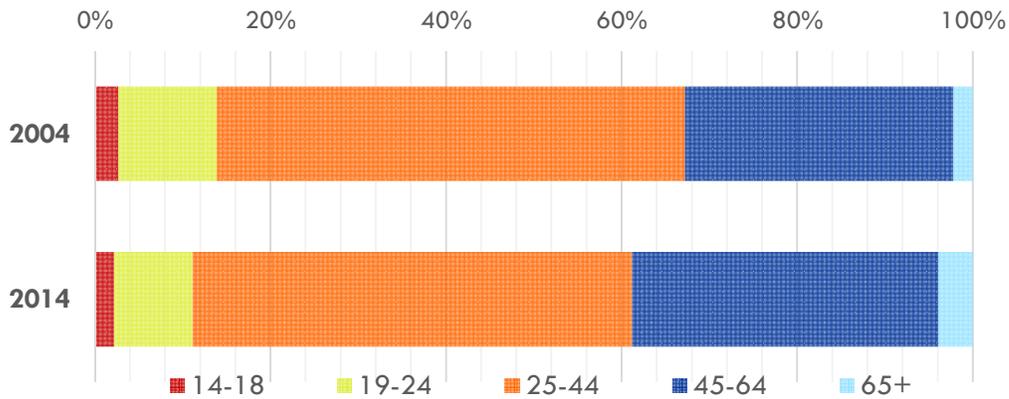
INDUSTRIES

INFORMATION
Statewide

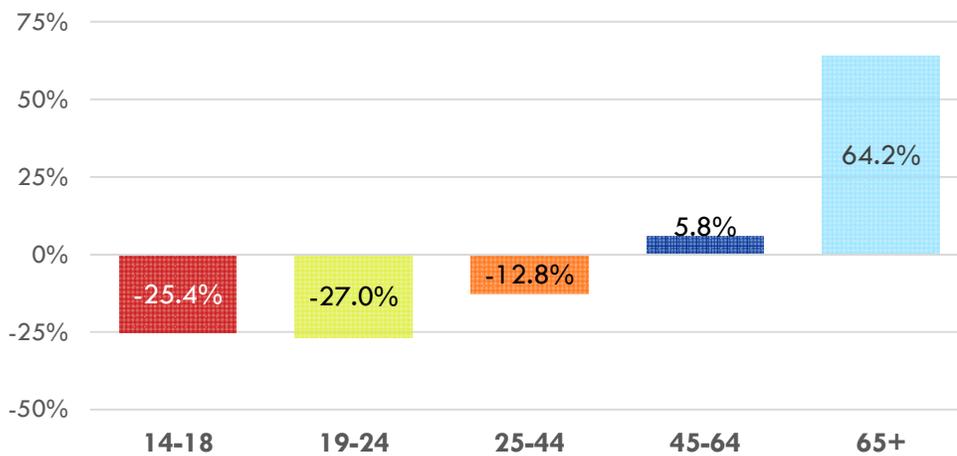
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

FINANCE AND INSURANCE Statewide

FINANCE AND INSURANCE | p. 55

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

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 6,472 (or 56.6 percent); from 2004-2014 employment growth was 2,699 (or 17.8 percent). In 2014, nearly all employment belonged to the private sector (98.4 percent).

	1994	2004	2014
AVG EMP	11,430	15,203	17,902
Private	95.4%	98.1%	98.4%
Government	3.5%	2.5%	1.6%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$30,141 (or 115.6 percent); from 2004-2014 wage growth was \$17,555 (or 45.4 percent). In 2014, average wages in the private sector were lower than in government by \$9,490.

	1994	2004	2014
AVG WAGE	\$26,068	\$38,654	\$56,209
Private	\$26,018	\$38,602	\$56,058
Government	\$27,105	\$41,347	\$65,548

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 552 (or 38.1 percent); 2004-2014 growth was 210 (or 11.7 percent). In 2014, most establishments belonged to the private sector (99.5 percent).

	1994	2004	2014
TOTAL ESTAB	1,450	1,792	2,002
Private	96.4%	99.2%	99.5%
Government	3.6%	0.8%	0.5%

FINANCE AND INSURANCE EMPLOYMENT | p. 56

This industry has historically been female-dominated, and the majority of employment has consisted of 25-44 year-olds (51.0 percent in 2004, 47.4 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 31.5 percent Male to 68.5 percent Female. For comparison, in 2004, it was 28.9 percent Male to 71.1 percent Female. Both sexes experienced relatively similar and moderate numerical increases.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 45-64 year-olds (+4.4 percent) and 25-44 year-olds (-3.6 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 (40.5 percent).

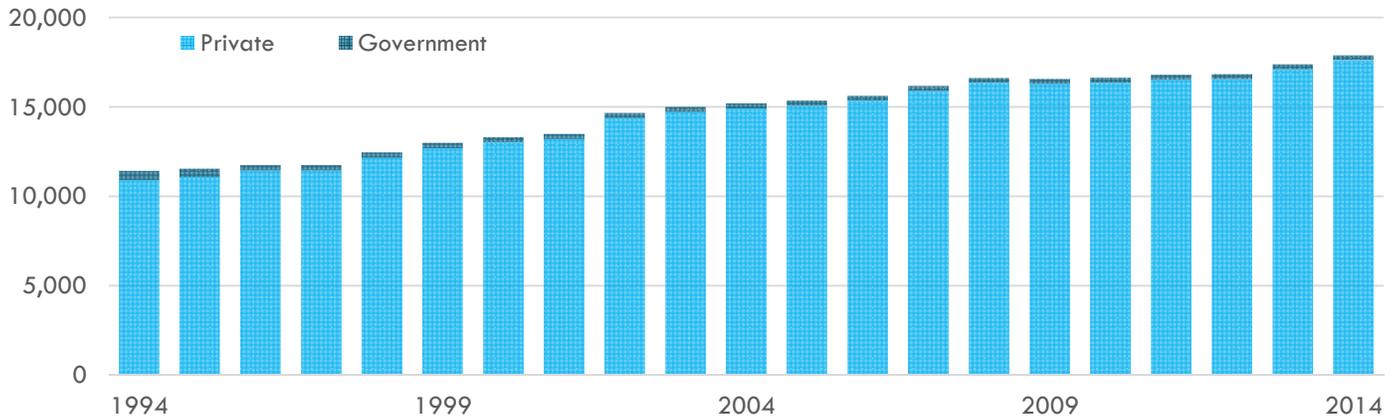
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant changes were those among 45-64 year-olds (grew by 29.8 percent), 25-44 year-olds (grew by 7.7 percent), and 65+ year-olds (grew by 102.5 percent); each of these groups shifted numerically by less than two thousand workers.

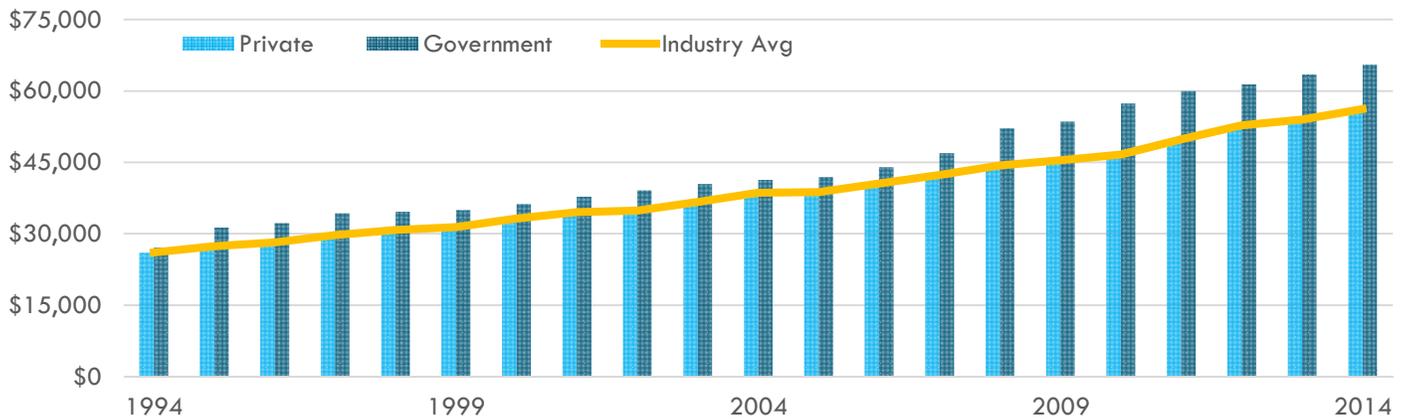
INDUSTRIES

FINANCE AND INSURANCE Statewide

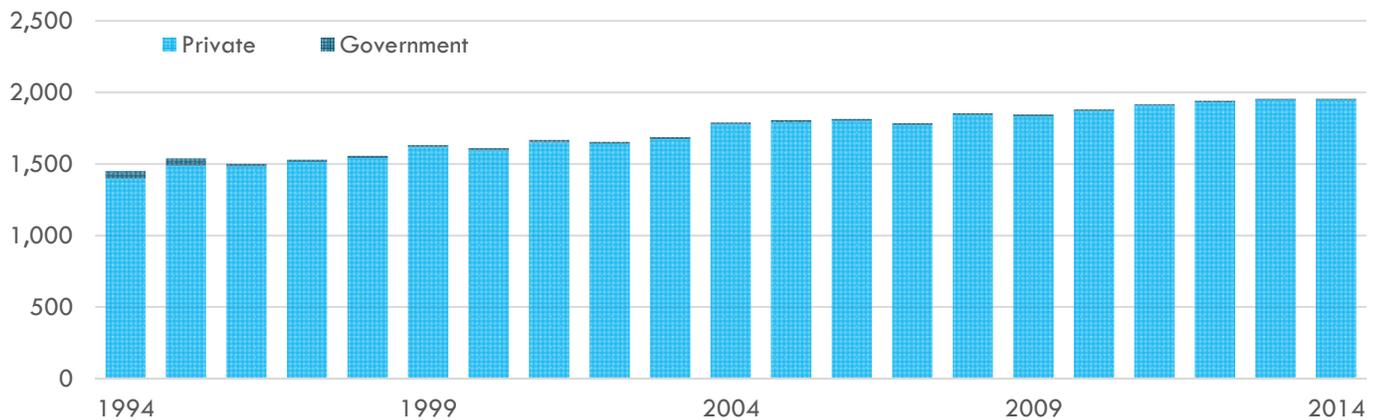
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

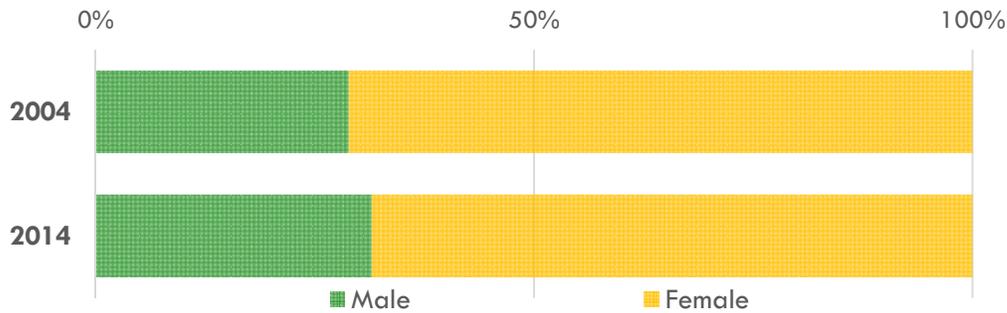


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

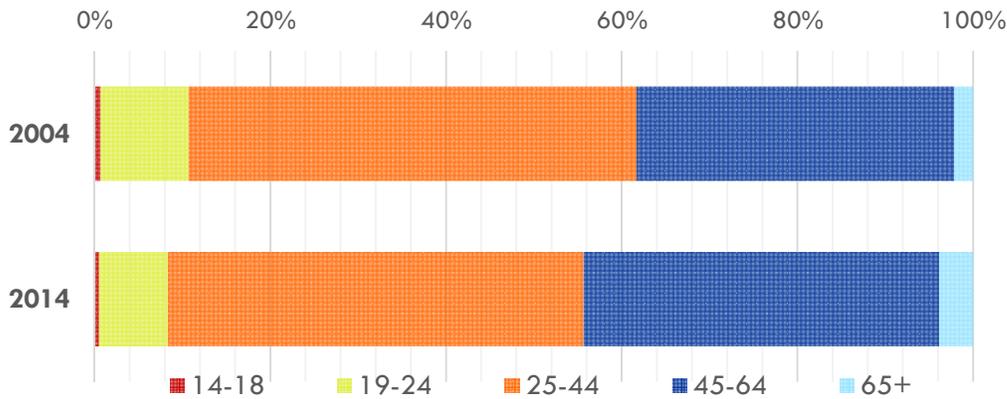
INDUSTRIES

FINANCE AND INSURANCE Statewide

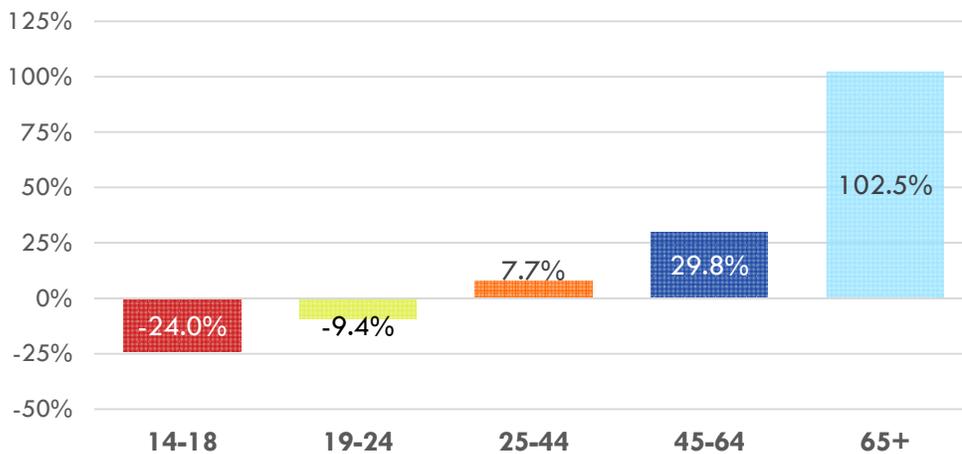
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

REAL ESTATE AND RENTAL AND LEASING Statewide

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 as closely tied as others. 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.

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 3,115 (or 99.9 percent); from 2004-2014 employment growth was 2,561 (or 69.7 percent). In 2014, nearly all employment belonged to the private sector (92.4 percent).

	1994	2004	2014
AVG EMP	3,118	3,672	6,233
Private	96.2%	87.4%	92.4%
Government	3.2%	14.9%	7.6%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$44,147 (or 317.9 percent); from 2004-2014 wage growth was \$36,486 (or 169.3 percent). In 2014, average wages in the private sector were higher than in government by \$24,073.

	1994	2004	2014
AVG WAGE	\$13,889	\$21,550	\$58,037
Private	\$13,823	\$21,123	\$59,856
Government	\$15,560	\$24,506	\$35,783

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 361 (or 47.1 percent); 2004-2014 growth was 345 (or 44.1 percent). In 2014, most establishments belonged to the private sector (97.5 percent).

	1994	2004	2014
TOTAL ESTAB	767	783	1,128
Private	97.0%	96.3%	97.5%
Government	3.0%	3.7%	2.5%

REAL ESTATE AND RENTAL AND LEASING EMPLOYMENT | p. 59

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 (38.6 percent in 2004, 43.6 percent in 2014) and 45-64 year-olds (35.2 percent in 2004, 37.1 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 64.4 percent Male to 35.6 percent Female. For comparison, in 2004, it was 52.7 percent Male to 47.3 percent Female. Both sexes experienced slight numerical increases, with a much higher increase in male workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by moderate percentages. Nearly all age groups experienced similar proportional changes: 19-24 year-olds (-2.9 percent), 14-18 year-olds (-2.3 percent), 25-44 year-olds (+1.9 percent), and 65+ year-olds (-1.8 percent). The age groups with the largest employment shares in the Real Estate and Rental and Leasing industry were 25-44 year-olds (43.6 percent) and 45-64 year-olds (37.1 percent).

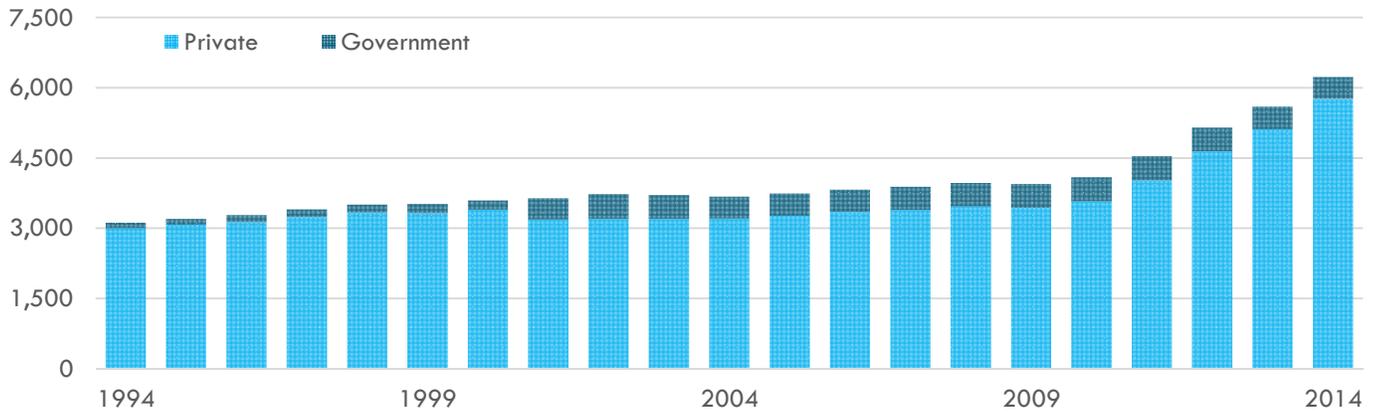
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 25-44 year-olds (grew by 87.3 percent) and 45-64-year-olds (grew by 74.6 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.

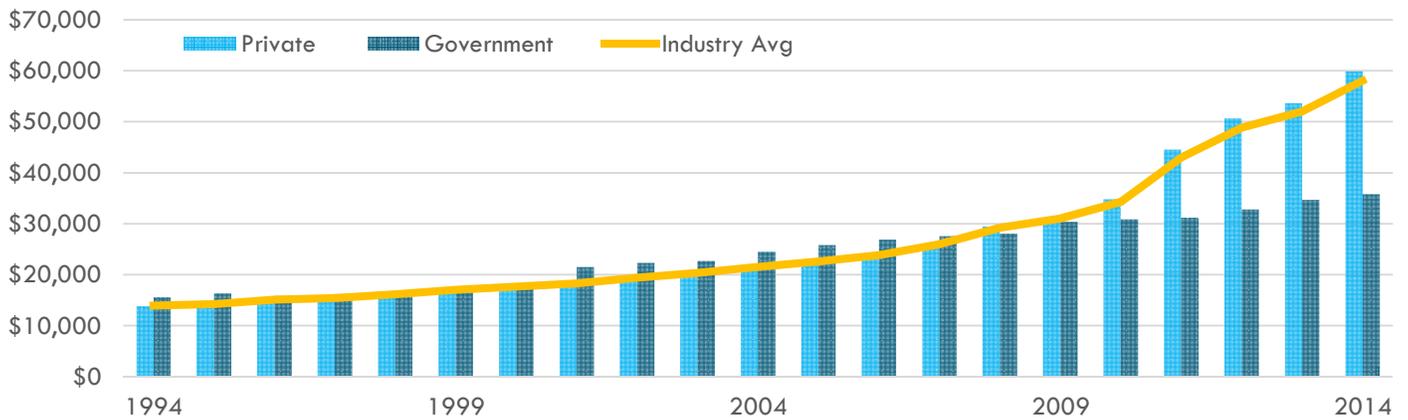
INDUSTRIES

REAL ESTATE AND RENTAL AND LEASING Statewide

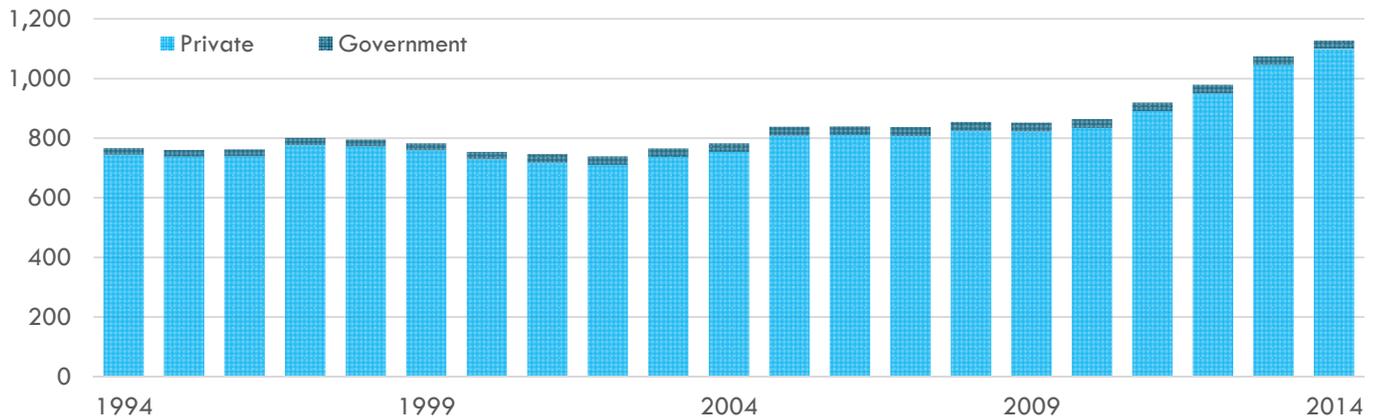
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

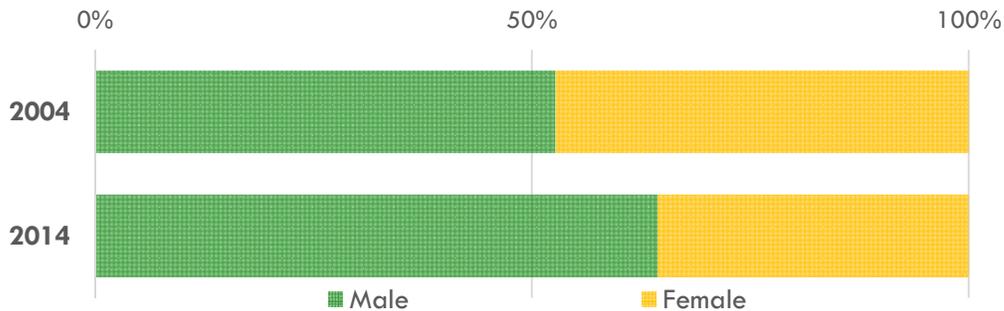


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

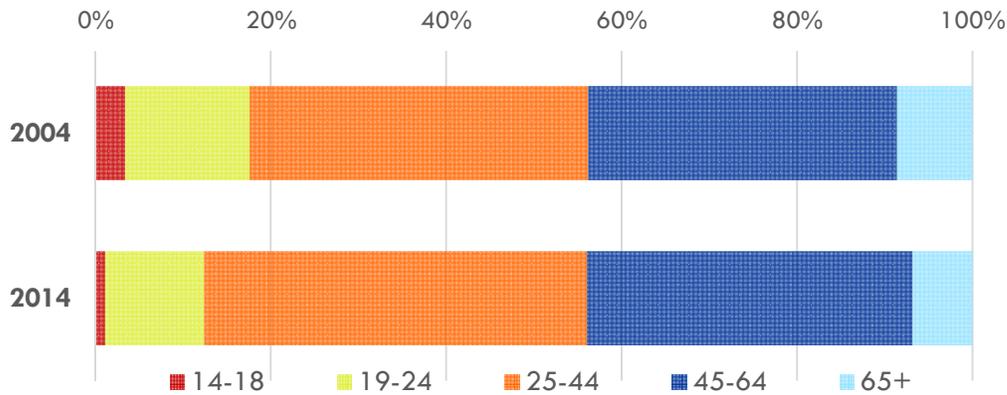
INDUSTRIES

REAL ESTATE AND RENTAL AND LEASING Statewide

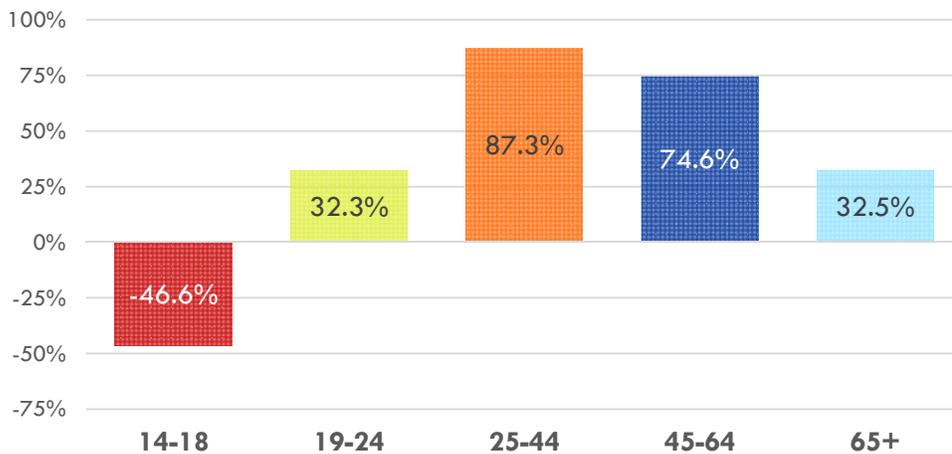
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

PROFESSIONAL AND TECHNICAL SERVICES Statewide

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 1994-2014, average employment in this industry grew by 10,512 (or 151.4 percent); from 2004-2014 employment growth was 6,708 (or 62.4 percent). In 2014, nearly all employment belonged to the private sector (95.8 percent).

	1994	2004	2014
AVG EMP	6,941	10,745	17,453
Private	93.2%	92.6%	95.8%
Government	4.4%	11.4%	4.2%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$45,072 (or 170.1 percent); from 2004-2014 wage growth was \$35,939 (or 100.8 percent). In 2014, average wages in the private sector were higher than in government by \$3,904.

	1994	2004	2014
AVG WAGE	\$26,503	\$35,636	\$71,575
Private	\$27,221	\$36,662	\$71,740
Government	\$16,697	\$22,710	\$67,836

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 1,812 (or 135.8 percent); 2004-2014 growth was 1,249 (or 65.8 percent). In 2014, most establishments belonged to the private sector (98.7 percent).

	1994	2004	2014
TOTAL ESTAB	1,334	1,897	3,146
Private	98.9%	98.7%	98.7%
Government	1.1%	1.3%	1.3%

PROFESSIONAL AND TECHNICAL SERVICES EMPLOYMENT | p. 62

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 (51.7 percent in 2004, 51.8 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 57.9 percent Male to 42.1 percent Female. For comparison, in 2004, it was 50.2 percent Male to 49.8 percent Female. Both sexes experienced numerical increases, with a much higher increase in male workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 19-24 year-olds (-3.8 percent) and 45-64 year-olds (+2.8 percent). The age groups with the largest employment shares in the Professional and Technical Services industry were 25-44 year-olds (51.8 percent) and 45-64 year-olds (33.9 percent).

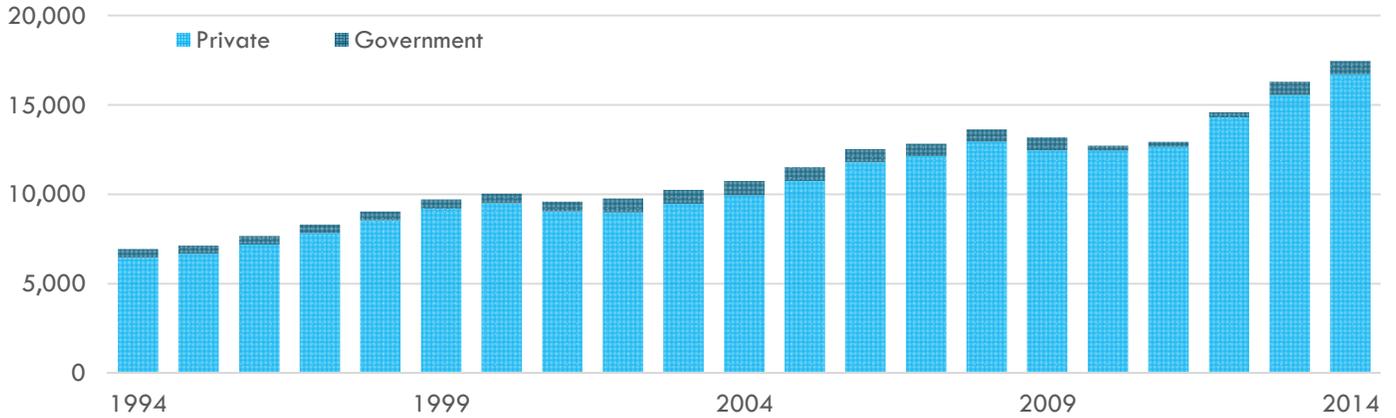
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant changes were those among 25-44 year-olds (grew by 64.0 percent) and 45-64 year-olds (grew by 78.6 percent); each of these groups grew numerically by a few thousand workers. The largest increase by percent was among 65+ year-olds (grew by 174.8 percent), which reflects a change of a few hundred workers.

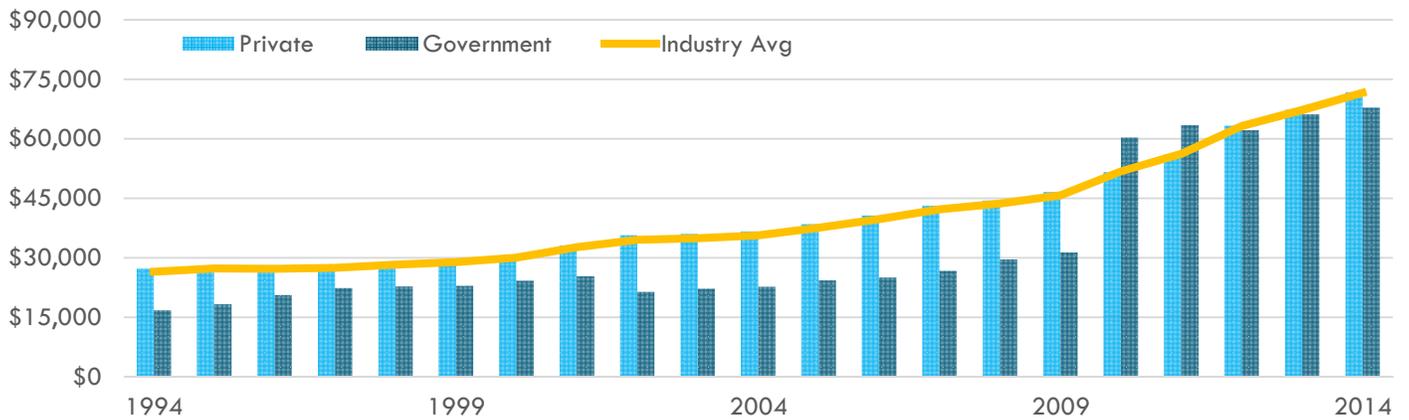
INDUSTRIES

PROFESSIONAL AND TECHNICAL SERVICES Statewide

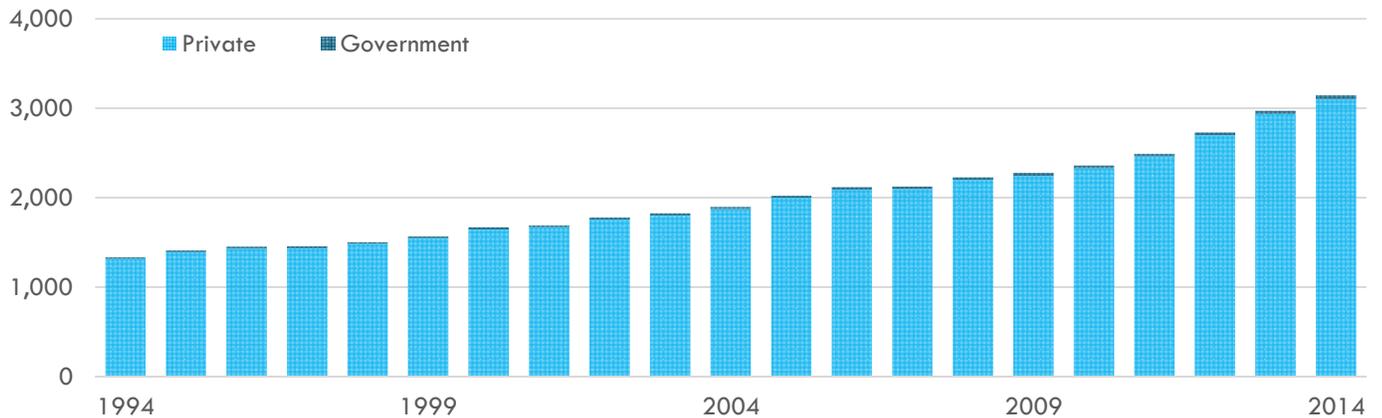
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

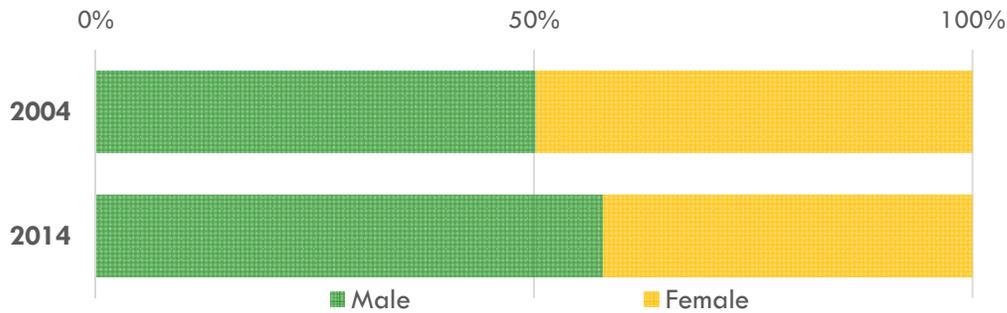


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

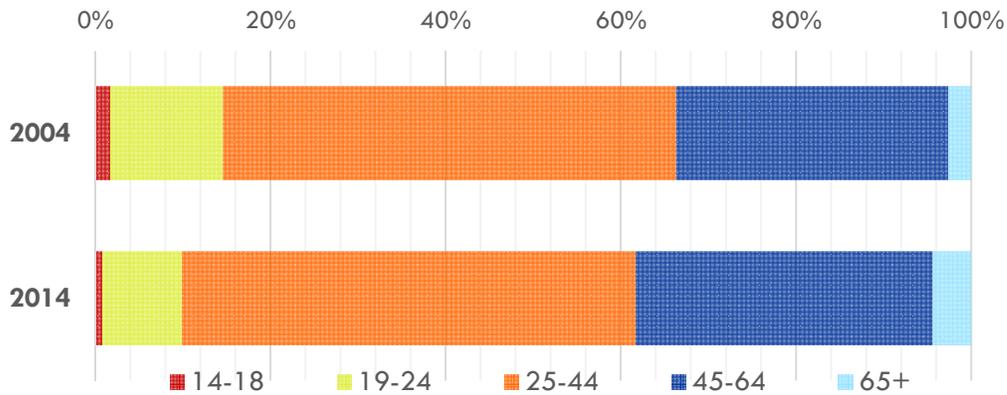
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PROFESSIONAL AND TECHNICAL SERVICES Statewide

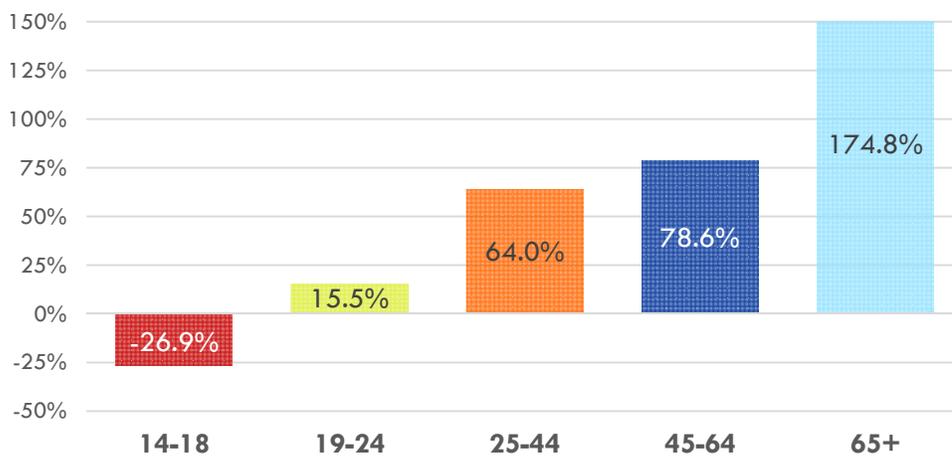
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

MANAGEMENT OF COMPANIES AND ENTERPRISES

Statewide

MANAGEMENT OF COMPANIES AND ENTERPRISES | p. 64

This industry has steadily grown since 2001, and seems insulated from the effects of the Great Recession and the oil boom. This is the only industry where all businesses belonged to the private sector from 1994-2014.

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 3,901 (or 281.5 percent); from 2004-2014 employment growth was 2,273 (or 75.4 percent). In 2014, all employment belonged to the private sector.

	1994	2004	2014
AVG EMP	1,386	3,014	5,287
Private	100%	100%	100%
Government	0%	0%	0%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$37,548 (or 96.0 percent); from 2004-2014 wage growth was \$24,858 (or 48.0 percent).

	1994	2004	2014
AVG WAGE	\$39,112	\$51,802	\$76,660
Private	\$39,112	\$51,802	\$76,660
Government	\$0	\$0	\$0

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 105 (or 136.4 percent); 2004-2014 growth was 88 (or 93.6). In 2014, all establishments belonged to the private sector.

	1994	2004	2014
TOTAL ESTAB	77	94	182
Private	100%	100%	100%
Government	0%	0%	0%

MANAGEMENT OF COMPANIES AND ENTERPRISES EMPLOYMENT | p. 65

This industry has historically been evenly split between both sexes, and the majority of employment has consisted of 25-44 year-olds (43.7 percent in 2004, 46.9 percent in 2014) and 45-64 year-olds (45.1 percent in 2004, 38.5 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 50.4 percent Male to 49.6 percent Female. For comparison, in 2004, it was 51.3 percent Male to 48.7 percent Female. Both sexes experienced relatively similar and moderate numerical increases.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 45-64 year-olds (-6.6 percent) and 25-44 year-olds (+3.2 percent). The age groups with the largest employment shares in the Management of Companies and Enterprises industry were 25-44 year-olds (46.9 percent) and 45-64 year-olds (38.5 percent).

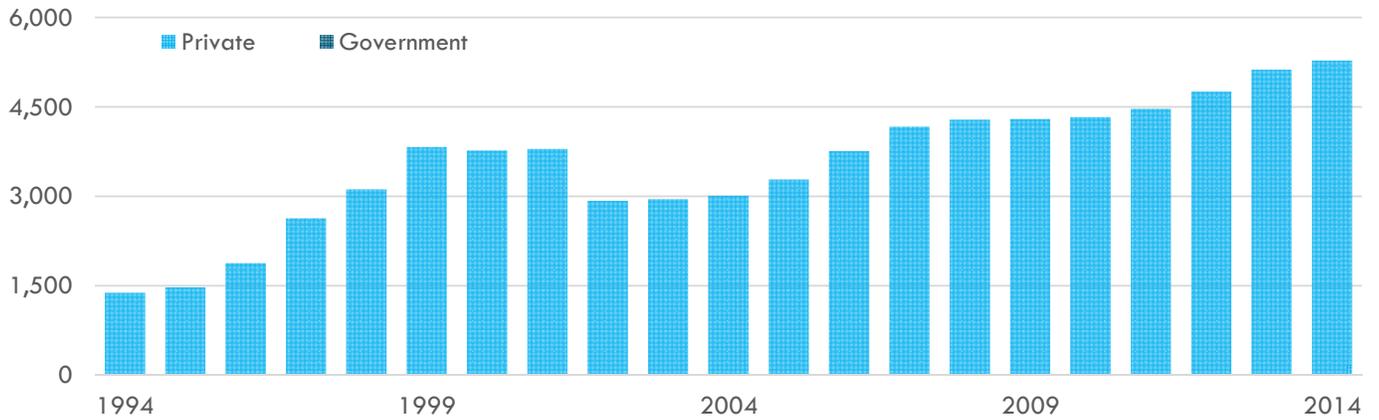
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 25-44 year-olds (grew by 93.9 percent) and 45-64 year-olds (grew by 54.1 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 261.7 percent), which reflects a change of just over a hundred workers.

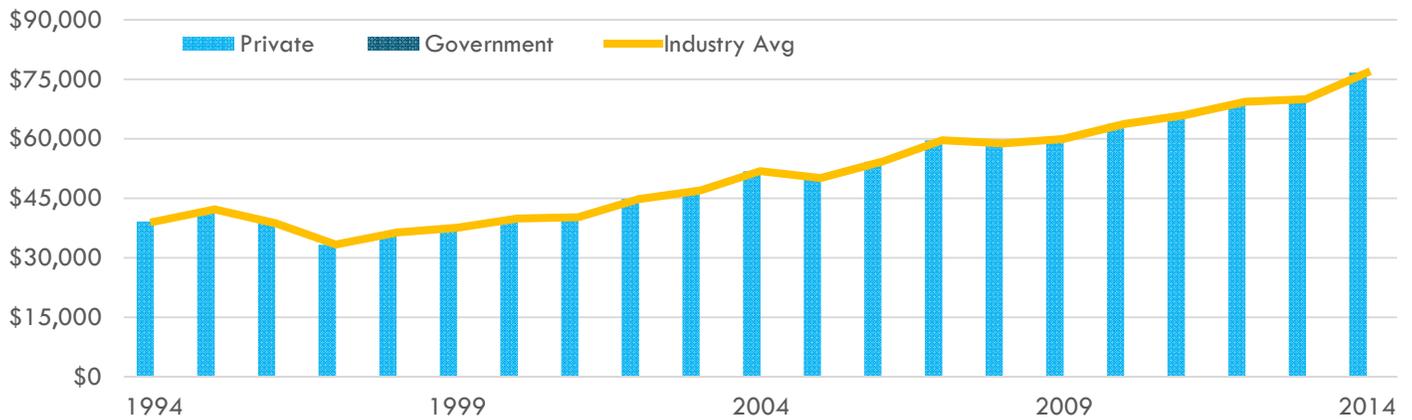
INDUSTRIES

MANAGEMENT OF COMPANIES AND ENTERPRISES Statewide

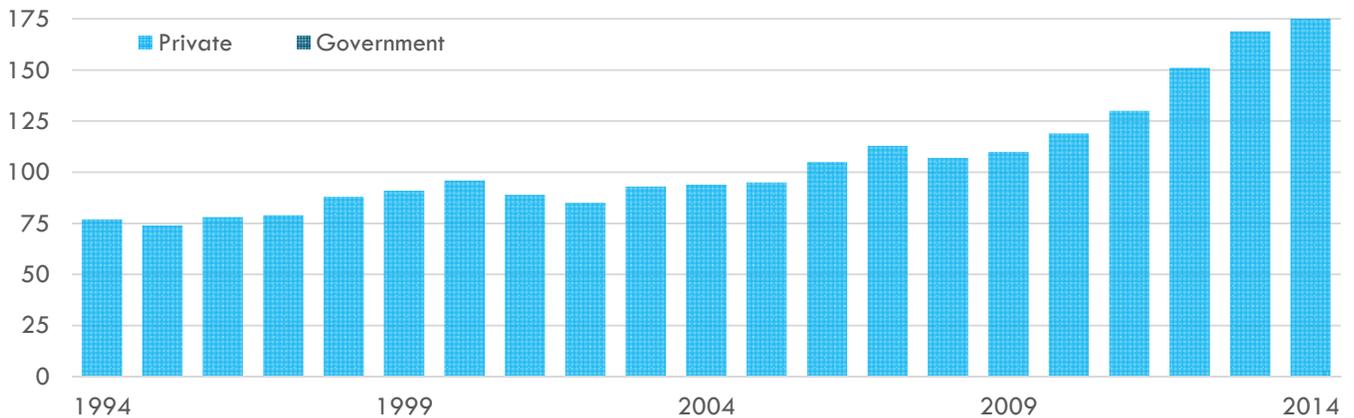
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

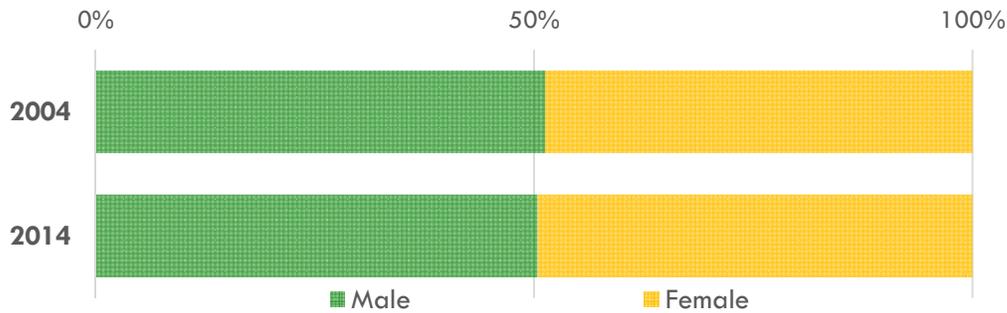


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

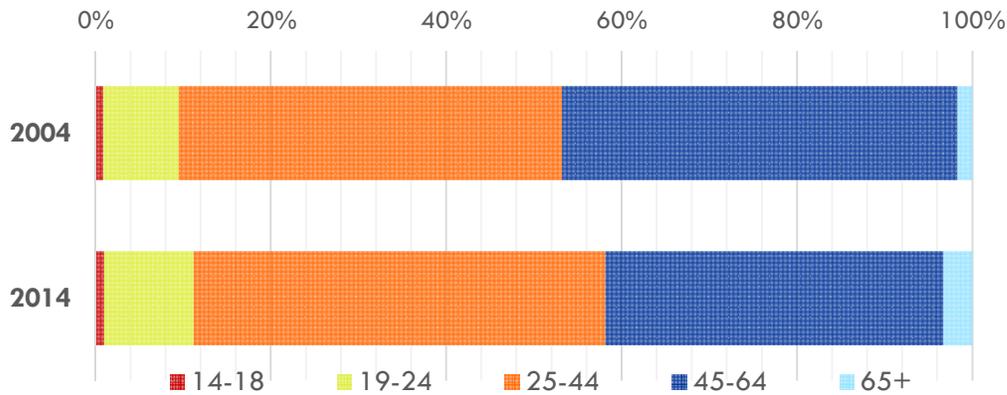
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MANAGEMENT OF COMPANIES AND ENTERPRISES Statewide

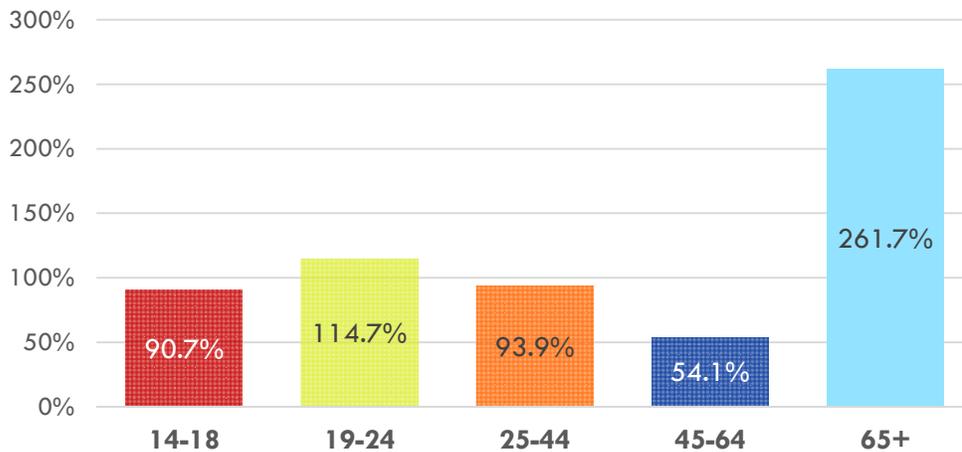
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

ADMINISTRATIVE AND WASTE SERVICES Statewide

ADMINISTRATIVE AND WASTE SERVICES | p. 67

This industry exhibits slight 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).

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 6,807 (or 86.6 percent); from 2004-2014 employment growth was 2,765 (or 23.2 percent). In 2014, nearly all employment belonged to the private sector (97.0 percent).

	1994	2004	2014
AVG EMP	7,860	11,902	14,667
Private	93.9%	96.5%	97.0%
Government	4.0%	5.4%	3.0%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$21,518 (or 171.5 percent); from 2004-2014 wage growth was \$14,775 (or 76.6 percent). In 2014, average wages in the private sector were lower than in government by \$1,199.

	1994	2004	2014
AVG WAGE	\$12,544	\$19,287	\$34,062
Private	\$11,779	\$18,865	\$34,026
Government	\$24,272	\$30,762	\$35,226

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 655 (or 71.4 percent); 2004-2014 growth was 417 (or 36.1 percent). In 2014, most establishments belonged to the private sector (98.8 percent).

	1994	2004	2014
TOTAL ESTAB	917	1,155	1,572
Private	97.5%	98.3%	98.8%
Government	2.5%	1.7%	1.2%

ADMINISTRATIVE AND WASTE SERVICES EMPLOYMENT | p. 68

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 (44.4 percent in 2004, 45.7 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 57.4 percent Male to 42.6 percent Female. For comparison, in 2004, it was 49.4 percent Male to 50.6 percent Female. Both sexes experienced numerical increases, with a much higher increase in male workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 19-24 year-olds (-6.3 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 (45.7 percent) and 45-64 year-olds (33.9 percent).

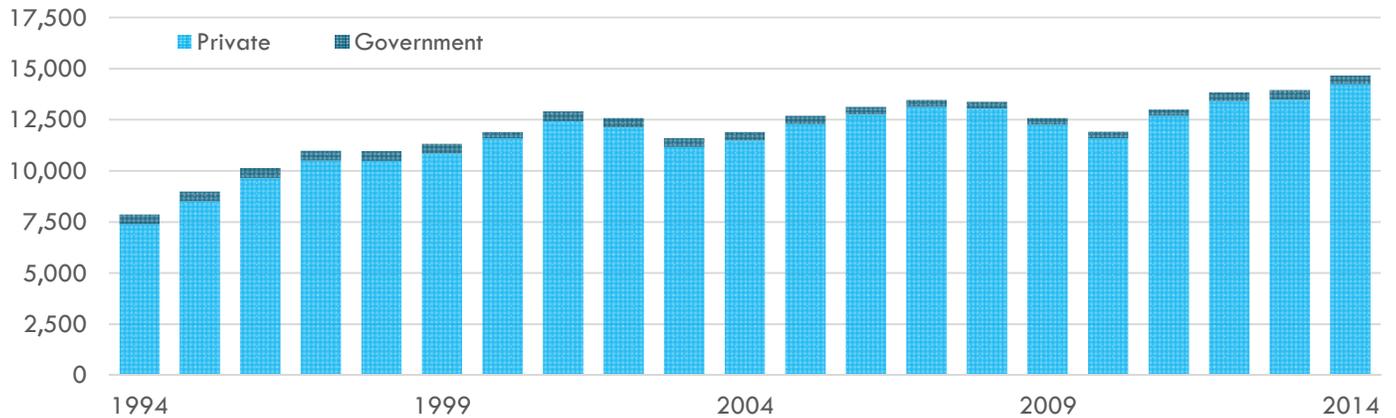
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 45-64 year-olds (grew by 46.6 percent) and 25-44 year-olds (grew by 26.3 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 83.9 percent), which reflects a change of a few hundred workers.

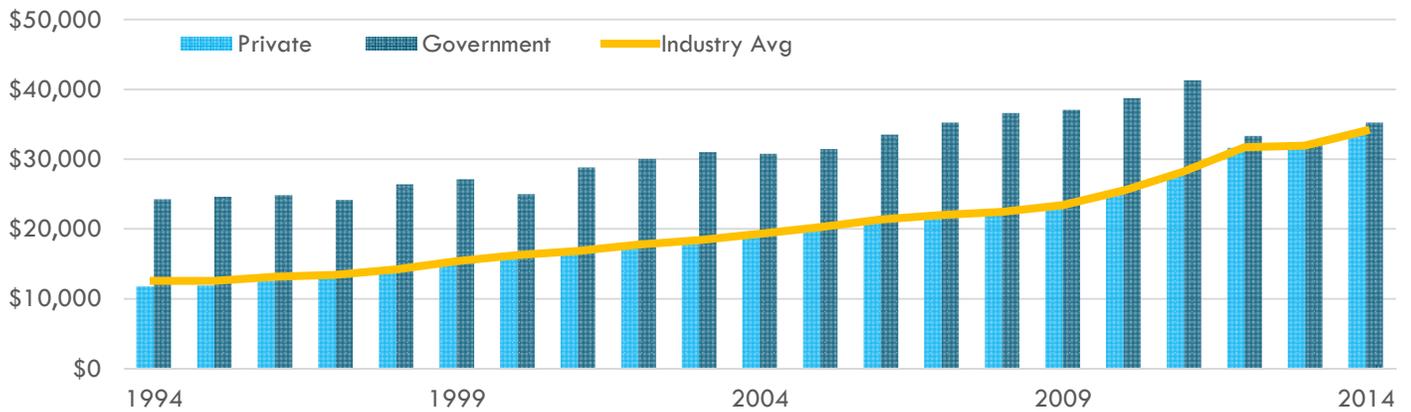
INDUSTRIES

ADMINISTRATIVE AND WASTE SERVICES Statewide

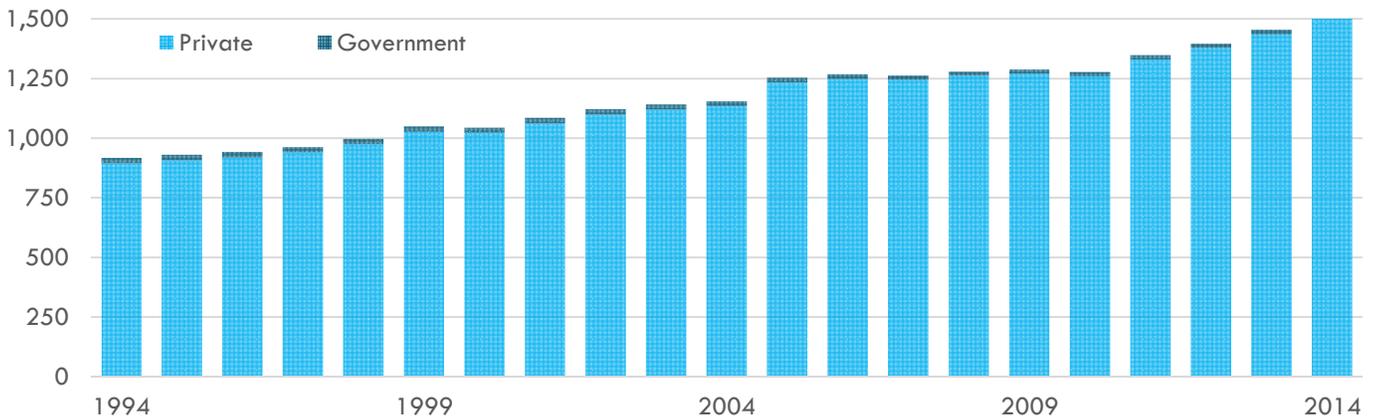
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

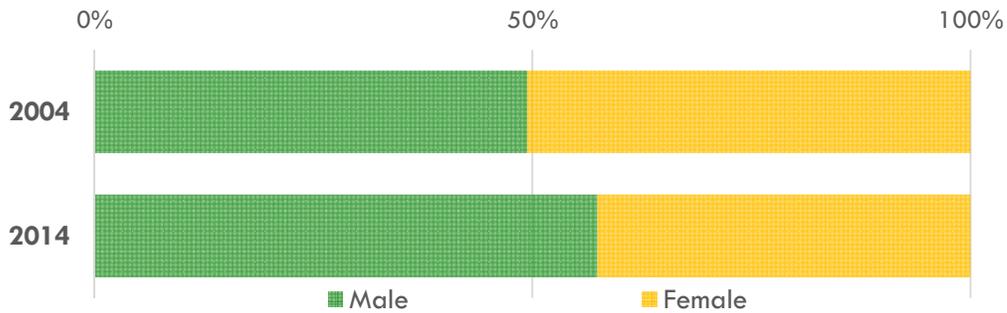


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

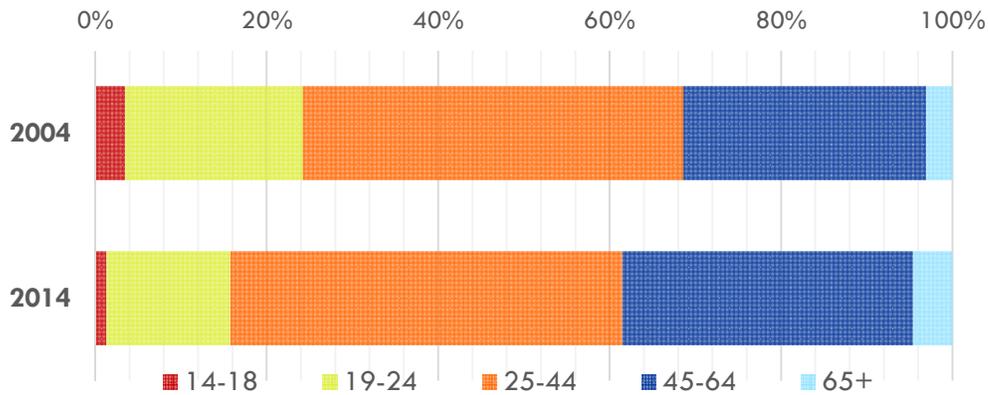
INDUSTRIES

ADMINISTRATIVE AND WASTE SERVICES Statewide

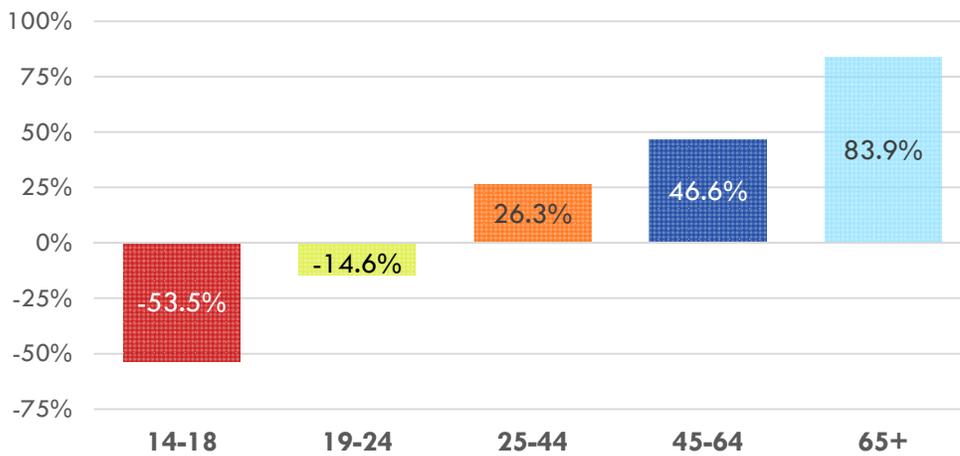
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

EDUCATIONAL SERVICES Statewide

EDUCATIONAL SERVICES | p. 70

This industry is one of a few dominated by government ownership because it includes establishments like 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 1994-2014, average employment in this industry grew by 7,132 (or 27.0 percent); from 2004-2014 employment growth was 4,059 (or 13.7 percent). In 2014, nearly all employment belonged to the government (93.3 percent).

	1994	2004	2014
AVG EMP	26,452	29,525	33,584
Private	7.4%	4.9%	6.7%
Government	83.0%	106.1%	93.3%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$20,684 (or 96.5 percent); from 2004-2014 wage growth was \$12,466 (or 42.1 percent). In 2014, average wages in the private sector were lower than in government by \$11,357.

	1994	2004	2014
AVG WAGE	\$21,424	\$29,643	\$42,109
Private	\$19,119	\$22,784	\$31,511
Government	\$21,608	\$29,998	\$42,868

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 10 (or 2.3 percent); 2004-2014 growth was 54 (or 13.8 percent). In 2014, more than half of all establishments belonged to the government (54.7 percent).

	1994	2004	2014
TOTAL ESTAB	434	390	444
Private	29.0%	31.5%	45.3%
Government	71.0%	68.5%	54.7%

EDUCATIONAL SERVICES EMPLOYMENT | p. 71

This industry has historically been female-dominated, and the majority of employment has consisted of 45-64 year-olds (50.6 percent in 2004, 46.7 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 31.9 percent Male to 68.1 percent Female. For comparison, in 2004, it was 33.2 percent Male to 66.8 percent Female. Both sexes experienced numerical increases, with a much higher increase in female workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 45-64 year-olds (-3.9 percent) and 65+ year-olds (+3.0 percent). The age groups with the largest employment shares in the Educational Services industry were 45-64 year-olds (46.7 percent) and 25-44 year-olds (39.7 percent).

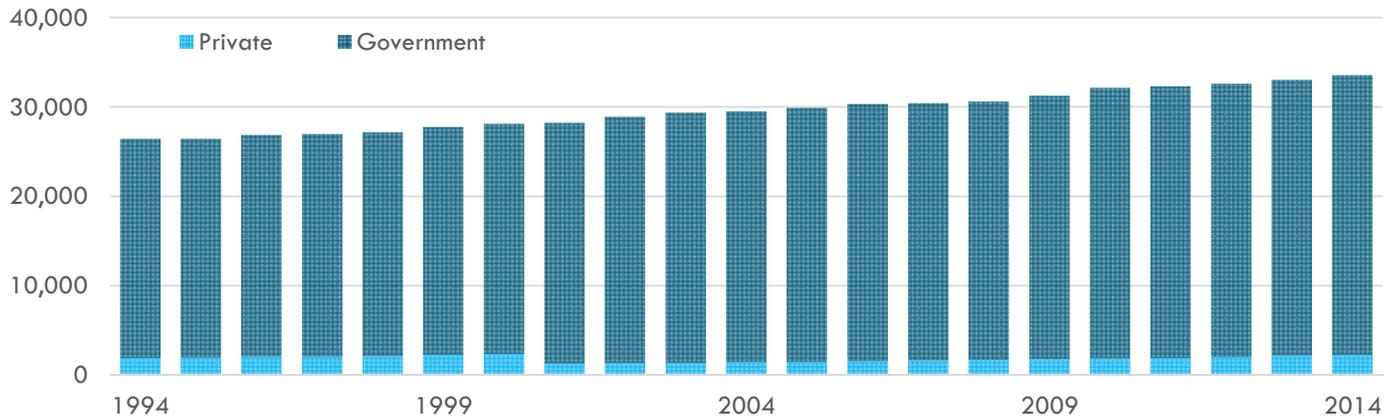
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant changes were those among 25-44 year-olds (grew by 15.6 percent) and 65+ year-olds (grew by 89.7 percent); each of these groups shifted numerically by less than two thousand workers. All other age groups changed numerically by several hundred workers or less.

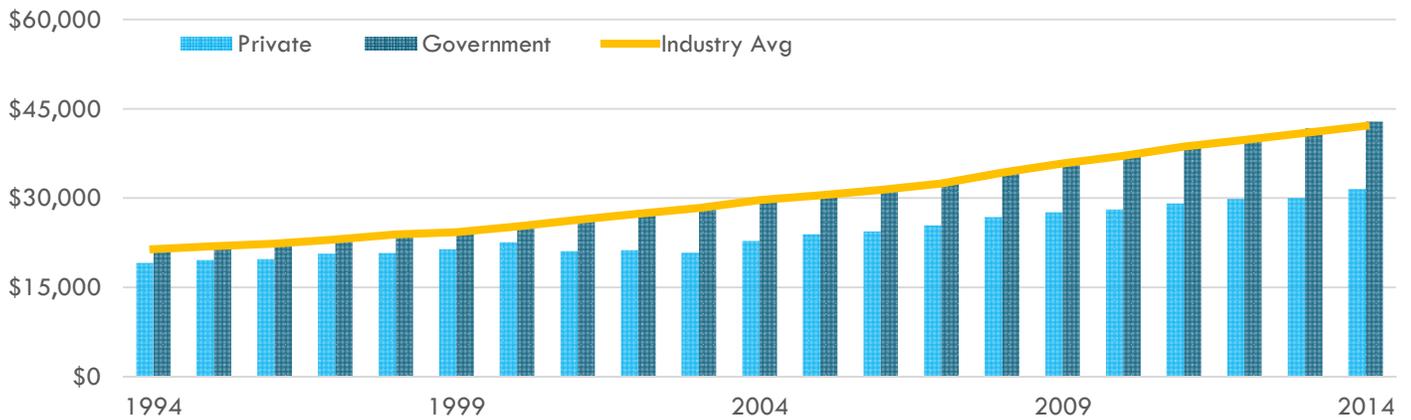
INDUSTRIES

EDUCATIONAL SERVICES Statewide

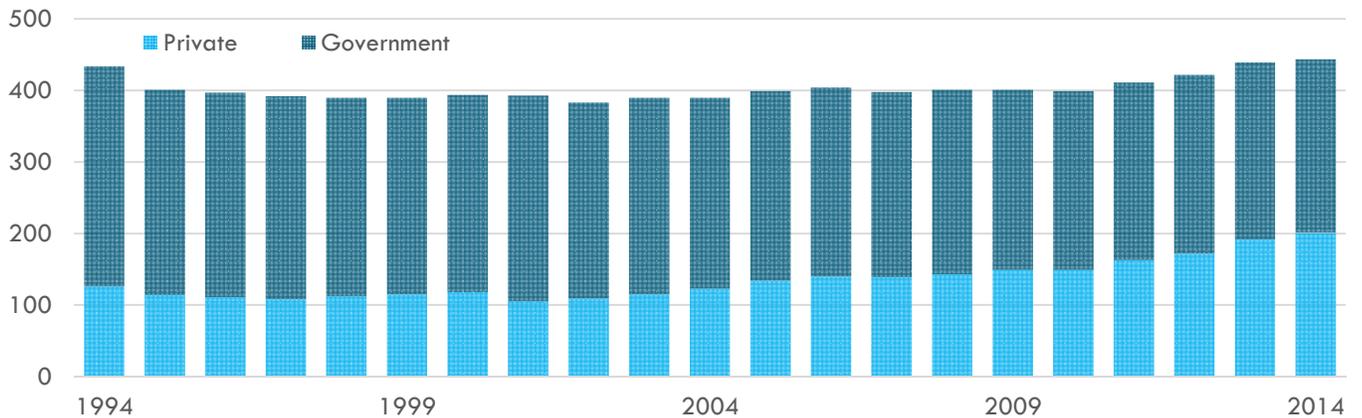
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

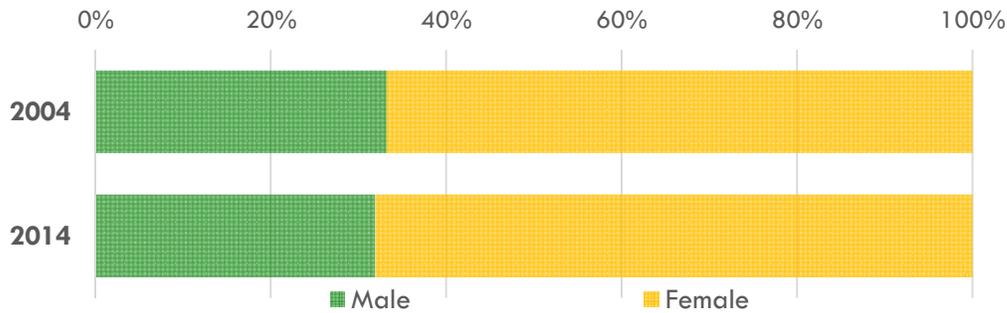


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

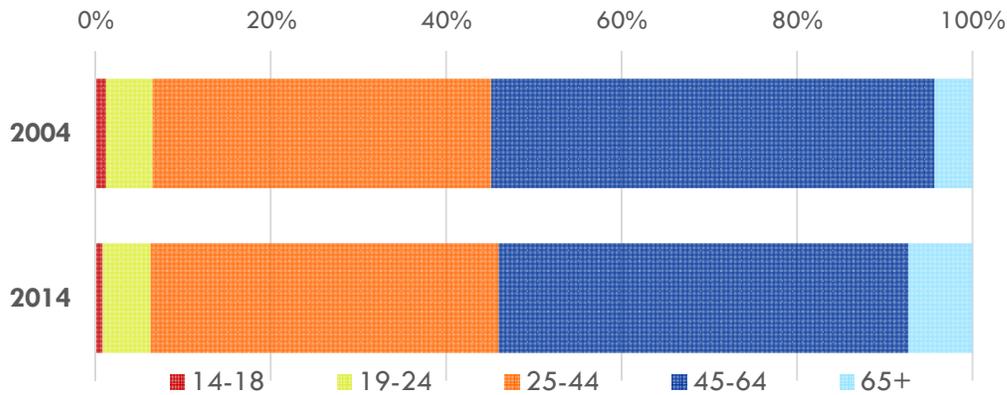
INDUSTRIES

EDUCATIONAL SERVICES
Statewide

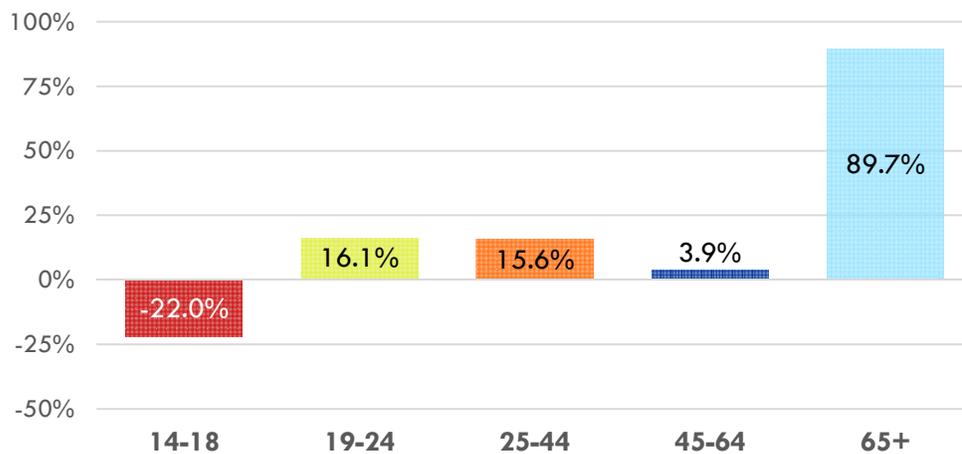
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

HEALTH CARE AND SOCIAL ASSISTANCE Statewide

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 boom (like increased population).

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 17,799 (or 42.1 percent); from 2004-2014 employment growth was 11,331 (or 23.3 percent). In 2014, nearly all employment belonged to the private sector (92.5 percent).

	1994	2004	2014
AVG EMP	42,240	48,708	60,039
Private	90.9%	92.2%	92.5%
Government	7.9%	9.0%	7.5%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$25,706 (or 120.9 percent); from 2004-2014 wage growth was \$15,989 (or 51.6 percent). In 2014, average wages in the private sector were lower than in government by \$3,281.

	1994	2004	2014
AVG WAGE	\$21,262	\$30,979	\$46,968
Private	\$21,156	\$31,038	\$46,721
Government	\$22,315	\$30,287	\$50,003

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 932 (or 67.4 percent); 2004-2014 growth was 643 (or 38.5 percent). In 2014, most establishments belonged to the private sector (95.9 percent).

	1994	2004	2014
TOTAL ESTAB	1,382	1,671	2,314
Private	92.0%	93.2%	95.9%
Government	8.0%	6.8%	4.1%

HEALTH CARE AND SOCIAL ASSISTANCE EMPLOYMENT | p. 74

This industry has historically been female-dominated, and the majority of employment has consisted of 25-44 year-olds (42.4 percent in 2004, 42.2 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 18.9 percent Male to 81.1 percent Female. For comparison, in 2004, it was 17.0 percent Male to 83.0 percent Female. Both sexes experienced numerical increases, with a much higher increase in female workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by relatively small percentages. The largest shifts in proportion were among 65+ year-olds (+1.3 percent) and 45-64 year-olds (-1.0 percent). The age groups with the largest employment shares in the Health Care and Social Assistance industry were 25-44 year-olds (42.2 percent) and 45-64 year-olds (37.9 percent).

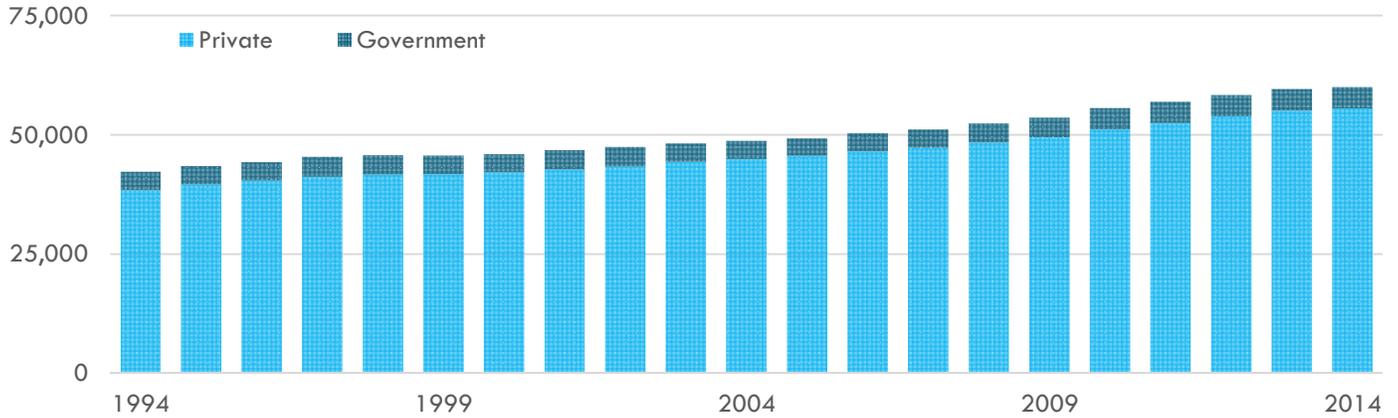
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, most age groups experienced numerical changes of more than a thousand workers, including 25-44 year-olds (grew by 21.3 percent), 45-64 year-olds (grew by 18.8 percent), 19-24 year-olds (grew by 26.1 percent), and 65+ year-olds (grew by 60.4 percent). The youngest age group, 14-18 year-olds, decreased numerically by less than a hundred (fell by 4.2 percent).

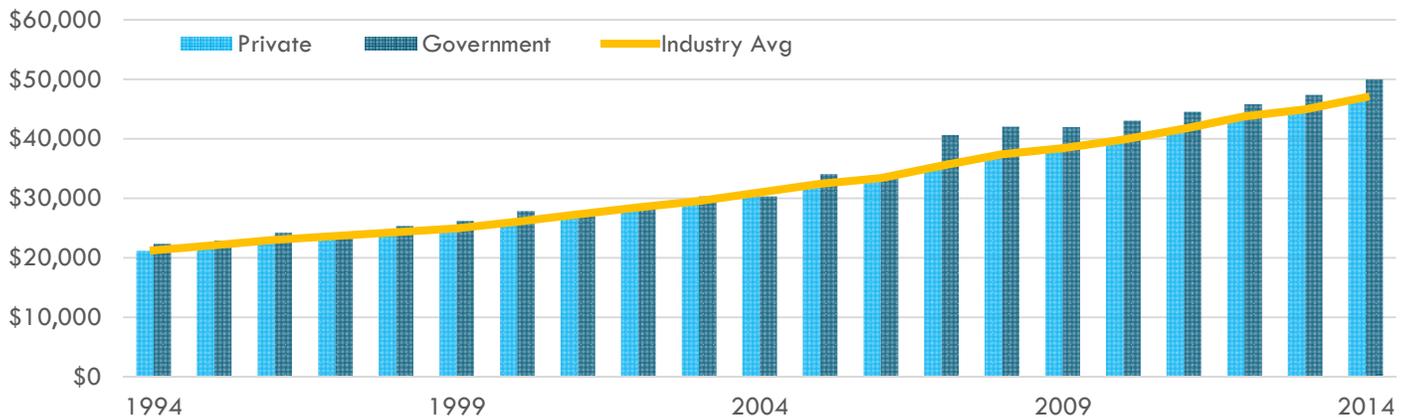
INDUSTRIES

HEALTH CARE AND SOCIAL ASSISTANCE Statewide

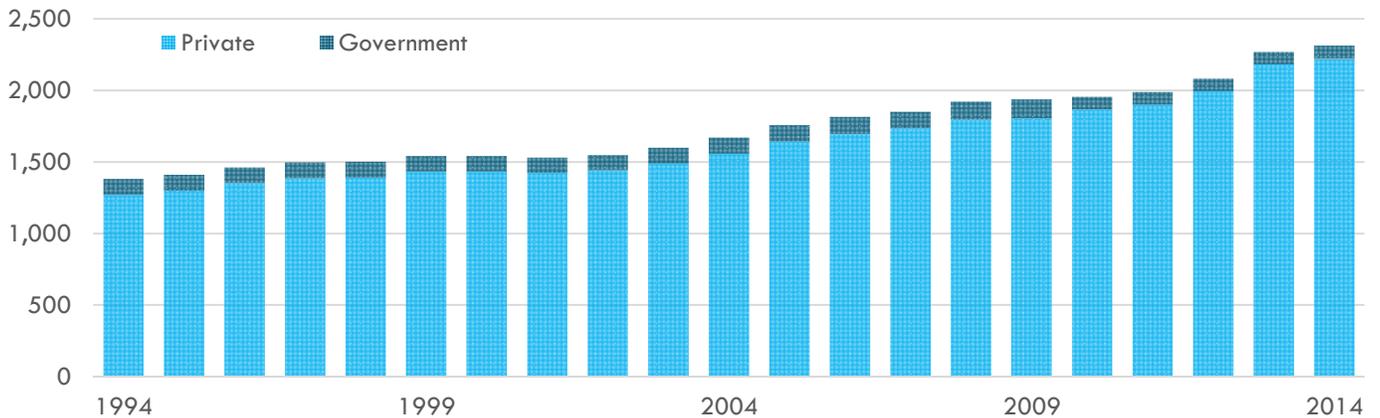
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

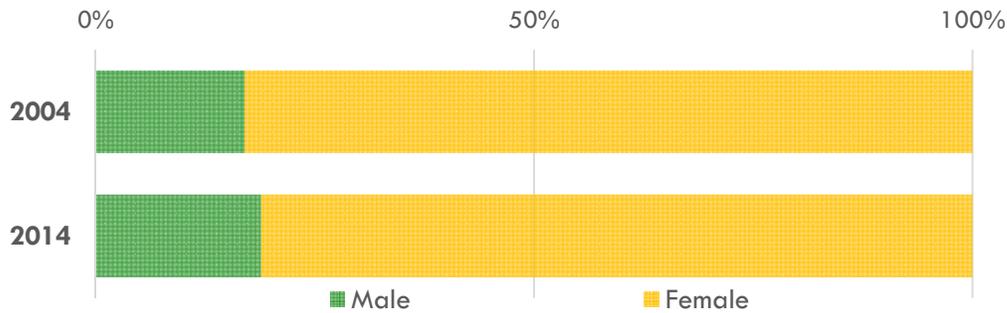


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

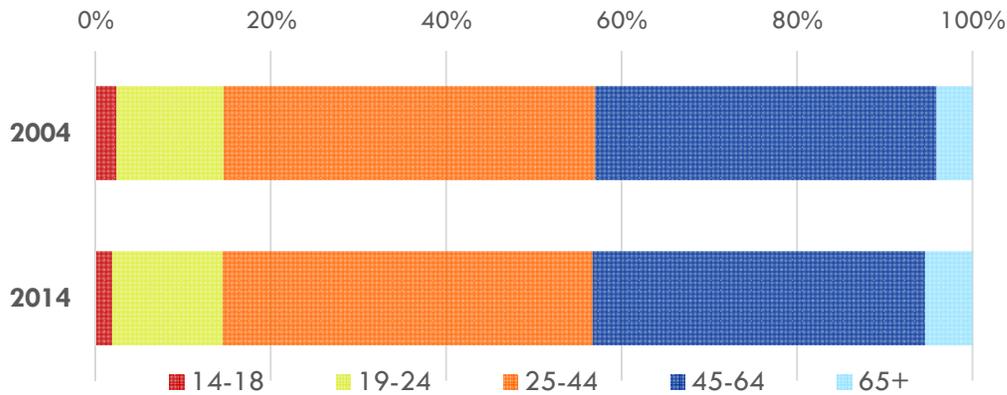
INDUSTRIES

HEALTH CARE AND SOCIAL ASSISTANCE Statewide

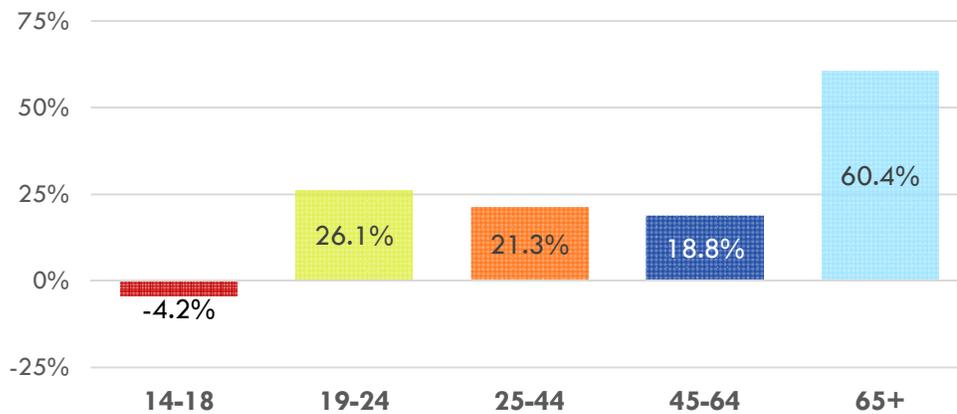
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

ARTS, ENTERTAINMENT, AND RECREATION Statewide

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 government figures in the early 2000s.

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 2,959 (or 48.3 percent); from 2004-2014 employment growth was 1,448 (or 19.0 percent). In 2014, less than half of all employment belonged to the private sector (46.8 percent).

	1994	2004	2014
AVG EMP	6,130	7,641	9,089
Private	68.8%	46.2%	46.8%
Government	25.0%	67.0%	53.2%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$9,935 (or 102.5 percent); from 2004-2014 wage growth was \$5,535 (or 39.3 percent). In 2014, average wages in the private sector were lower than in government by \$7,642.

	1994	2004	2014
AVG WAGE	\$9,697	\$14,097	\$19,633
Private	\$10,260	\$11,508	\$15,569
Government	\$8,453	\$16,325	\$23,211

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 161 (or 35.5 percent); 2004-2014 growth was 77 (or 14.3 percent). In 2014, most establishments belonged to the private sector (74.0 percent).

	1994	2004	2014
TOTAL ESTAB	454	538	615
Private	67.6%	74.7%	74.0%
Government	32.4%	25.3%	26.0%

ARTS, ENTERTAINMENT, AND RECREATION EMPLOYMENT | p. 77

This industry has historically been evenly split between both sexes, and the majority of employment has consisted of 25-44 year-olds (38.8 percent in 2004, 38.2 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 47.8 percent Male to 52.2 percent Female. For comparison, in 2004, it was 48.0 percent Male to 52.0 percent Female. Both sexes experienced numerical increases, with a much higher increase in female workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 45-64 year-olds (+4.2 percent), 19-24 year-olds (-3.4 percent), 14-18 year-olds (-2.3 percent), and 65+ year-olds (+2.2 percent). The age groups with the largest employment shares in the Arts, Entertainment, and Recreation industry were 25-44 year-olds (38.2 percent) and 45-64 year-olds (26.7 percent).

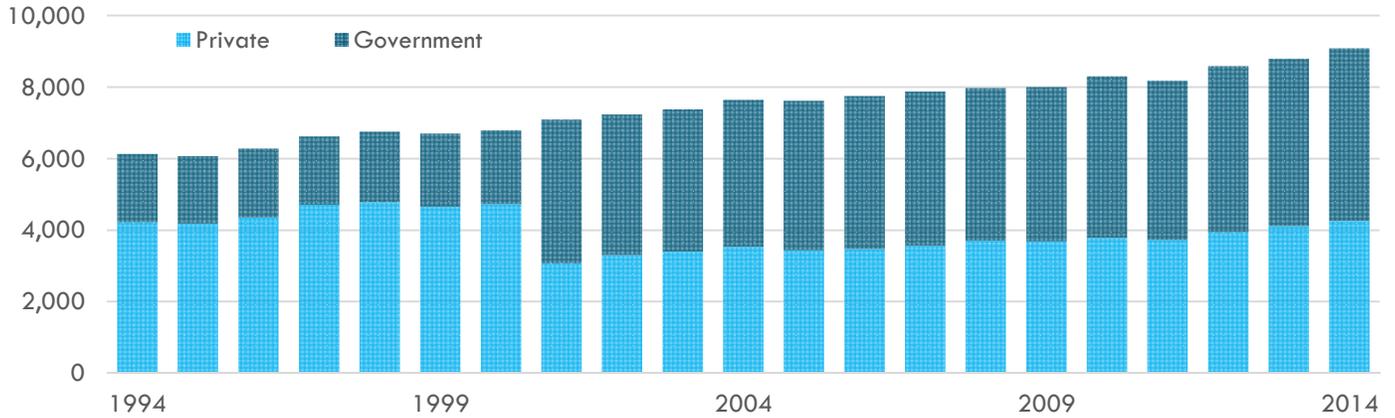
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 45-64 year-olds (grew by 41.8 percent) and 25-44 year-olds (grew by 18.2 percent); each of these groups grew numerically by several hundred workers. The largest increase by percent was among 65+ year-olds (79.8 percent), which reflects a change of a couple hundred workers.

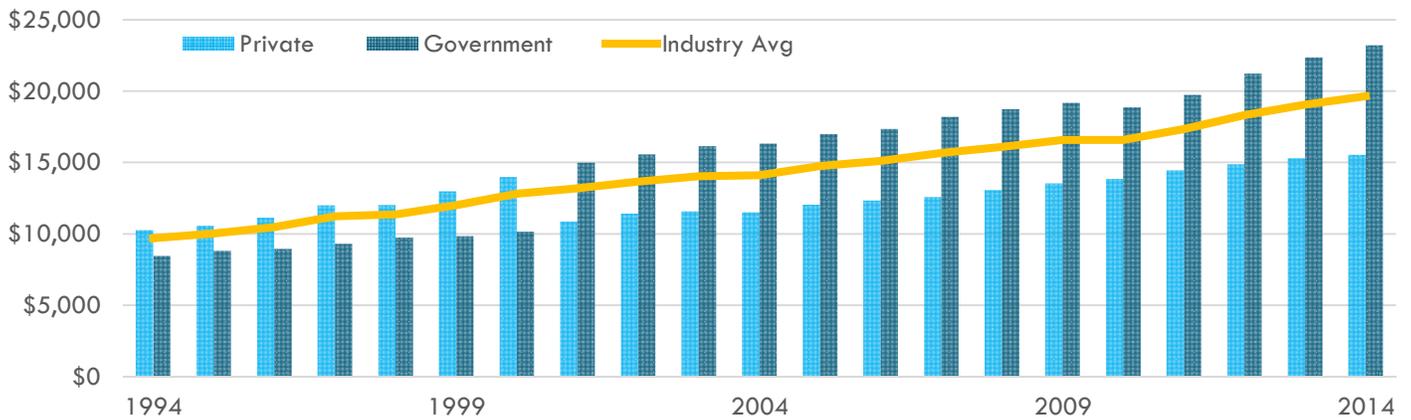
INDUSTRIES

ARTS, ENTERTAINMENT, AND RECREATION Statewide

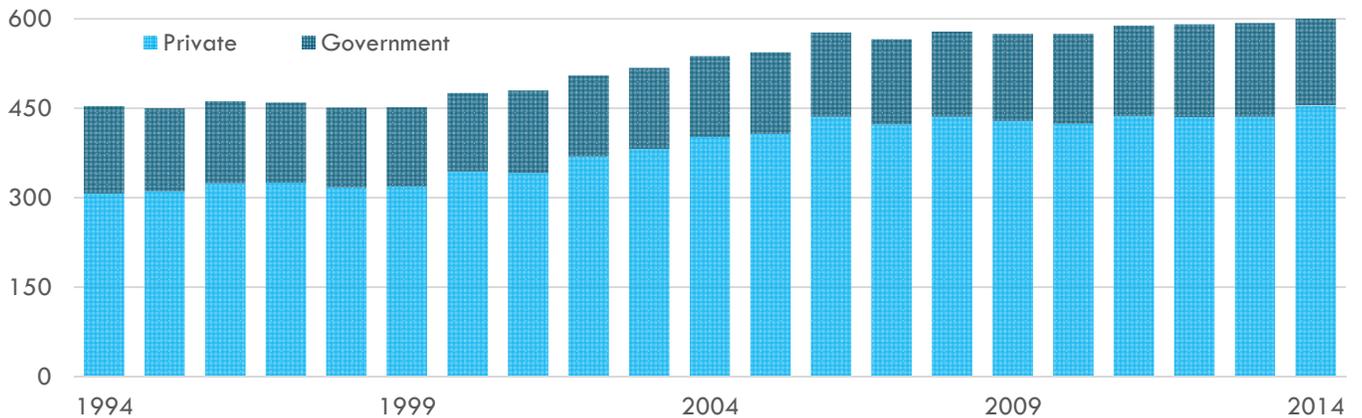
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

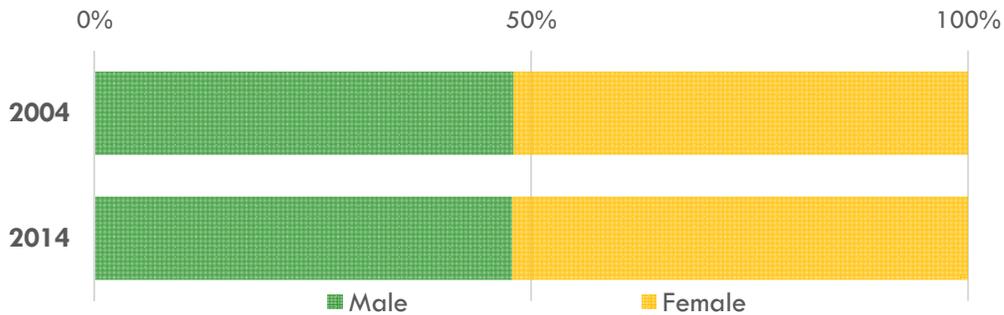


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

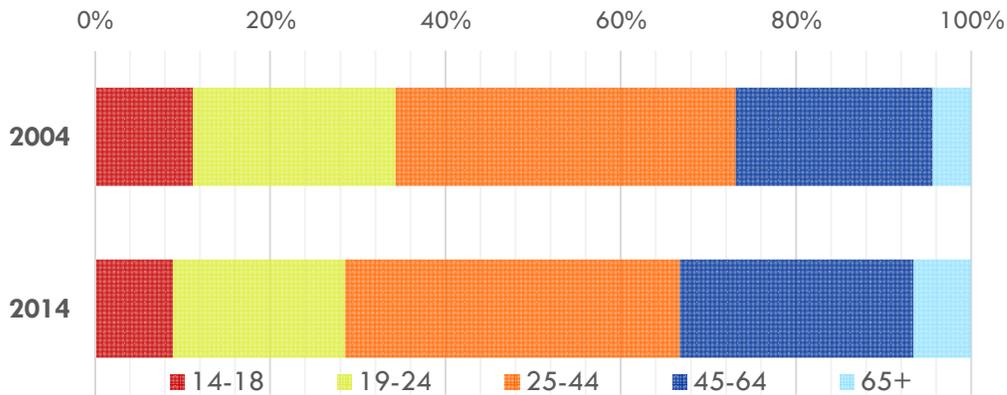
INDUSTRIES

ARTS, ENTERTAINMENT, AND RECREATION Statewide

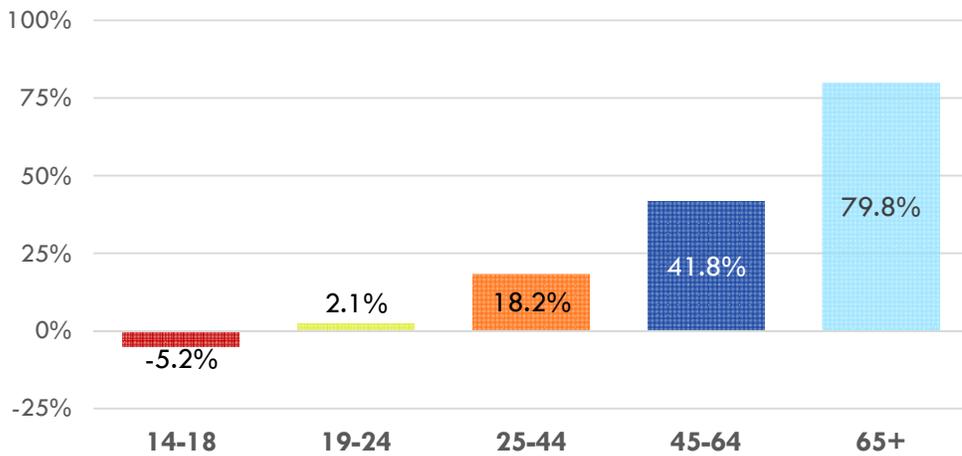
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

ACCOMMODATION AND FOOD SERVICES Statewide

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 (like increased population and wealth), since this industry includes hospitality businesses, like hotels and restaurants.

AVERAGE EMPLOYMENT		1994	2004	2014
From 1994-2014, average employment in this industry grew by 11,717 (or 47.6 percent); from 2004-2014 employment growth was 9,081 (or 33.3 percent). In 2014, nearly all employment belonged to the private sector (99.8 percent).	AVG EMP	24,595	27,231	36,312
	Private	99.8%	99.8%	99.8%
	Government	0.2%	0.2%	0.2%

AVERAGE ANNUAL WAGE		1994	2004	2014
From 1994-2014, the average wage in this industry grew by \$10,238 (or 145.7 percent); from 2004-2014 wage growth was \$7,468 (or 76.2 percent). In 2014, average wages in the private sector were lower than in government by \$101.	AVG WAGE	\$7,028	\$9,799	\$17,266
	Private	\$7,028	\$9,800	\$17,266
	Government	\$7,046	\$9,146	\$17,367

ESTABLISHMENTS		1994	2004	2014
From 1994-2014, total establishments in this industry grew by 356 (or 18.2 percent); 2004-2014 growth by 328 (or 16.5 percent). In 2014, most establishments belonged to the private sector (99.6 percent).	TOTAL ESTAB	1,961	1,989	2,317
	Private	99.8%	99.8%	99.6%
	Government	0.2%	0.2%	0.4%

ACCOMMODATION AND FOOD SERVICES EMPLOYMENT | p. 80

This industry has historically been female-dominated, and the majority of employment has consisted of 25-44 year-olds (31.8 percent in 2004, 39.4 percent in 2014) and 19-24 year-olds (33.0 percent in 2004, 27.4 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 43.0 percent Male to 57.0 percent Female. For comparison, in 2004, it was 38.8 percent Male to 61.2 percent Female. Both sexes experienced numerical increases, with a slightly higher increase in male workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 25-44 year-olds (+7.6 percent), 14-18 year-olds (-7.1 percent), 19-24 year-olds (-5.6 percent), and 45-64 year-olds (+4.2 percent). The age groups with the largest employment shares in the Accommodation and Food Services industry were 25-44 year-olds (39.4 percent) and 19-24 year-olds (27.4 percent).

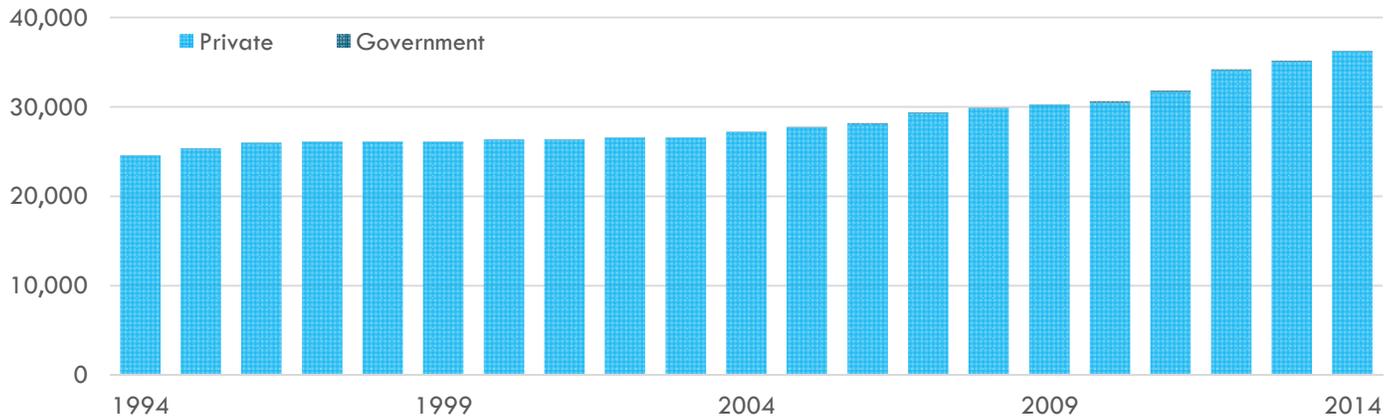
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 25-44 year-olds (grew by 64.4 percent) and 45-64 year-olds (grew by 69.7 percent); each of these groups grew numerically by thousands of workers. The largest increase by percent was among 65+ year-olds (77.2 percent), which reflects a change of about five hundred workers.

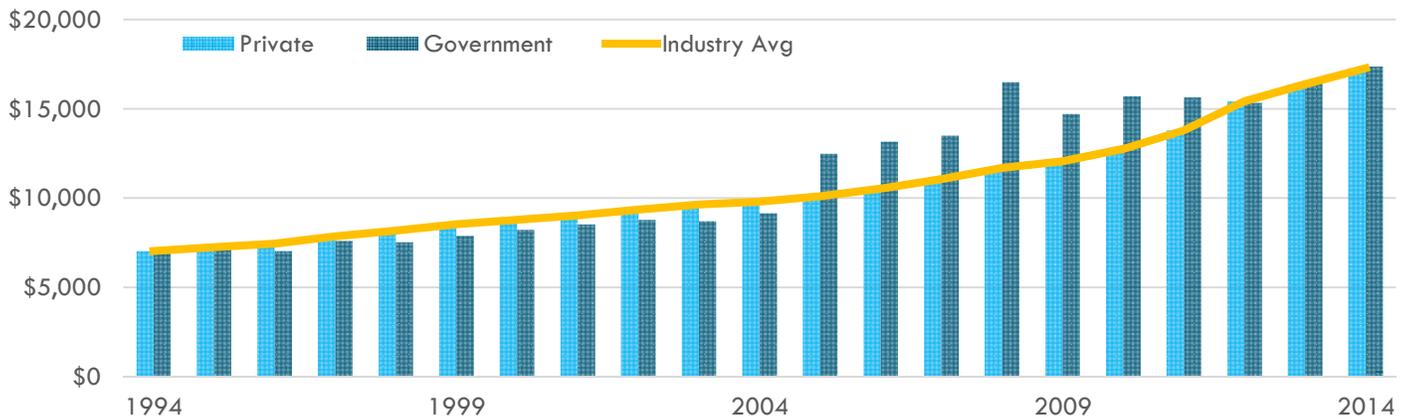
INDUSTRIES

ACCOMMODATION AND FOOD SERVICES Statewide

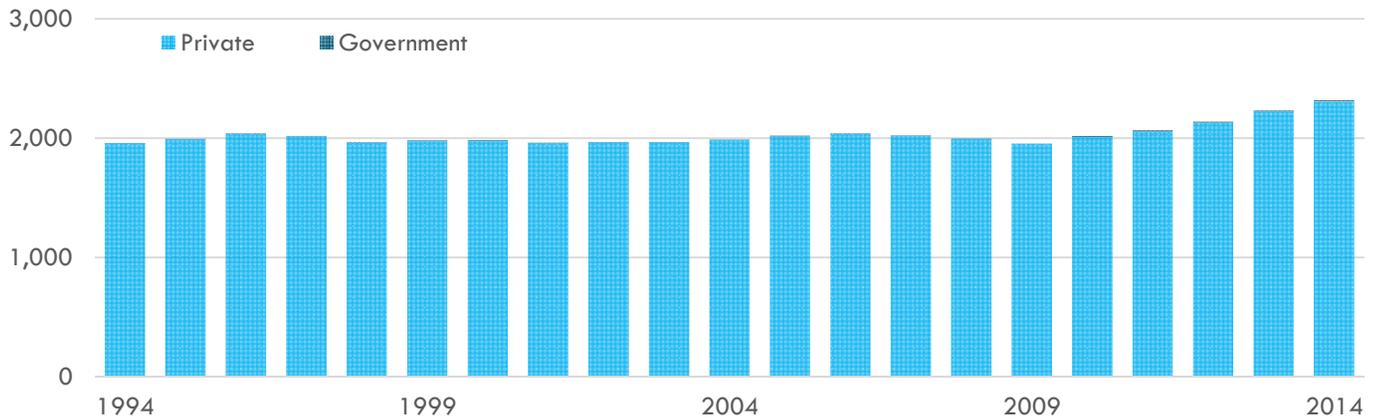
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

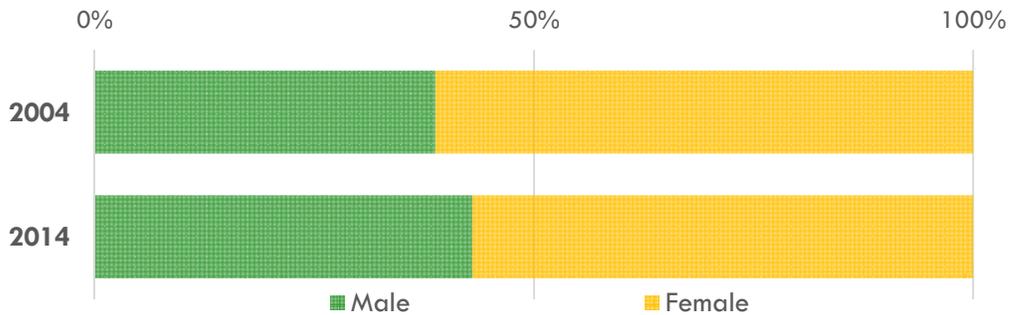


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

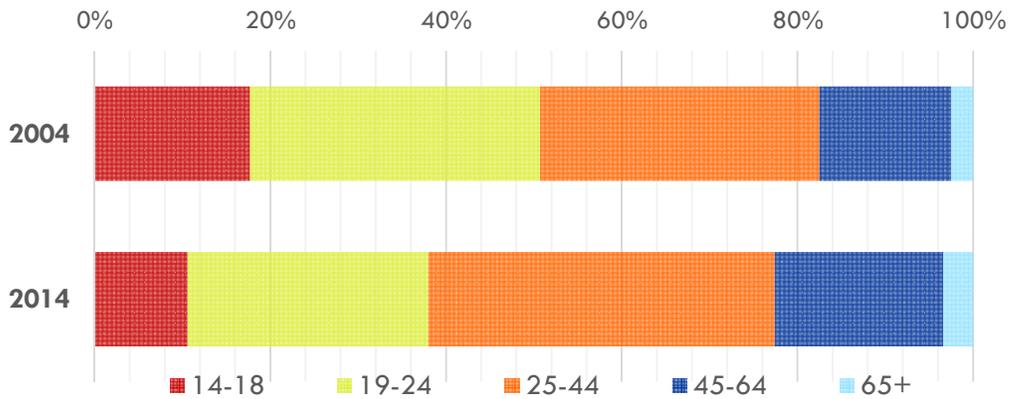
INDUSTRIES

ACCOMMODATION AND FOOD SERVICES Statewide

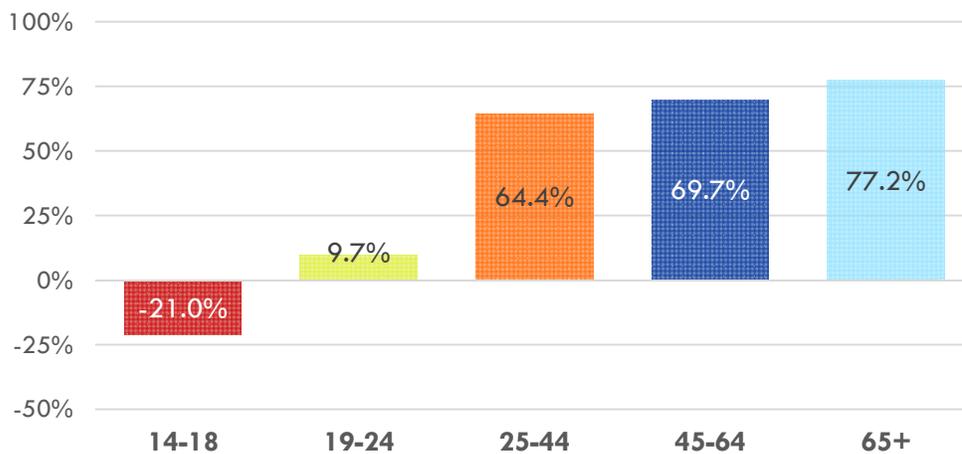
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

OTHER SERVICES Statewide

OTHER SERVICES | p. 82

This industry has remained fairly flat over the past 20 years. Even though equipment repair and personal services are included in this industry, and it seems they would increase with the ancillary effects of the oil boom (like increased population and wealth), the figures indicate no significant changes in recent years.

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 1,545 (or 13.5 percent); from 2004-2014 employment growth was 1,386 (or 12.0 percent). In 2014, nearly all employment belonged to the private sector (97.4 percent).

	1994	2004	2014
AVG EMP	11,439	11,598	12,984
Private	96.0%	97.0%	97.4%
Government	3.9%	3.0%	2.6%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$19,153 (or 145.5 percent); from 2004-2014 wage growth was \$13,458 (or 71.4 percent). In 2014, average wages in the private sector were higher than in government by \$507.

	1994	2004	2014
AVG WAGE	\$13,160	\$18,856	\$32,314
Private	\$12,538	\$18,696	\$32,327
Government	\$28,279	\$24,041	\$31,820

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 188 (or 9.1 percent); 2004-2014 growth was 210 (or 10.2 percent). In 2014, most establishments belonged to the private sector (99.5 percent).

	1994	2004	2014
TOTAL ESTAB	2,077	2,055	2,265
Private	99.5%	99.5%	99.5%
Government	0.5%	0.5%	0.5%

OTHER SERVICES EMPLOYMENT | p. 83

This industry has historically been female-dominated but has been shifting to a more even split, and a majority of employment has consisted of working-age adults aged 25-44 (41.8 percent in 2004, 39.4 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 47.5 percent Male to 52.5 percent Female. For comparison, in 2004, it was 44.1 percent Male to 55.9 percent Female. Both sexes experienced numerical increases, with a slightly higher increase in male workers.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 25-44 year-olds (-2.4 percent) and 45-64 year-olds (+2.4 percent). The age groups with the largest employment shares in the Other Services industry were 25-44 year-olds (39.4 percent) and 45-64 year-olds (33.8 percent).

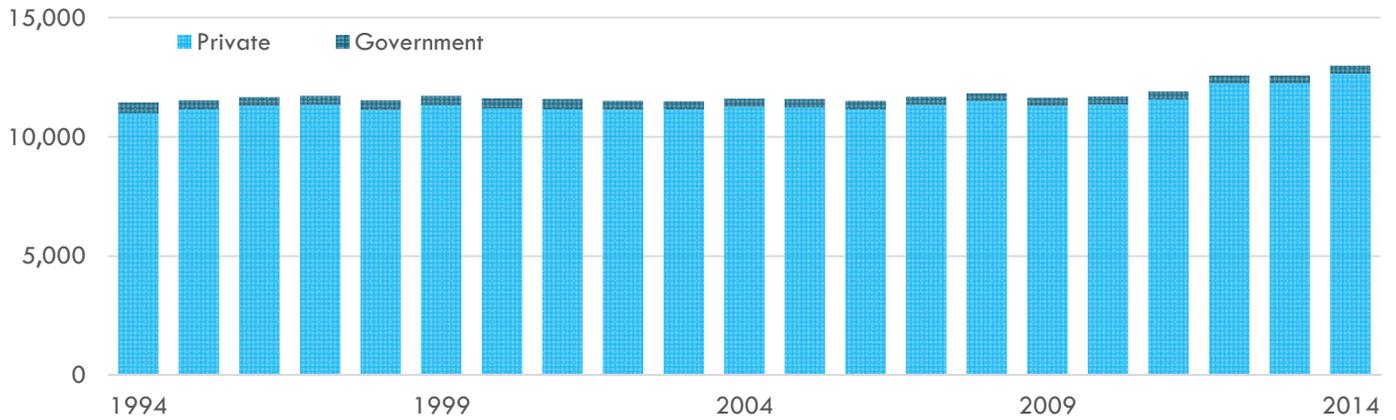
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 45-64 year-olds (grew by 21.6 percent), 25-44 year-olds (grew by 6.7 percent), and 65+ year-olds (grew by 39.0 percent); each of these groups grew numerically by hundreds of workers. All other age groups changed numerically by a few hundred workers or less.

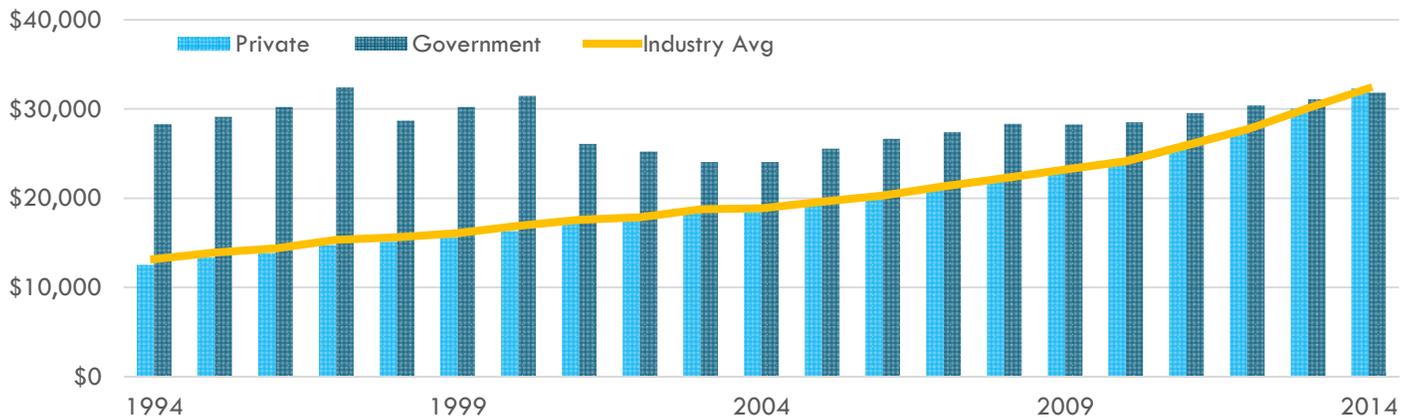
INDUSTRIES

OTHER SERVICES
Statewide

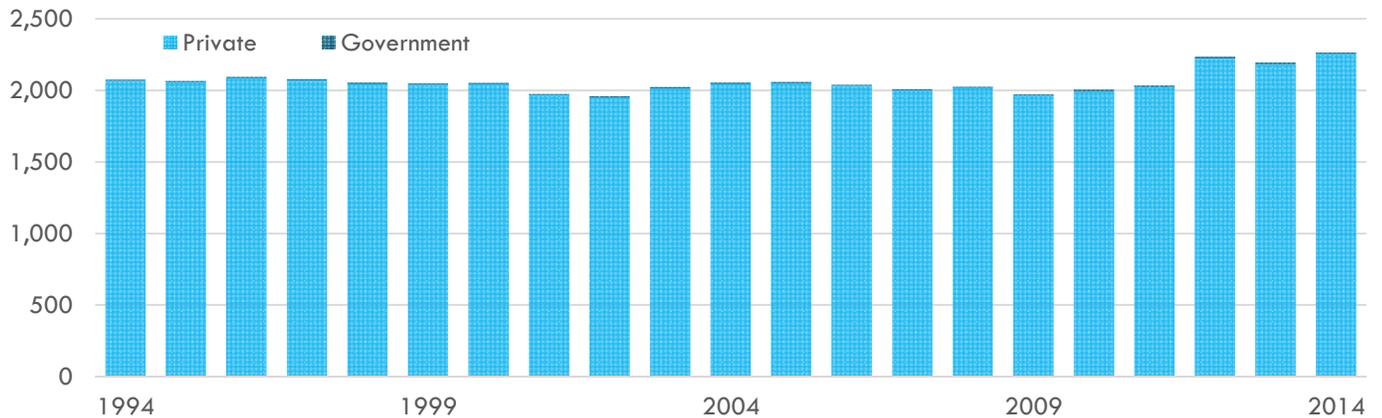
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

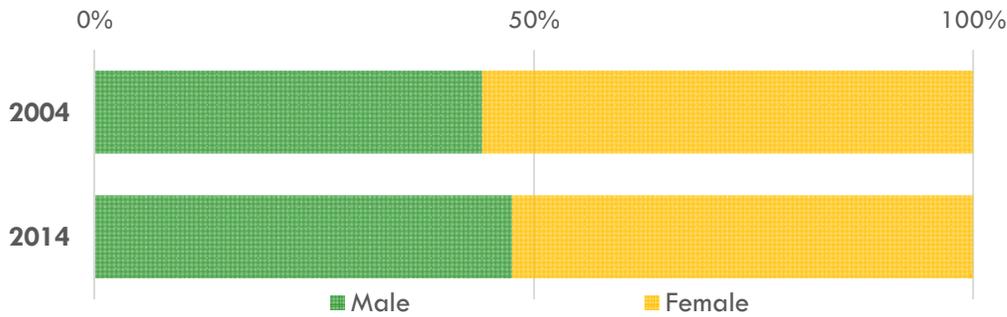


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

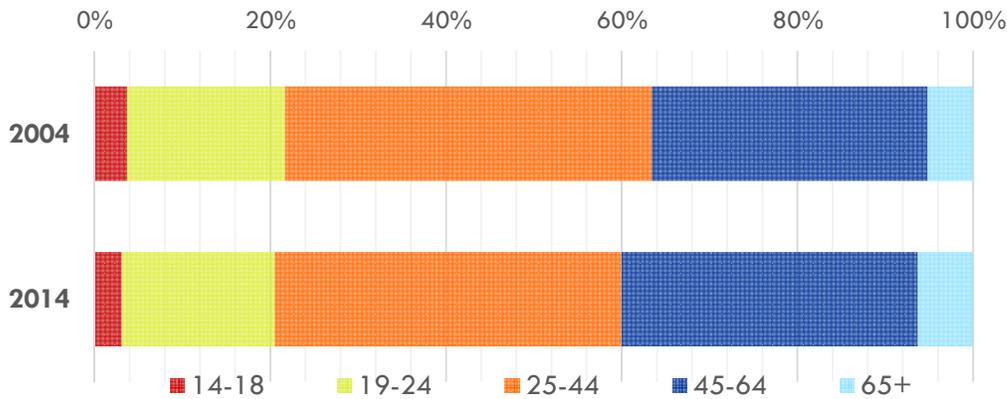
INDUSTRIES

OTHER SERVICES
Statewide

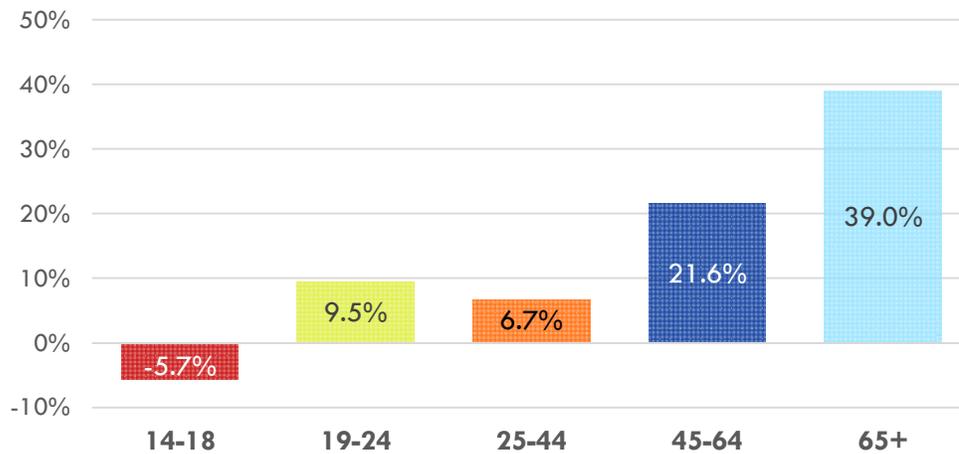
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

INDUSTRIES

PUBLIC ADMINISTRATION Statewide

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 also affected by the reclassification of tribal entities in the early 2000s; tribal governance was attributed to the private sector until 2001.

AVERAGE EMPLOYMENT

From 1994-2014, average employment in this industry grew by 4,911 (or 29.5 percent); from 2004-2014 employment growth was 1,561 (or 7.8 percent). In 2014, all employment belonged to the government.

	1994	2004	2014
AVG EMP	16,658	20,008	21,569
Private	3.8%	0%	0%
Government	96.2%	100%	100%

AVERAGE ANNUAL WAGE

From 1994-2014, the average wage in this industry grew by \$24,584 (or 105.6 percent); from 2004-2014 wage growth was \$14,426 (or 43.2 percent).

	1994	2004	2014
AVG WAGE	\$23,273	\$33,430	\$47,857
Private	\$19,311	\$0	\$0
Government	\$23,430	\$33,430	\$47,857

ESTABLISHMENTS

From 1994-2014, total establishments in this industry grew by 66 (or 6.5 percent); 2004-2014 establishments fell by 37 (or 3.3 percent). In 2014, all establishments belonged to the government.

	1994	2004	2014
TOTAL ESTAB	1,015	1,118	1,081
Private	0.3%	0%	0%
Government	99.7%	100%	100%

PUBLIC ADMINISTRATION EMPLOYMENT | p. 86

This industry has historically been relatively evenly split (with a slight male majority), and the majority of employment has consisted of 45-64 year-olds (46.9 percent in 2004, 46.9 percent in 2014) and 25-44 year-olds (42.2 percent in 2004, 40.0 percent in 2014).

COMPOSITION BY SEX

In 2014, the employment composition was 53.4 percent Male to 46.6 percent Female. For comparison, in 2004, it was 54.2 percent Male to 45.8 percent Female. Both sexes experienced relatively similar and moderate numerical increases.

COMPOSITION BY AGE GROUP

Since 2004, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 25-44 year-olds (-2.2 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 (46.9 percent) and 25-44 year-olds (40.0 percent).

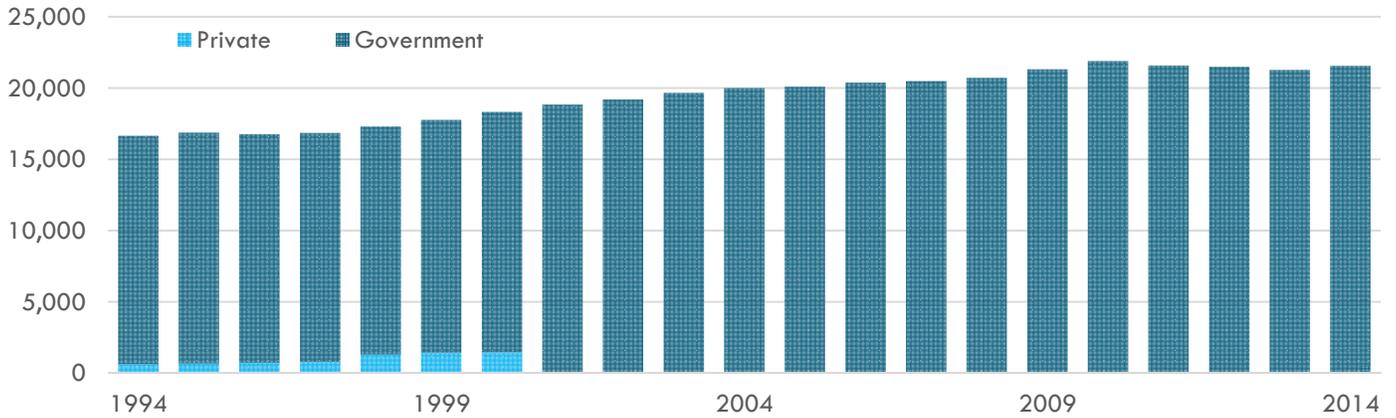
TEN-YEAR CHANGE BY AGE GROUP 2004-2014

From 2004 to 2014, the most significant increases were those among 45-64 year-olds (grew by 12.6 percent), 25-44 year-olds (grew by 6.7 percent), and 65+ year-olds (grew by 51.6 percent); each of these groups grew numerically by several hundred workers. All other age groups changed numerically by a few hundred workers or less.

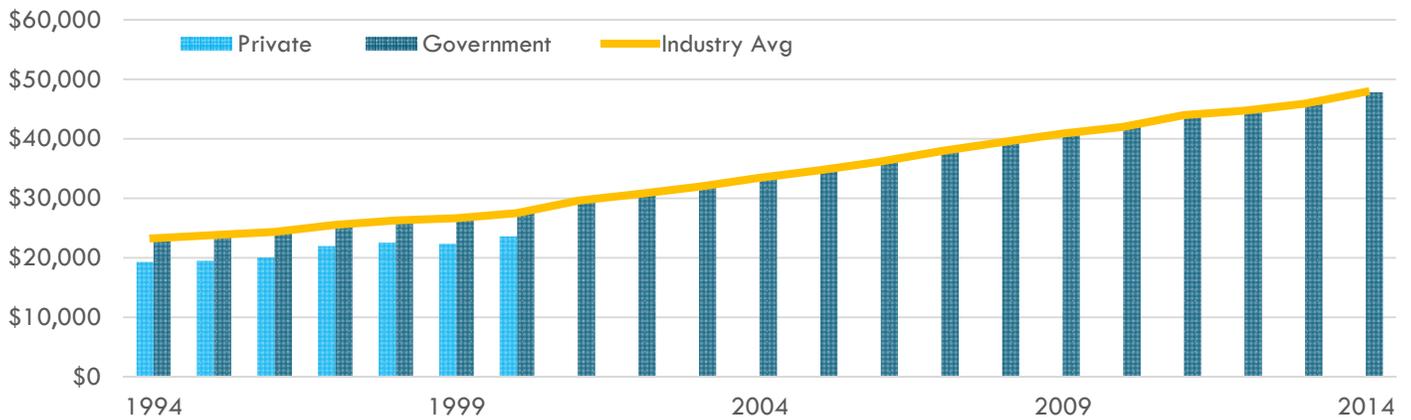
INDUSTRIES

PUBLIC ADMINISTRATION
Statewide

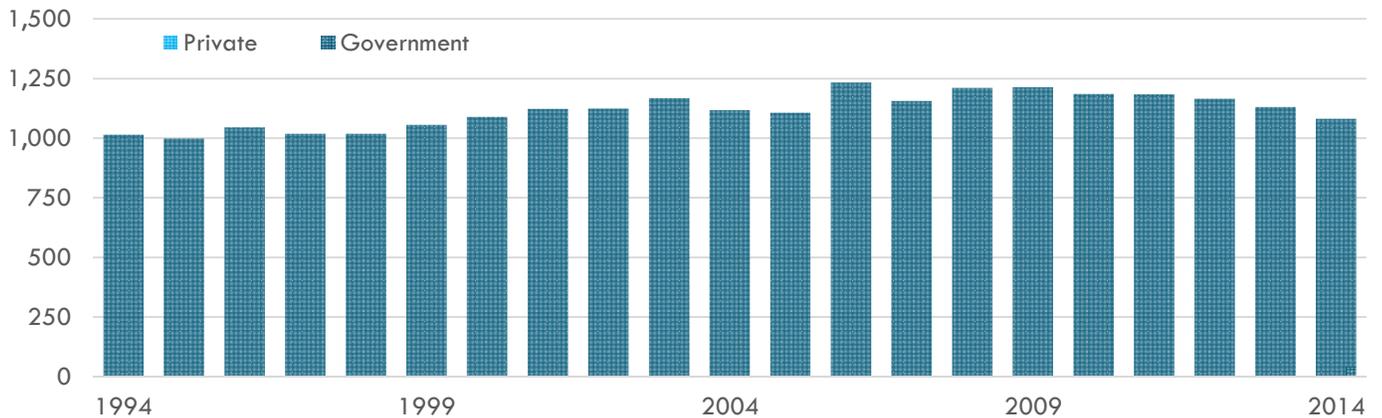
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE



ESTABLISHMENTS

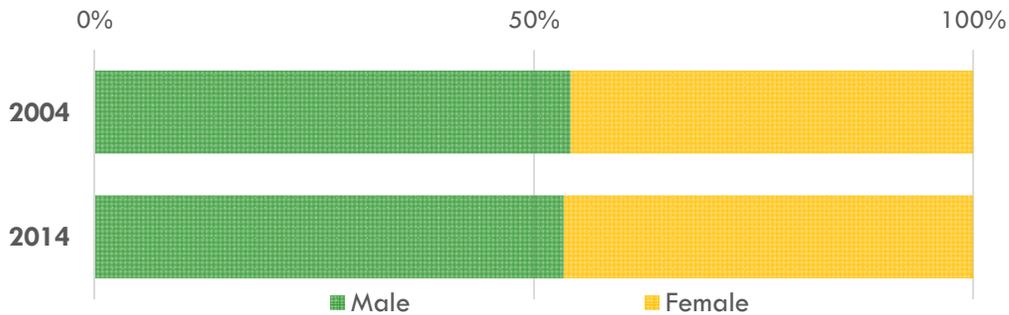


SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 1994-2014.

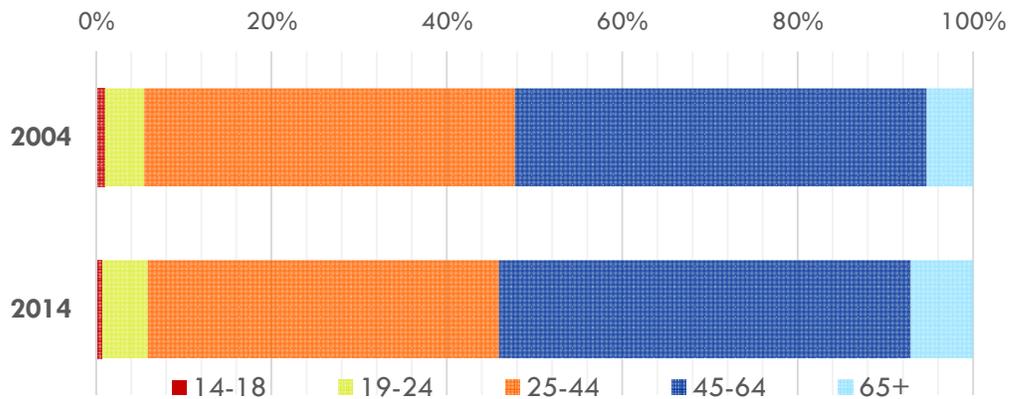
INDUSTRIES

PUBLIC ADMINISTRATION
Statewide

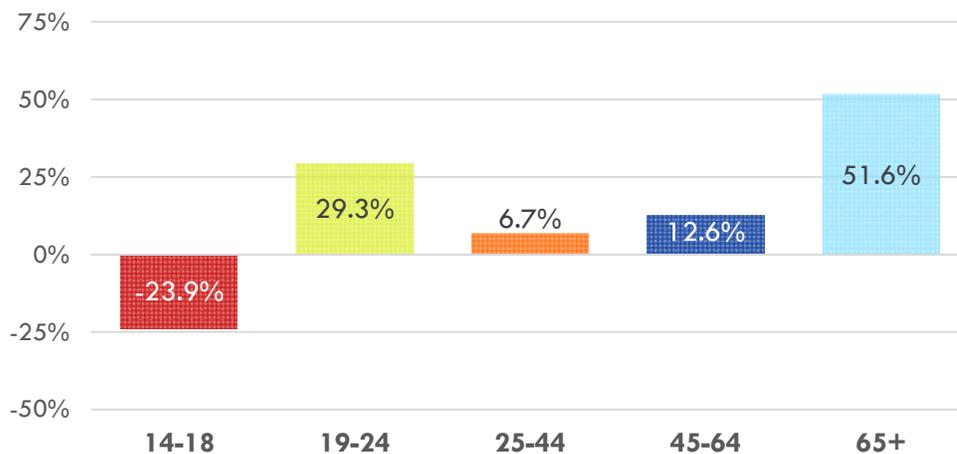
COMPOSITION BY SEX



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2004-2014



SOURCE: US Census Bureau, Local Employment Dynamics, 2004-2014.

REGIONS

ALL REGIONS
Statewide

REGIONAL BREAKOUT OVERVIEW

In the preceding sections of this publication, the data reflected statewide trends and changes via traditional economic measures and industry profiles. The following sections (pp. 88-113) break out that data geographically into eight regions; these planning regions consist of groupings of counties based around a regional city center that provides a majority of services and exhibits the greatest economic influence. These regional breakouts allow for more detailed information underlying statewide economic trends. For example, oil and gas activity is particularly concentrated in the western and northwestern area of the state, and 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, based on largest employment, high growth in employment in the past ten years, and high growth in wages in the past ten years.

In 2014, the regional data reflects both the enduring stability of the two biggest regions (Regions 5 and 7), and the recent economic prosperity in the western regions (Regions 1, 2, and 8). The remaining three regions (Regions 3, 4, and 6) remained relatively flat, with economic changes that bore comparatively less weight on the state's economy as a whole. A common thread among many regions (except Regions 1 and 2) was that Health Care and Social Assistance was the biggest industry for employment, which parallels with its being the largest industry in North Dakota.

REGIONS

ALL REGIONS
Statewide

INDUSTRIES ACROSS ALL REGIONS | 2014

The chart below displays all industries, ordered from largest total employment in 2014 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 2004.

Predictably, Regions 5 and 7 stand out as having the largest shares of most industries in 2014, as these are the biggest regions by population and contain the metropolitan areas of Fargo-Moorhead and Bismarck-Mandan, respectively. Construction and Retail Trade had the most industry leaders (concentrated in four regions). When compared with 2004, it seems that the overall concentration of employment by industry has spread quite dramatically, and it seems likely that the oil boom has increased activity in previously less-active regions.

INDUSTRY	TOTAL ND EMP	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8
Health Care and Social Assistance	60,039	3.4%	9.8%	3.8%	14.1%	31.2%	8.2%	24.8%	4.7%
Retail Trade	50,825	6.8%	14.7%	3.4%	15.7%	28.4%	5.6%	19.2%	6.0%
Accommodation and Food Services	36,312	9.0%	13.6%	2.9%	13.3%	30.7%	5.4%	18.7%	6.3%
Construction	35,887	20.7%	13.2%	2.2%	8.3%	24.1%	3.3%	18.2%	8.8%
Educational Services	33,585	4.3%	11.8%	6.3%	19.4%	27.2%	8.0%	18.3%	4.8%
Mining, Quarrying, and Oil and Gas Extraction	29,875	56.8%	14.7%	0.3%	0.7%	0.2%	0.1%	5.3%	21.6%
Wholesale Trade	27,307	14.2%	11.2%	2.9%	8.1%	33.7%	7.9%	13.1%	8.2%
Manufacturing	26,189	2.0%	4.5%	2.8%	13.4%	52.3%	10.5%	8.2%	5.9%
Transportation and Warehousing	24,019	25.1%	18.0%	1.4%	7.7%	21.3%	3.5%	9.8%	12.2%
Public Administration	21,569	8.3%	11.2%	9.1%	10.7%	15.6%	7.3%	31.8%	5.8%
Finance and Insurance	17,902	3.2%	10.4%	3.5%	7.9%	46.8%	5.7%	18.5%	3.7%
Professional and Technical Services	17,452	9.1%	9.4%	1.0%	9.5%	34.6%	3.7%	25.7%	5.6%
Administrative and Waste Services	14,667	8.5%	10.1%	1.5%	9.5%	42.8%	2.5%	19.2%	4.3%
Other Services (except Public Administration)	12,984	7.0%	11.8%	3.9%	10.6%	31.3%	6.2%	22.1%	6.9%
Arts, Entertainment, and Recreation	9,089	4.6%	10.1%	11.9%	12.0%	30.0%	4.3%	19.6%	7.6%
Information	7,066	3.3%	10.1%	4.5%	7.8%	46.3%	6.0%	17.4%	4.5%
Real Estate and Rental and Leasing	6,232	27.9%	10.7%	3.2%	6.9%	27.7%	2.3%	11.7%	8.7%
Management of Companies and Enterprises	5,287	0.4%	2.0%	1.6%	3.1%	61.2%	1.5%	28.5%	1.1%
Agriculture, Forestry, Fishing and Hunting	4,373	4.0%	5.6%	4.7%	33.0%	23.4%	14.5%	10.1%	4.6%
Utilities	3,999	8.4%	9.5%	3.2%	8.8%	7.0%	4.6%	54.1%	4.6%

Represents top industry leader(s) in 2014

Represents secondary industry leader(s) in 2014

REGIONS

ALL REGIONS
Statewide

INDUSTRIES ACROSS ALL REGIONS | 2004

The chart below displays all industries as they were in 2004, ordered from largest total employment in 2014 to smallest, for easy comparison with the 2014 chart on the previous page. As with the 2014 industry shares, highlighted regions have the highest share of employment in the given industry, with darker shades indicating the largest shares.

The most notable changes from 2004 to 2014 pertain to the spread of industry share; whereas 2004 has higher concentration of employment in fewer regions, 2014 shows increased activity shared statewide, likely one result of the oil boom in western North Dakota.

INDUSTRY	TOTAL ND EMP	Region 1	Region 2	Region 3	Region 4	Region 5	Region 6	Region 7	Region 8
Health Care and Social Assistance	48,708	4.0%	11.7%	5.1%	14.7%	27.7%	9.5%	21.8%	5.5%
Retail Trade	41,714	3.6%	13.1%	4.1%	17.2%	31.0%	6.8%	19.2%	5.1%
Accommodation and Food Services	27,231	3.6%	12.6%	3.6%	15.7%	33.3%	7.1%	18.9%	5.2%
Construction	18,191	3.0%	10.5%	3.0%	15.1%	34.4%	5.5%	24.2%	4.2%
Educational Services	29,525	***	11.7%	***	***	24.6%	7.8%	17.6%	***
Mining, Quarrying, and Oil and Gas Extraction	18,367	32.3%	16.3%	***	***	1.6%	***	28.7%	15.8%
Wholesale Trade	3,538	4.3%	11.5%	3.7%	11.1%	40.1%	8.8%	14.7%	5.3%
Manufacturing	25,118	1.3%	4.1%	5.1%	12.9%	48.8%	11.0%	12.0%	4.8%
Transportation and Warehousing	10,758	4.0%	9.1%	3.3%	15.3%	37.9%	7.9%	17.4%	4.8%
Public Administration	20,008	6.0%	11.3%	10.2%	11.2%	16.0%	7.1%	32.7%	5.3%
Finance and Insurance	15,203	2.9%	13.0%	3.8%	8.5%	41.5%	6.5%	20.1%	3.7%
Professional and Technical Services	10,745	2.6%	11.9%	1.4%	13.1%	39.8%	6.4%	20.9%	3.6%
Administrative and Waste Services	11,902	3.0%	16.4%	2.5%	14.0%	38.6%	3.6%	17.9%	3.8%
Other Services (except Public Administration)	11,598	3.2%	10.3%	4.7%	12.4%	32.8%	8.3%	23.1%	5.2%
Arts, Entertainment, and Recreation	7,641	7.3%	6.3%	12.6%	12.3%	29.4%	5.1%	20.0%	6.9%
Information	7,823	2.7%	9.2%	5.2%	8.9%	41.2%	6.1%	22.4%	4.2%
Real Estate and Rental and Leasing	3,672	3.8%	10.5%	5.6%	10.5%	45.1%	4.7%	17.0%	***
Management of Companies and Enterprises	3,014	***	0.2%	***	***	54.1%	***	36.3%	***
Agriculture, Forestry, Fishing and Hunting	2,873	***	4.9%	4.6%	42.1%	23.9%	10.7%	7.5%	4.1%
Utilities	3,479	3.1%	7.2%	3.4%	8.8%	8.9%	4.2%	60.6%	3.7%

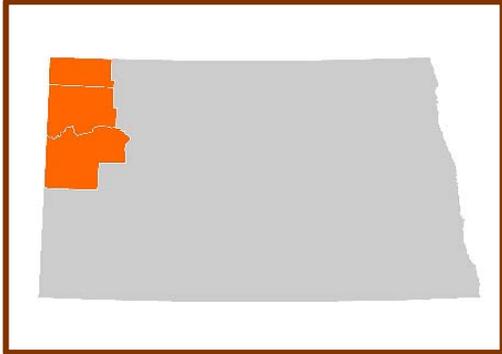
Represents top industry leader(s) in 2004

Represents secondary industry leader(s) in 2004

***Data not available due to confidentiality restrictions

REGIONS

REGION 1
Divide | McKenzie | Williams



REGION 1 OVERVIEW

LARGEST CITY: Williston (24,562)

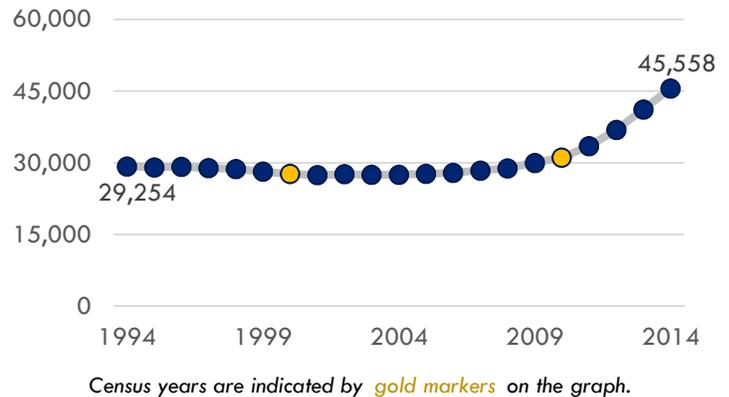
Region 1 is located in the northwest corner of the state. This region had relatively flat population growth for several years, but has grown dramatically since the oil boom began in 2006. The following pages feature a closer examination of population, employment composition, and significant industries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

REGION 1 POPULATION | 1994-2014

In 2014, the population in Region 1 was 45,558, and had increased by 4,383, or 10.6 percent, from 2013.

From 1994 to 2006, the population had decreased by 1,322, with an average annual growth rate of -0.4 percent. From 2006 to 2014, the population increased by 17,626, with an average annual growth rate of 7.9 percent.

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



REGION 1 EMPLOYMENT | p. 91

EMPLOYMENT COMPOSITION BY SEX

In 2014, the employment composition was 76.8 percent Male to 23.2 percent Female. For comparison, in 2004, it was 49.6 percent Male, 50.4 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 2004, 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 (+12.0 percent) and 45-64 year-olds (-8.3 percent). The age groups with the largest employment in Region 1 were 25-44 year-olds (50.5 percent) and 45-64 year-olds (32.0 percent).

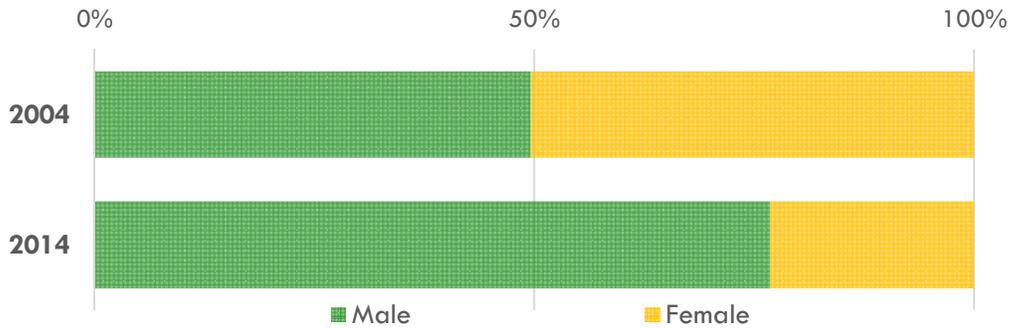
UNEMPLOYMENT RATE

In 2014, Region 1 had an unemployment rate of 1.3 percent, which was the lowest among all regions and much lower than the state as a whole. This rate reflects an increase of 0.3 percent from 2013.

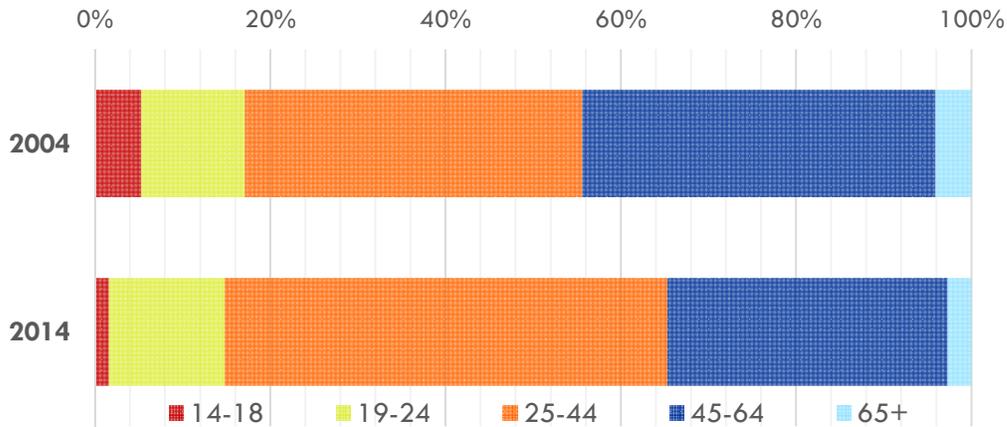
REGIONS

REGION 1
Divide | McKenzie | Williams

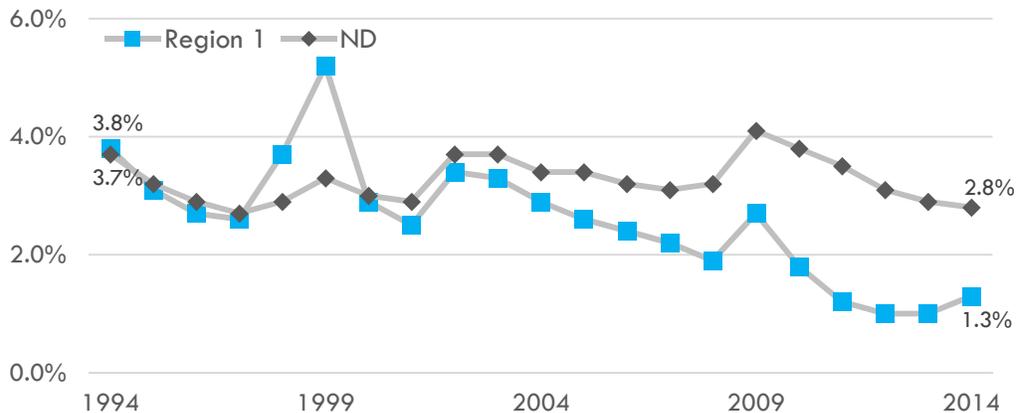
ALL-INDUSTRY EMPLOYMENT COMPOSITION BY SEX



ALL-INDUSTRY EMPLOYMENT COMPOSITION BY AGE GROUPS



REGION 1 UNEMPLOYMENT RATE



REGIONS

REGION 1

Divide | McKenzie | Williams

REGION 1 TOP INDUSTRIES | 2014

TOTAL REGION 1 EMPLOYMENT: 54,076*

The following table displays the Top 5 industries with the highest concentration of employment in Region 1:

RANK	INDUSTRY	EMPLOYMENT 2014	R1 SHARE 2014	R1 SHARE 2004	R1 SHARE 1994
1	Mining, Quarrying, and Oil and Gas Extraction	16,965	31.4%	9.2%	8.9%
2	Construction	7,440	13.8%	4.3%	4.2%
3	Transportation and Warehousing	6,040	11.2%	3.4%	3.2%
4	Wholesale Trade	3,877	7.2%	6.4%	5.9%
5	Retail Trade	3,449	6.4%	11.9%	13.7%

In 2014, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest share of employment in Region 1, with 16,965 employees out of a total 54,076 (31.4 percent). In 2004, the Mining, Quarrying, and Oil and Gas Extraction industry employed 9.2 percent of the total (1,144 out of 12,456). In that year, the largest industry in the region was Health Care and Social Assistance, with 15.6 percent of total employment. Other top industries in 2014 reflect the strength of oil and gas activity in the region; Construction (7,440, or 13.8 percent), Transportation and Warehousing (6,040, or 11.2 percent), and Wholesale Trade (3,877, or 7.2 percent).

REGION 1 INDUSTRY PROFILES

MINING, QUARRYING, AND OIL AND GAS EXTRACTION | Largest Employment 2014

In 2014, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest employment in Region 1 with 16,965 workers. From 1994-2014, average employment grew by 15,926 (or 153.3 percent); from 2004-2014 employment growth was 15,821 (or 138.3 percent).

	1994	2004	2014
AVG EMP	1,039	1,144	16,965
AVG WAGE	\$29,872	\$52,559	\$105,707
TOTAL ESTAB	94	73	423

TRANSPORTATION AND WAREHOUSING | High Growth Industry 2004-2014

In 2014, the Transportation and Warehousing industry had the second highest employment growth by percent since 2004 in Region 1.** From 1994-2014, average employment grew by 5,667 (or 151.9 percent); from 2004-2014 employment growth was 5,614 (or 131.8 percent).

	1994	2004	2014
AVG EMP	373	426	6,040
AVG WAGE	\$26,175	\$40,618	\$84,808
TOTAL ESTAB	58	64	622

ACCOMMODATION AND FOOD SERVICES | High Growth Wages 2004-2014

In 2014, the Accommodation and Food Services industry with the highest wage growth by percent since 2004 in Region 1. From 1994-2014, average annual wages grew by \$22,115 (or 334.5 percent); from 2004-2014 wage growth was \$19,940 (or 227.0 percent).

	1994	2004	2014
AVG EMP	965	968	3,262
AVG WAGE	\$6,611	\$8,786	\$28,726
TOTAL ESTAB	97	103	220

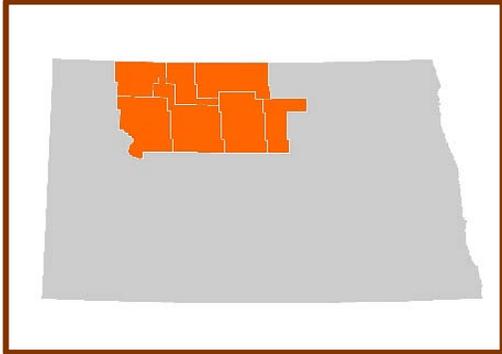
*Employment figures come from Quarterly Census of Employment and Wage (QCEW) data, which counts workers according to the physical address of the business establishment, which may not correspond to a worker's residence.

**Mining, Quarrying, and Oil and Gas Extraction had the highest employment growth but is profiled for largest employment.

REGIONS

REGION 2

Bottineau | Burke | McHenry | Mountrail | Pierce | Renville | Ward



REGION 2 OVERVIEW

LARGEST CITY: Minot (47,997)

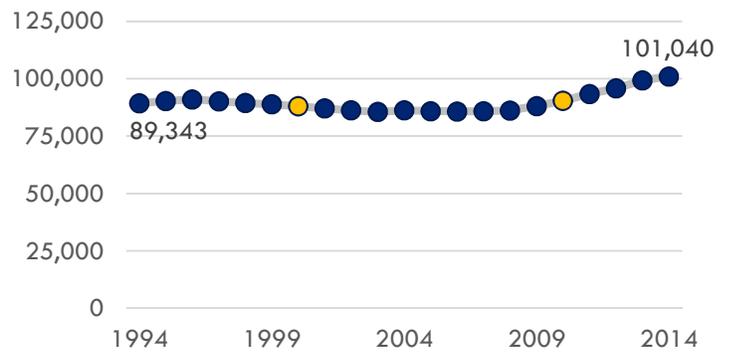
Region 2 is located in the northwest central part of the state. This region had relatively flat population growth for several years, but has grown moderately since the oil boom began in 2006. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 2 has clearly been affected by oil and gas activity, which is reflected in the growing employment, particularly among male workers.

REGION 2 POPULATION | 1994-2014

In 2014, the population in Region 2 was 101,040, and had increased by 1,760, or 1.8 percent, from 2013.

From 1994 to 2006, the population had decreased by 3,586, with an average annual growth rate of -0.3 percent. From 2006 to 2014, the population increased by 15,283, with an average annual growth rate of 2.2 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 2014, the employment composition was 55.2 percent Male to 44.8 percent Female. For comparison, in 2004, it was 45.2 percent Male, 54.8 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.

EMPLOYMENT COMPOSITION BY AGE

Since 2004, the proportions among age groups employed in Region 2 changed by small percentages. All age groups experienced slight proportional changes, though the greatest shifts were among 14-18 year-olds (-1.8 percent) and 65+ year-olds (+1.3 percent). The age groups with the largest employment in Region 2 were 25-44 year-olds (42.3 percent) and 45-64 year-olds (36.4 percent).

UNEMPLOYMENT RATE

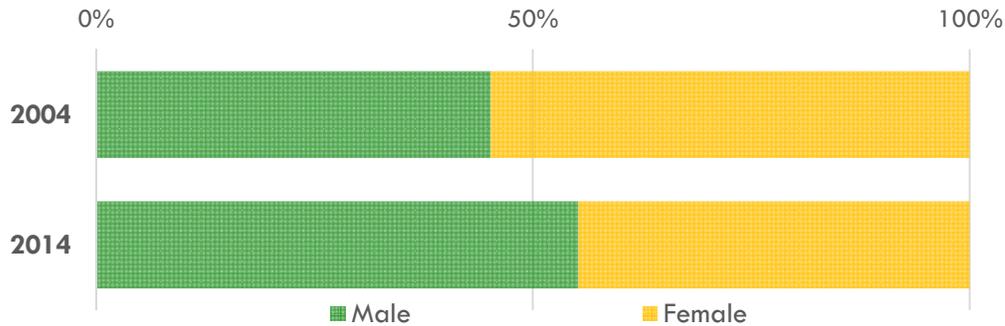
In 2014, Region 2 had an unemployment rate of 2.7 percent, which was slightly lower than the state as a whole. This rate reflects a decrease of 0.1 percent from 2013.

REGIONS

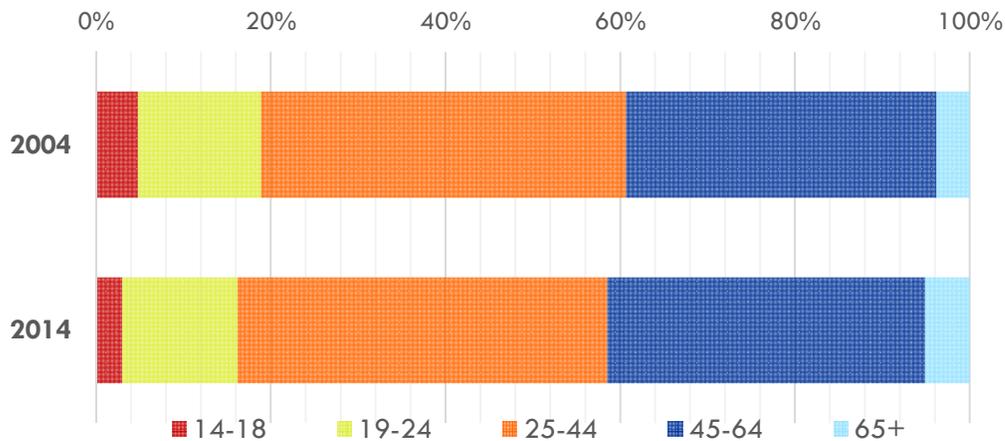
REGION 2

Bottineau | Burke | McHenry | Mountrail | Pierce | Renville | Ward

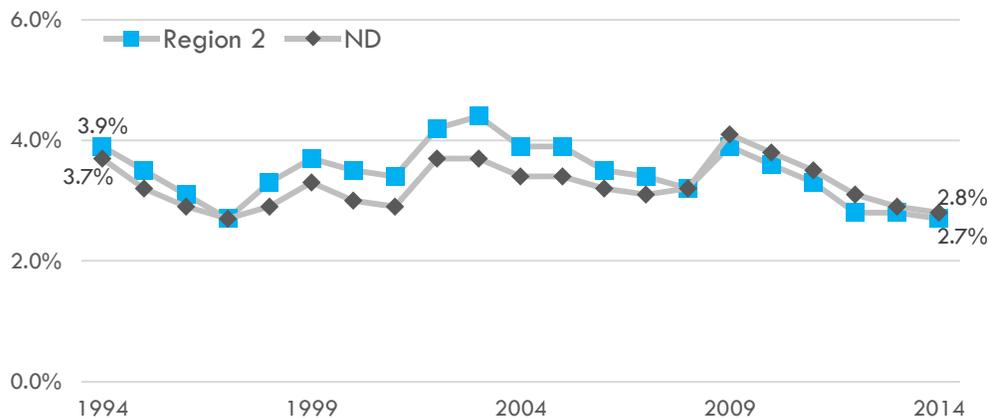
ALL-INDUSTRY EMPLOYMENT COMPOSITION BY SEX



ALL-INDUSTRY EMPLOYMENT COMPOSITION BY AGE GROUPS



REGION 2 UNEMPLOYMENT RATE



REGIONS

REGION 2
Bottineau | Burke | McHenry | Mountrail | Pierce | Renville | Ward

REGION 2 TOP INDUSTRIES | 2014

TOTAL REGION 2 EMPLOYMENT: 51,863

The following table displays the Top 5 industries with the highest concentration of employment in Region 2:

RANK	INDUSTRY	EMPLOYMENT 2014	R2 SHARE 2014	R2 SHARE 2004	R2 SHARE 1994
1	Retail Trade	7,477	14.4%	15.5%	17.2%
2	Health Care and Social Assistance	5,868	11.3%	16.1%	16.0%
3	Accommodation and Food Services	4,926	9.5%	9.7%	10.6%
4	Construction	4,726	9.1%	5.4%	4.6%
5	Mining, Quarrying, and Oil and Gas Extraction	4,390	8.5%	1.6%	1.1%

In 2014, the Retail Trade industry had the largest share of employment in Region 2, with 7,477 employees out of a total 51,863 (14.4 percent). In 2004, the Retail Trade industry employed 15.5 percent of the total (5,468 out of 35,355). In that year, the largest industry in the region was Health Care and Social Assistance, with 16.1 percent of total employment. Other top industries in 2014 reflect a growing influence of oil and gas activity in the region; while the Health Care and Social Assistance industry was the second biggest (5,868, or 11.3 percent), both Construction (4,726, or 9.1 percent) and Mining, Quarrying, and Oil and Gas Extraction (4,390, or 8.5 percent) have grown considerably.

REGION 2 INDUSTRY PROFILES

RETAIL TRADE | Largest Employment 2014

In 2014, the Retail Trade industry had the largest employment in Region 2 with 7,477 workers. From 1994-2014, average employment grew by 2,030 (or 37.3 percent); from 2004-2014 employment growth was 2,009 (or 36.7 percent).

	1994	2004	2014
AVG EMP	5,447	5,468	7,477
AVG WAGE	\$14,029	\$18,773	\$30,609
TOTAL ESTAB	538	447	439

MINING, QUARRYING, AND OIL AND GAS EXTRACTION | High Growth Industry 2004-2014

In 2014, the Mining, Quarrying, and Oil and Gas Extraction industry had the second highest employment growth by percent since 2004 in Region 2.* From 1994-2014, average employment grew by 4,055 (or 121.0 percent); from 2004-2014 employment growth was 3,813 (or 660.8 percent).

	1994	2004	2014
AVG EMP	335	577	4,390
AVG WAGE	\$28,494	\$44,742	\$97,237
TOTAL ESTAB	61	44	206

REAL ESTATE AND RENTAL AND LEASING | High Growth Wages 2004-2014

In 2014, the Real Estate and Rental and Leasing industry had the highest wage growth by percent since 2004 in Region 2. From 1994-2014, average annual wages grew by \$36,694 (or 259.8 percent); from 2004-2014 growth was \$32,273 (or 174.0 percent).

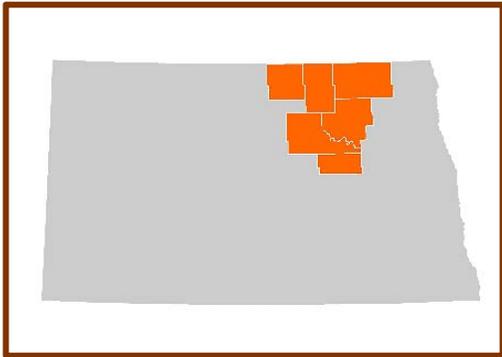
	1994	2004	2014
AVG EMP	349	386	668
AVG WAGE	\$14,124	\$18,545	\$50,818
TOTAL ESTAB	94	84	141

*Management of Companies and Enterprises had the highest employment growth by percent, but numerical growth was less than 100.

REGIONS

REGION 3

Benson | Cavalier | Eddy | Ramsey | Rolette | Towner



REGION 3 OVERVIEW

LARGEST CITY: Devils Lake (7,288)

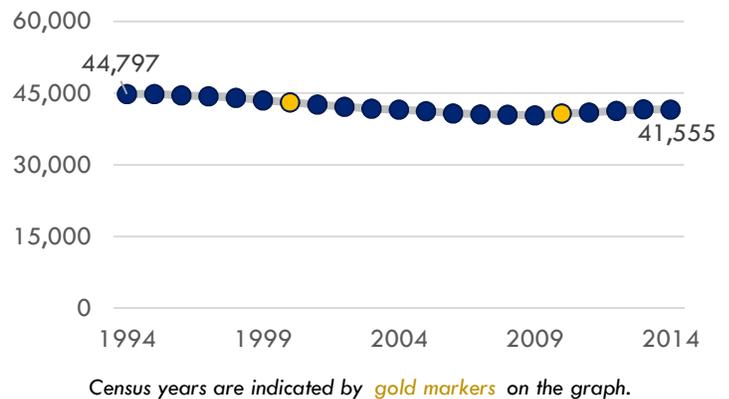
Region 3 is located in the northeast central part of the state. This region had a relatively flat population over 20 years, though it has been increasing slightly in the years since a low in 2009. The following pages feature a closer examination of population, employment composition, and significant 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 | 1994-2014

In 2014, the population in Region 3 was 41,555, and had decreased by 47, or 0.1 percent, from 2013.

From 1994 to 2006, the population had decreased by 4,026, with an average annual growth rate of -0.7 percent. From 2006 to 2014, the population increased by 784, 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.



REGION 3 FIGURES | p. 97

EMPLOYMENT COMPOSITION BY SEX

In 2014, the employment composition was 46.4 percent Male to 53.6 percent Female. For comparison, in 2004, it was 44.2 percent Male, 55.8 percent Female. Male workers experienced a relatively small numerical growth, while Female workers experienced a slightly larger reduction. The small movement within employment composition aligns with the relatively flat population over time in this region.

EMPLOYMENT COMPOSITION BY AGE

Since 2004, 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 (+3.8 percent) and 25-44 year-olds (-2.8 percent). The age groups with the largest employment in Region 3 were 45-64 year-olds (42.2 percent) and 25-44 year-olds (37.5 percent).

UNEMPLOYMENT RATE

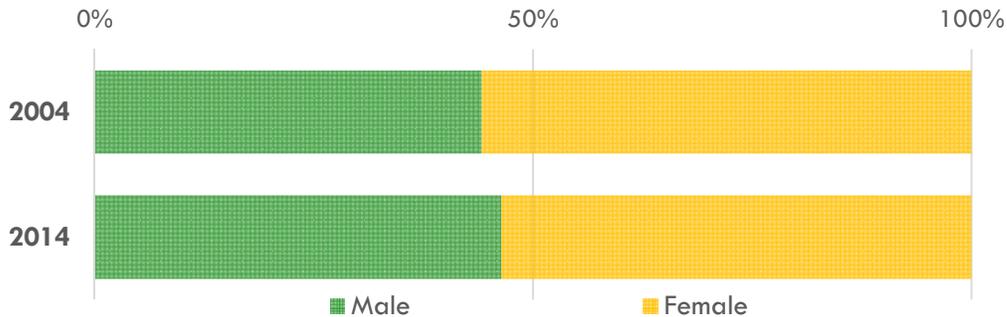
In 2014, Region 3 had an unemployment rate of 6.5 percent, which was much higher than the state as a whole. This rate reflects a decrease of 0.6 percent from 2013.

REGIONS

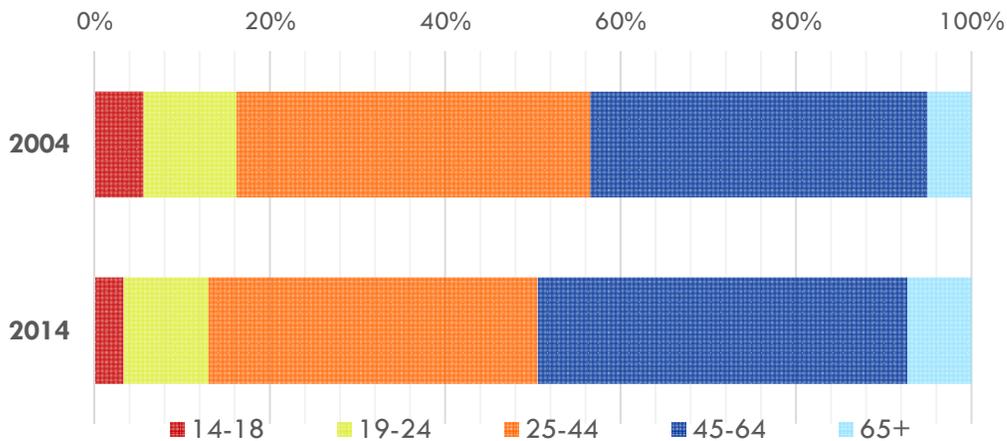
REGION 3

Benson | Cavalier | Eddy | Ramsey | Rolette | Towner

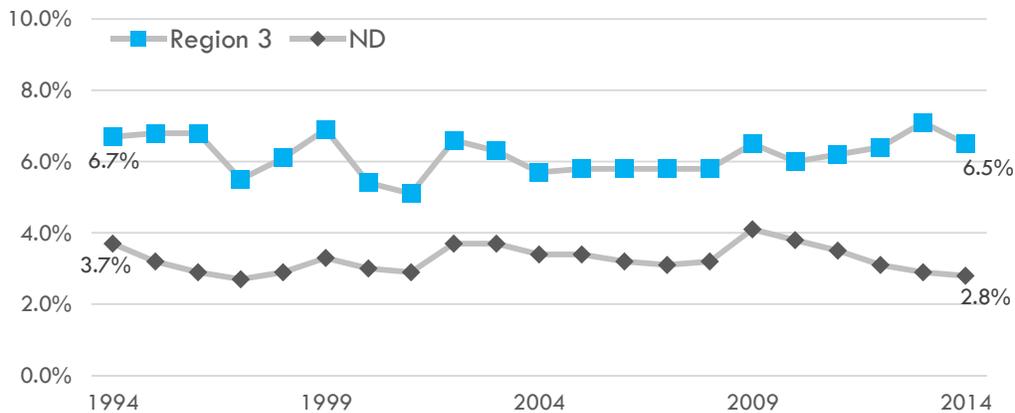
ALL-INDUSTRY EMPLOYMENT COMPOSITION BY SEX



ALL-INDUSTRY EMPLOYMENT COMPOSITION BY AGE GROUPS



REGION 3 UNEMPLOYMENT RATE



REGIONS

REGION 3

Benson | Cavalier | Eddy | Ramsey | Rolette | Towner

REGION 3 TOP INDUSTRIES | 2014

TOTAL REGION 3 EMPLOYMENT: 15,388

The following table displays the Top 5 industries with the highest concentration of employment in Region 3:

RANK	INDUSTRY	EMPLOYMENT 2014	R3 SHARE 2014	R3 SHARE 2004	R3 SHARE 1994
1	Health Care and Social Assistance	2,262	14.7%	15.9%	16.3%
2	Educational Services	2,116	13.8%	***	13.1%
3	Public Administration	1,957	12.7%	13.1%	***
4	Retail Trade	1,709	11.1%	10.8%	12.9%
5	Arts, Entertainment, and Recreation	1,085	7.1%	6.1%	5.3%

***Data not available due to confidentiality restrictions

In 2014, the Health Care and Social Assistance industry had the largest share of employment in Region 3, with 2,262 employees out of a total 15,388 (14.7 percent). In 2004, the Health Care and Social Assistance industry employed 15.9 percent of the total (2,486 out of 15,641). In that year, the largest industry in the region was also Health Care and Social Assistance. Other top industries in 2014 reflect the strength of government and tribal business; Educational Services (2,116, or 13.8 percent), Public Administration (1,957, or 12.7 percent), and Arts, Entertainment, and Recreation (1,085, or 7.1 percent).

REGION 3 INDUSTRY PROFILES

HEALTH CARE AND SOCIAL ASSISTANCE | Largest Employment 2014

In 2014, the Health Care and Social Assistance industry had the largest employment in Region 3 with 2,262 workers. From 1994-2014, average employment fell by 139 (or 5.8 percent); from 2004-2014 employment fell by 224 (or 9.0 percent).

	1994	2004	2014
AVG EMP	2,401	2,486	2,262
AVG WAGE	\$17,428	\$25,991	\$38,204
TOTAL ESTAB	89	100	128

CONSTRUCTION | High Growth Industry 2004-2014

In 2014, the Construction industry had the second highest employment growth by percent since 2004 in Region 3.* From 1994-2014, average employment grew by 240 (or 44.5 percent); from 2004-2014 employment growth was 239 (or 44.3 percent).

	1994	2004	2014
AVG EMP	539	540	779
AVG WAGE	\$18,718	\$28,188	\$47,744
TOTAL ESTAB	132	157	180

ADMINISTRATIVE AND WASTE SERVICES | High Growth Wages 2004-2014

In 2014, the Administrative and Waste Services industry had the highest wage growth by percent since 2004 in Region 3. From 1994-2014, average annual wages grew by \$12,185 (or 76.6 percent); from 2004-2014 wage growth was \$14,422 (or 105.5 percent).

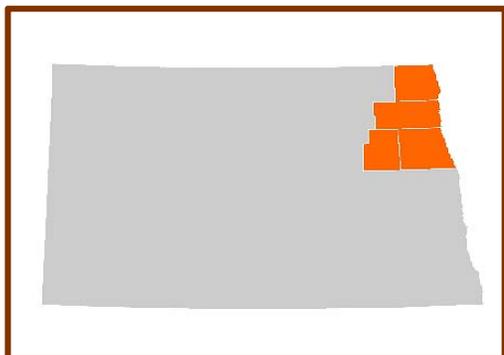
	1994	2004	2014
AVG EMP	86	293	224
AVG WAGE	\$15,901	\$13,664	\$28,086
TOTAL ESTAB	32	32	36

*Agriculture, Forestry, Fishing and Hunting had the highest employment growth by percent, but numerical growth was less than 100.

REGIONS

REGION 4

Grand Forks | Nelson | Pembina | Walsh



REGION 4 OVERVIEW

LARGEST CITY: Grand Forks (56,057)

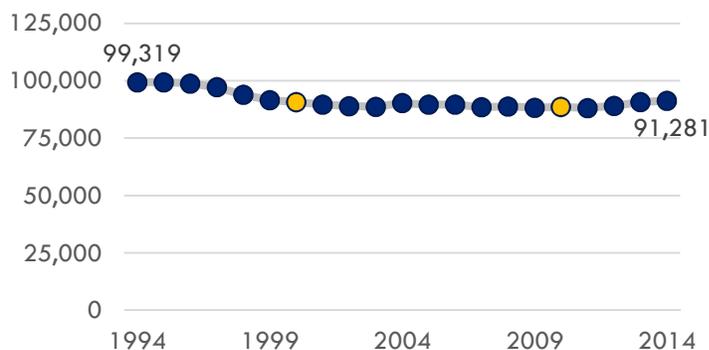
Region 4 is located in the northeastern corner of the state. This region had a slightly declining population for several years, but has been increasing moderately in the years since its low in 2009. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 4 has remained relatively constant in economic measures, with modest growth in employment, particularly male workers.

REGION 4 POPULATION | 1994-2014

In 2014, the population in Region 4 was 91,281, and had increased by 621, or 0.7 percent, from 2013.

From 1994 to 2006, the population had decreased by 9,665, with an average annual growth rate of -0.8 percent. From 2006 to 2014, the population increased by 1,627, with an average annual growth rate of 0.2 percent.

Region 4 is likely insulated from the effects of the oil boom geographically, and the slight growth in population may be an effect of the state's economic health or the continued vitality within the region itself (or both).



Census years are indicated by gold markers on the graph.

REGION 4 EMPLOYMENT | p. 100

EMPLOYMENT COMPOSITION BY SEX

In 2014, the employment composition was 49.5 percent Male to 50.5 percent Female. For comparison, in 2004, 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 2004, 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 45-64 year-olds (+2.1 percent), 65+ year-olds (+1.9 percent), and 19-24 year-olds (-1.9 percent). The age groups with the largest employment in Region 4 were 25-44 year-olds (40.0 percent) and 45-64 year-olds

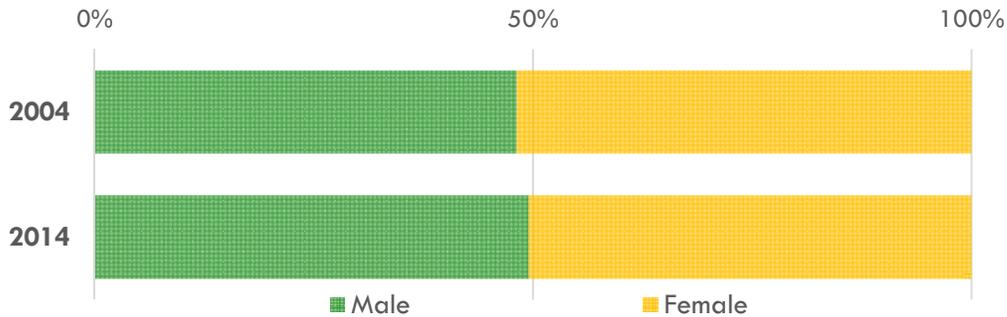
UNEMPLOYMENT RATE

In 2014, Region 4 had an unemployment rate of 3.3 percent, which was higher than the state as a whole. This rate reflects a decrease of 0.4 percent from 2013.

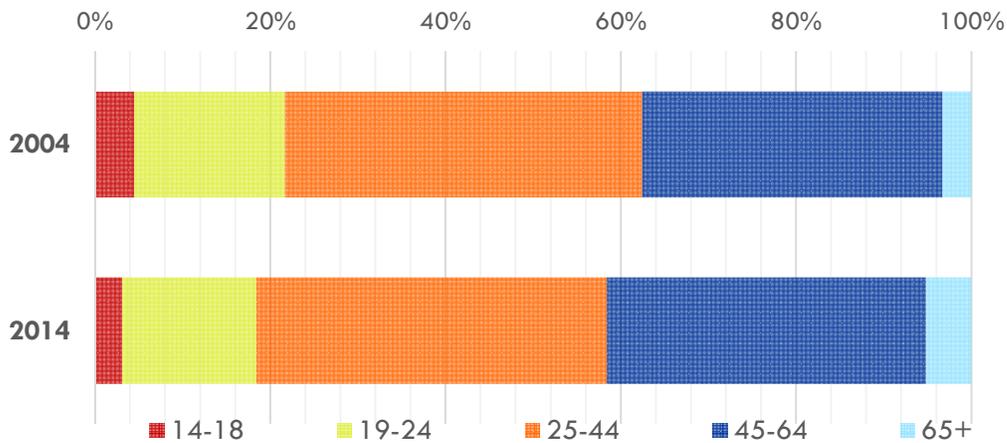
REGIONS

REGION 4
Grand Forks | Nelson | Pembina | Walsh

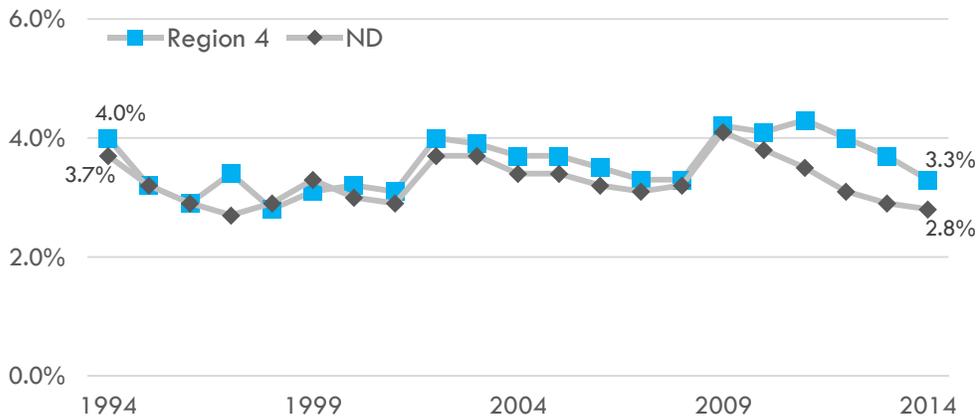
ALL-INDUSTRY EMPLOYMENT COMPOSITION BY SEX



ALL-INDUSTRY EMPLOYMENT COMPOSITION BY AGE GROUPS



REGION 4 UNEMPLOYMENT RATE



REGIONS

REGION 4

Grand Forks | Nelson | Pembina | Walsh

REGION 4 TOP INDUSTRIES | 2014

TOTAL REGION 4 EMPLOYMENT: 50,775

The following table displays the Top 5 industries with the highest concentration of employment in Region 4:

RANK	INDUSTRY	EMPLOYMENT 2014	R4 SHARE 2014	R4 SHARE 2004	R4 SHARE 1994
1	Health Care and Social Assistance	8,438	16.6%	15.3%	13.6%
2	Retail Trade	8,003	15.8%	15.4%	15.7%
3	Educational Services	6,531	12.9%	***	***
4	Accommodation and Food Services	4,840	9.5%	9.1%	10.1%
5	Manufacturing	3,514	6.9%	6.9%	6.7%

***Data not available due to confidentiality restrictions

In 2014, the Health Care and Social Assistance industry had the largest share of employment in Region 4, with 8,438 employees out of a total 50,775 (16.6 percent). In 2004, the Health Care and Social Assistance industry employed 15.3 percent of the total (7,154 out of 46,806). In that year, the largest industry in the region was Retail Trade, with 15.4 percent of total employment. Other top industries in 2014 reflect strength in the university and hospitality businesses; Retail Trade (8,003, or 15.8 percent), Educational Services (6,531, or 12.9 percent), and Accommodation and Food Services (4,840, or 9.5 percent).

REGION 4 INDUSTRY PROFILES

HEALTH CARE AND SOCIAL ASSISTANCE | Largest Employment 2014

In 2014, the Health Care and Social Assistance industry had the largest employment in Region 4 with 8,438 workers. From 1994-2014, average employment grew by 2,612 (or 44.8 percent); from 2004-2014 employment growth was 1,284 (17.9 percent).

	1994	2004	2014
AVG EMP	5,826	7,154	8,438
AVG WAGE	\$21,340	\$31,076	\$45,464
TOTAL ESTAB	175	181	275

AGRICULTURE, FORESTRY, FISHING AND HUNTING | High Growth Industry 2004-2014

In 2014, the Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth by percent since 2004 in Region 4. From 1994-2014, average employment grew by 478 (or 49.6 percent); from 2004-2014 employment growth was 232 (or 19.2 percent).

	1994	2004	2014
AVG EMP	964	1,210	1,442
AVG WAGE	\$17,031	\$24,178	\$38,132
TOTAL ESTAB	141	185	234

PROFESSIONAL AND TECHNICAL SERVICES | High Growth Wages 2004-2014

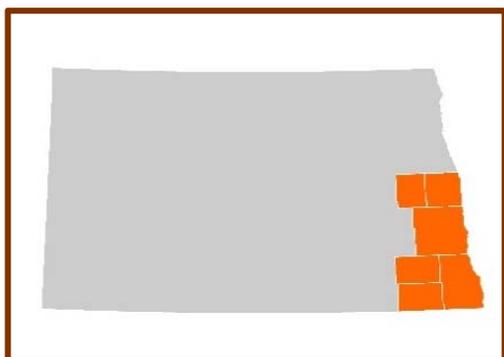
In 2014, the Professional and Technical Services industry had the highest wage growth by percent since 2004 in Region 4. From 1994-2014, average annual wages grew by \$35,687 (or 127.5 percent); from 2004-2014 growth was \$29,160 (or 84.5 percent).

	1994	2004	2014
AVG EMP	928	1,409	1,650
AVG WAGE	\$27,997	\$34,524	\$63,684
TOTAL ESTAB	177	217	270

REGIONS

REGION 5

Cass | Ransom | Richland | Sargent | Steele | Traill



REGION 5 OVERVIEW

LARGEST CITIES: Fargo (115,863), West Fargo (31,771)

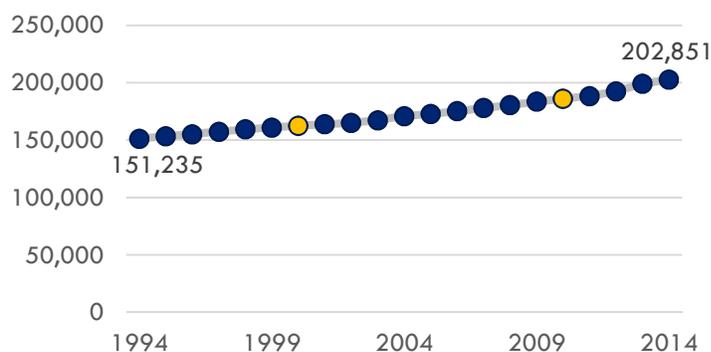
Region 5 is located in the southeastern corner of the state. This region has grown steadily in population over the past 20 years without much variance. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 5 has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

REGION 5 POPULATION | 1994-2014

In 2014, the population in Region 5 was 202,851, and had increased by 3,783, or 1.9 percent, from 2013.

From 1994 to 2006, the population had increased by 24,084, with an average annual growth rate of 1.3 percent. From 2006 to 2014, the population increased by 27,532, 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 FIGURES | p. 103

EMPLOYMENT COMPOSITION BY SEX

In 2014, the employment composition was 53.2 percent Male to 46.8 percent Female. For comparison, in 2004, it was 52.2 percent Male, 47.8 percent Female. Both sexes experienced very 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 2004, 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 (-3.1 percent) and 45-64 year-olds (+2.5 percent). The age groups with the largest employment in Region 5 were 25-44 year-olds (45.5 percent) and 45-64 year-olds (33.6 percent).

UNEMPLOYMENT RATE

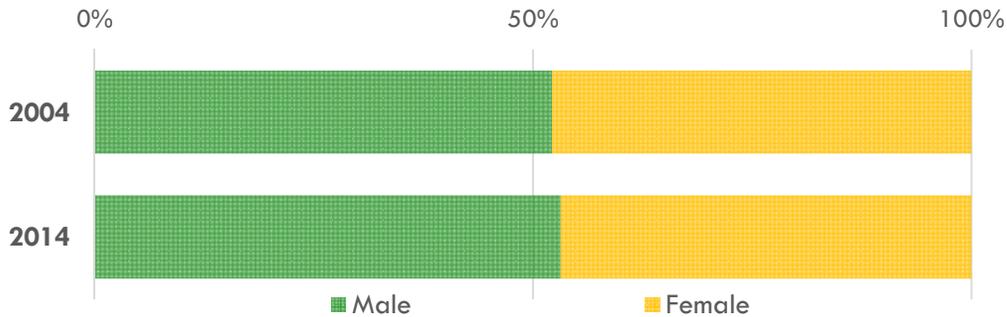
In 2014, Region 5 had an unemployment rate of 2.6 percent, which was slightly lower than the state as a whole. This rate reflects a decrease of 0.3 percent from 2013.

REGIONS

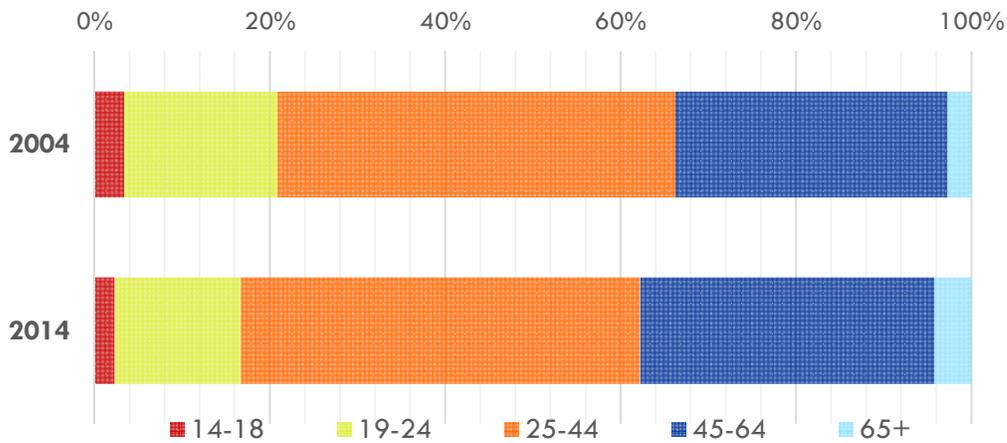
REGION 5

Cass | Ransom | Richland | Sargent | Steele | Traill

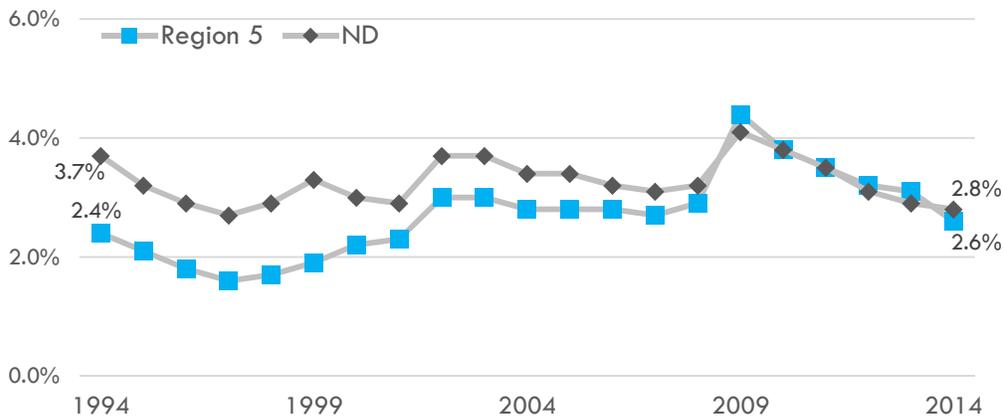
ALL-INDUSTRY EMPLOYMENT COMPOSITION BY SEX



ALL-INDUSTRY EMPLOYMENT COMPOSITION BY AGE GROUPS



REGION 5 UNEMPLOYMENT RATE



REGIONS

REGION 5

Cass | Ransom | Richland | Sargent | Steele | Traill

REGION 5 TOP INDUSTRIES | 2014

TOTAL REGION 5 EMPLOYMENT: 130,530

The following table displays the Top 5 industries with the highest concentration of employment in Region 5:

RANK	INDUSTRY	EMPLOYMENT 2014	R5 SHARE 2014	R5 SHARE 2004	R5 SHARE 1994
1	Health Care and Social Assistance	18,713	14.3%	12.9%	14.3%
2	Retail Trade	14,453	11.1%	12.3%	13.4%
3	Manufacturing	13,694	10.5%	11.7%	11.5%
4	Accommodation and Food Services	11,156	8.5%	8.7%	8.7%
5	Wholesale Trade	9,190	7.0%	7.0%	7.6%

In 2014, the Health Care and Social Assistance industry had the largest share of employment in Region 5, with 18,713 employees out of a total 130,530 (14.3 percent). In 2004, the Health Care and Social Assistance industry employed 12.9 percent of the total (13,509 out of 104,706). In that year, the largest industry in the region was also Health Care and Social Assistance. Other top industries in 2014 reflect strength in hospitality and manufacturing; Retail Trade (14,453, or 11.1 percent), Manufacturing (13,694, or 10.5 percent), and Accommodation and Food Services (11,156, or 8.5 percent).

REGION 5 INDUSTRY PROFILES

HEALTH CARE AND SOCIAL ASSISTANCE | Largest Employment 2014

In 2014, the Health Care and Social Assistance industry had the largest employment in Region 5 with 18,713 workers. From 1994-2014, average employment grew by 7,028 (or 60.1 percent); from 2004-2014 employment growth was 5,204 (or 38.5 percent).

	1994	2004	2014
AVG EMP	11,685	13,509	18,713
AVG WAGE	\$24,604	\$35,422	\$50,293
TOTAL ESTAB	361	446	644

MANAGEMENT OF COMPANIES AND ENTERPRISES | High Growth Industry 2004-2014

In 2014, the Management of Companies and Enterprises industry had the highest employment growth by percent since 2004 in Region 5. From 1994-2014, average employment grew by 2,836 (or 709.0 percent); from 2004-2014 employment growth was 1,604 (or 98.3 percent).

	1994	2004	2014
AVG EMP	400	1,632	3,236
AVG WAGE	\$42,694	\$43,177	\$66,336
TOTAL ESTAB	27	40	64

PROFESSIONAL AND TECHNICAL SERVICES | High Growth Wages 2004-2014

In 2014, the Professional and Technical Services industry had the highest wage growth by number (and second highest by percent) since 2004 in Region 5.* From 1994-2014, average annual wages grew by \$35,127 (or 113.1 percent); from 2004-2014 wage growth was \$26,360 (or 66.2 percent).

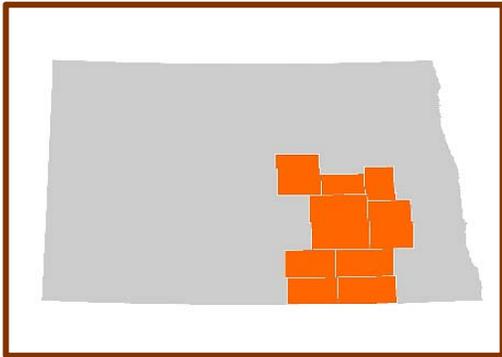
	1994	2004	2014
AVG EMP	2,395	4,281	6,038
AVG WAGE	\$31,047	\$39,814	\$66,174
TOTAL ESTAB	377	629	986

*Administrative and Waste Services had the highest wage growth by percent since 2004 (by \$12,239, or 66.8 percent).

REGIONS

REGION 6

Barnes | Dickey | Foster | Griggs | LaMoure | Logan | McIntosh | Stutsman | Wells



REGION 6 OVERVIEW

LARGEST CITY: Jamestown (15,446)

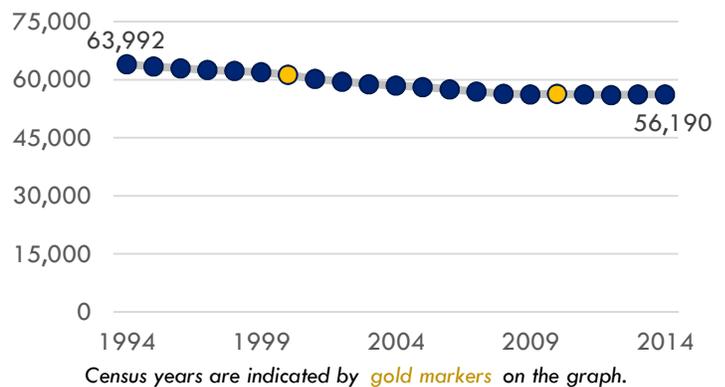
Region 6 is located in the southeast central part of the state. The population in this region has declined slightly over 20 years, though it has been relatively flat since 2009. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 6 has had modestly growing employment, with a slight increase in both older and male workers.

REGION 6 POPULATION | 1994-2014

In 2014, the population in Region 6 was 56,190, and had increased by 29, or 0.1 percent, from 2013.

From 1994 to 2006, the population had decreased by 6,471, with an average annual growth rate of -0.8 percent. From 2006 to 2014, the population decreased by 1,331, with an average annual growth rate of -0.3 percent.

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



REGION 6 FIGURES | p. 106

EMPLOYMENT COMPOSITION BY SEX

In 2014, the employment composition was 47.4 percent Male to 52.6 percent Female. For comparison, in 2004, it was 44.4 percent Male, 55.6 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 2004, 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 45-64 year-olds (+2.3 percent) and 65+ year-olds (+1.9 percent). The age groups with the largest employment in Region 6 were 45-64 year-olds (41.9 percent) and 25-44 year-olds (36.5 percent).

UNEMPLOYMENT RATE

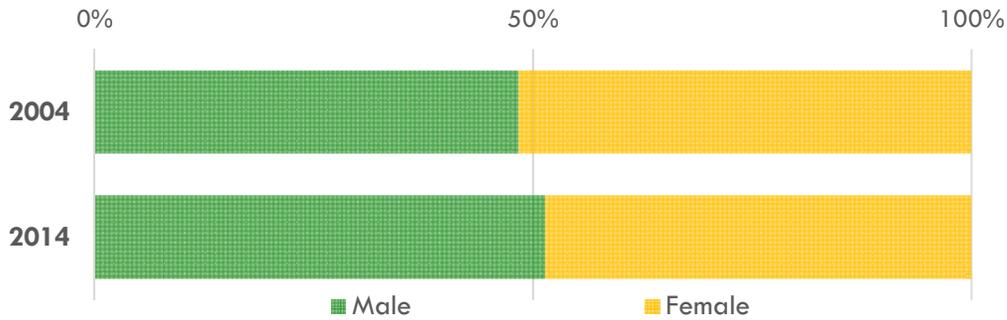
In 2014, Region 6 had an unemployment rate of 3.0 percent, which was slightly higher than the state as a whole. This rate reflects no change from 2013.

REGIONS

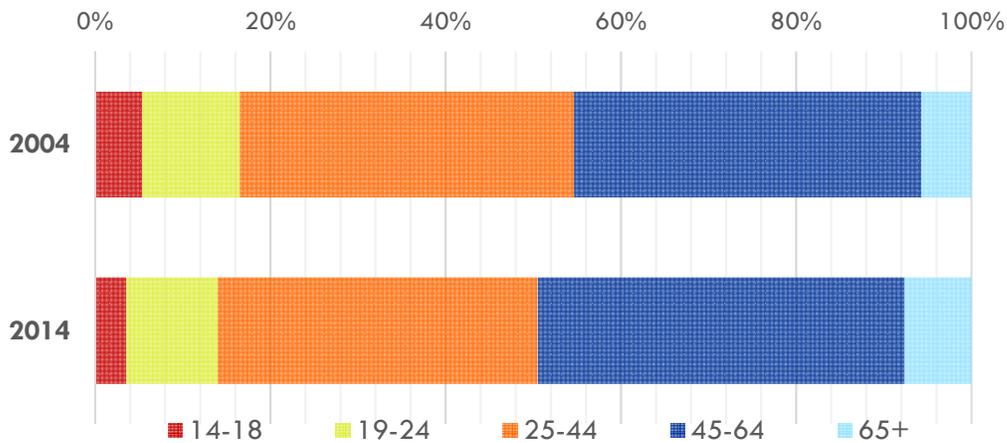
REGION 6

Barnes | Dickey | Foster | Griggs | LaMoure | Logan | McIntosh | Stutsman | Wells

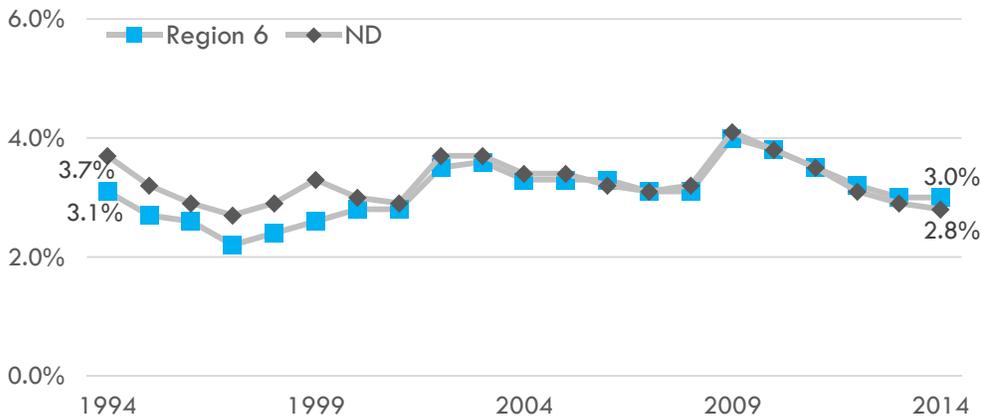
ALL-INDUSTRY EMPLOYMENT COMPOSITION BY SEX



ALL-INDUSTRY EMPLOYMENT COMPOSITION BY AGE GROUPS



REGION 6 UNEMPLOYMENT RATE



REGIONS

Barnes | Dickey | Foster | Griggs | LaMoure | Logan | McIntosh | Stutsman | Wells

REGION 6

REGION 6 TOP INDUSTRIES | 2014

TOTAL REGION 6 EMPLOYMENT: 25,612

The following table displays the Top 5 industries with the highest concentration of employment in Region 6:

RANK	INDUSTRY	EMPLOYMENT 2014	R6 SHARE 2014	R6 SHARE 2004	R6 SHARE 1994
1	Health Care and Social Assistance	4,906	19.2%	19.3%	19.8%
2	Retail Trade	2,854	11.1%	11.8%	12.7%
3	Manufacturing	2,750	10.7%	11.5%	8.7%
4	Educational Services	2,692	10.5%	9.6%	10.0%
5	Wholesale Trade	2,159	8.4%	6.7%	8.0%

In 2014, the Health Care and Social Assistance industry had the largest share of employment in Region 6, with 4,906 employees out of a total 25,612 (19.2 percent). In 2004, the Health Care and Social Assistance industry employed 19.3 percent of the total (4,621 out of 23,941). In that year, the largest industry in the region was also Health Care and Social Assistance. Other top industries in 2014 reflect varied economic strength; Retail Trade (2,854, or 11.1 percent), Manufacturing (2,750, or 10.7 percent), and Educational Services (2,692, or 10.5 percent).

REGION 6 INDUSTRY PROFILES

HEALTH CARE AND SOCIAL ASSISTANCE | Largest Employment 2014

In 2014, the Health Care and Social Assistance industry had the largest employment in Region 6 with 4,906 workers. From 1994-2014, average employment grew by 3,867 (or 372.2 percent); from 2004-2014 employment growth was 258 (or 6.2 percent).

	1994	2004	2014
AVG EMP	1,039	4,621	4,906
AVG WAGE	\$16,559	\$24,077	\$34,152
TOTAL ESTAB	145	176	210

AGRICULTURE, FORESTRY, FISHING AND HUNTING | High Growth Industry 2004-2014

In 2014, the Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth by percent since 2004 in Region 6. From 1994-2014, average employment grew by 432 (or 214.9 percent); from 2004-2014 employment growth was 326 (or 106.2 percent).

	1994	2004	2014
AVG EMP	201	307	633
AVG WAGE	\$16,022	\$23,055	\$36,275
TOTAL ESTAB	41	60	145

WHOLESALE TRADE | High Growth Wages 2004-2014

In 2014, the Wholesale Trade industry had the second highest wage growth by number and percent since 2004 in Region 6.* From 1994-2014, average annual wages grew by \$33,619 (or 167.2 percent); from 2004-2014 growth was \$22,731 (or 113.1 percent).

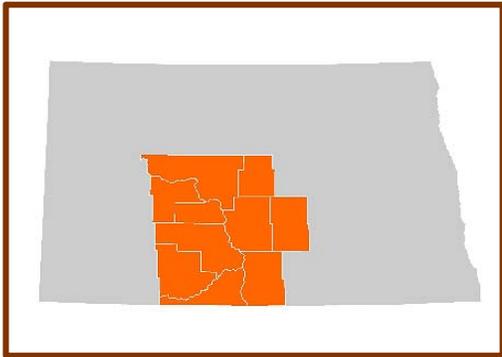
	1994	2004	2014
AVG EMP	1,753	1,610	2,159
AVG WAGE	\$20,113	\$31,001	\$53,732
TOTAL ESTAB	250	227	267

*Real Estate and Rental and Leasing had the highest wage growth by percent since 2004 (by \$10,820, or 77.8 percent); Utilities had the highest growth by number since 2004 (by \$26,947, or 52.4 percent).

REGIONS

REGION 7

Burleigh | Emmons | Grant | Kidder | McLean | Mercer | Morton | Sheridan | Sioux



REGION 7 OVERVIEW

LARGEST CITIES: Bismarck (68,896), Mandan (20,820)

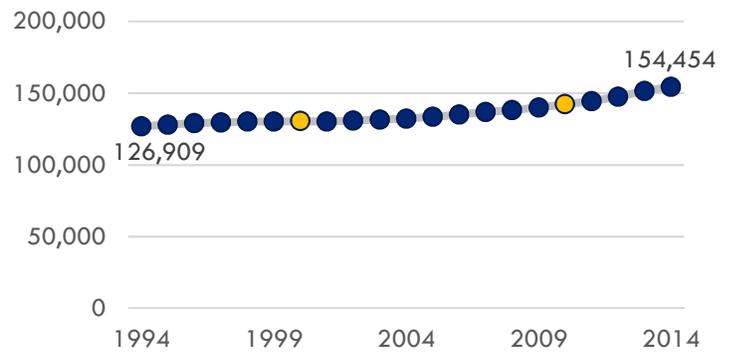
Region 7 is located in the southwest central part of the state. This region has grown steadily in population over the past 20 years, although at a higher rate since 2003. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 7 has remained consistent and strong in its economic measures, with slightly higher growth among older employees in total employment.

REGION 7 POPULATION | 1994-2014

In 2014, the population in Region 7 was 154,454, and had increased by 2,795, or 1.8 percent, from 2013.

From 1994 to 2006, the population had increased by 8,239, with an average annual growth rate of 0.5 percent. From 2006 to 2014, the population increased by 19,306, 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 FIGURES | p. 109

EMPLOYMENT COMPOSITION BY SEX

In 2014, the employment composition was 49.3 percent Male to 50.6 percent Female. For comparison, in 2004, it was 48.1 percent Male, 51.9 percent Female. Both sexes experienced high numerical increases, with a higher increase in male workers. This region has the second-most evenly balanced composition by sex among workers when compared with all other regions.

EMPLOYMENT COMPOSITION BY AGE

Since 2004, 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 (+1.9 percent), and then 14-18 year-olds (-1.1 percent) and 19-24 year-olds (-1.1 percent). The age groups with the largest employment in Region 7 were 25-44 year-olds (41.6 percent) and 45-64 year-olds (38.2 percent).

UNEMPLOYMENT RATE

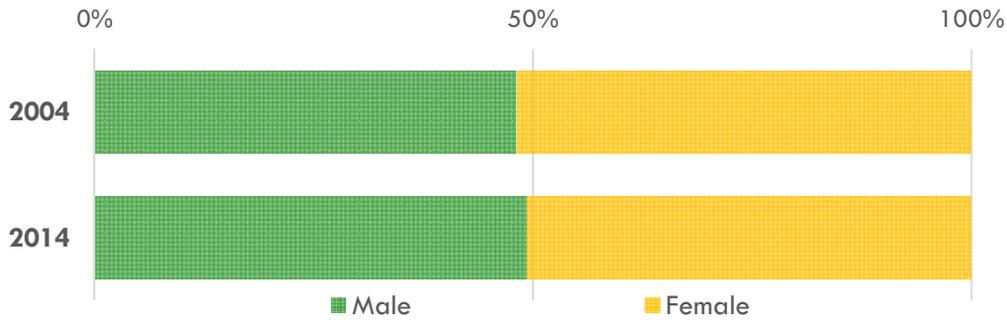
In 2014, Region 7 had an unemployment rate of 3.1 percent, which was slightly higher than the state as a whole. This rate reflects an increase of 0.2 percent from 2013.

REGIONS

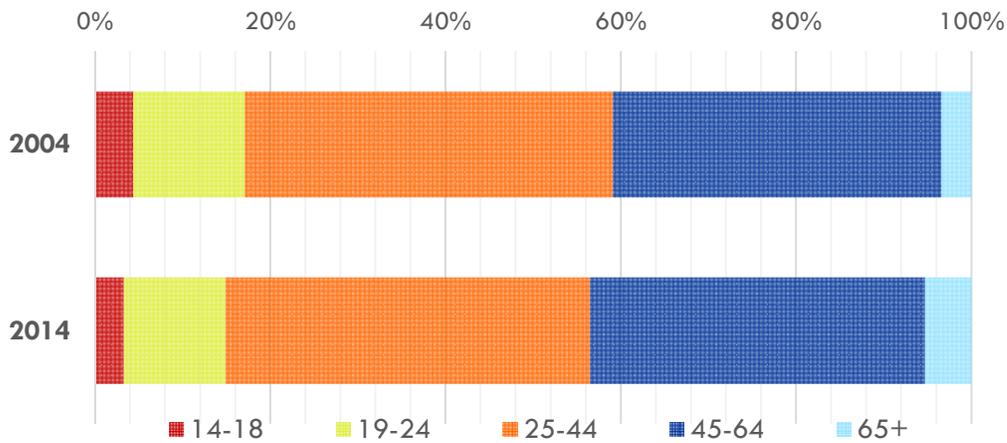
REGION 7

Burleigh | Emmons | Grant | Kidder | McLean | Mercer | Morton | Sheridan | Sioux

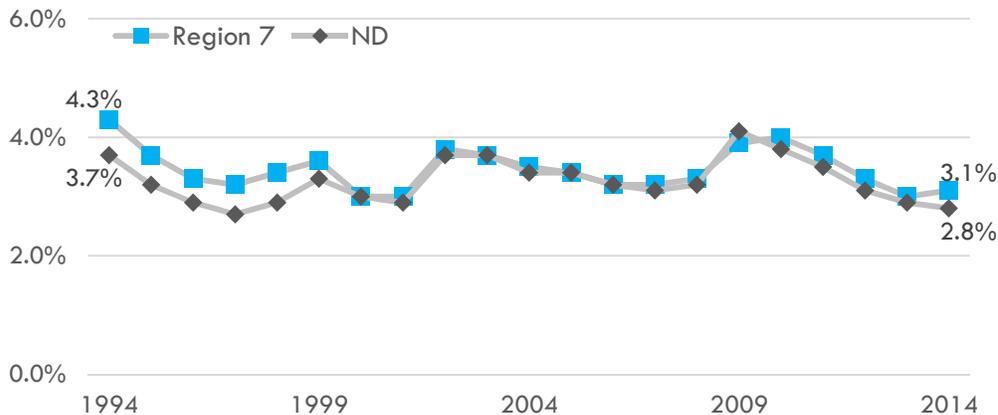
ALL-INDUSTRY EMPLOYMENT COMPOSITION BY SEX



ALL-INDUSTRY EMPLOYMENT COMPOSITION BY AGE GROUPS



REGION 7 UNEMPLOYMENT RATE



REGIONS

Burleigh | Emmons | Grant | Kidder | McLean | Mercer | Morton | Sheridan | Sioux

REGION 7

REGION 7 TOP INDUSTRIES | 2014

TOTAL REGION 7 EMPLOYMENT: 81,954

The following table displays the Top 5 industries with the highest concentration of employment in Region 7:

RANK	INDUSTRY	EMPLOYMENT 2014	R7 SHARE 2014	R7 SHARE 2004	R7 SHARE 1994
1	Health Care and Social Assistance	14,894	18.2%	16.1%	15.8%
2	Retail Trade	9,735	11.9%	12.1%	13.2%
3	Public Administration	6,861	8.4%	9.9%	***
4	Accommodation and Food Services	6,807	8.3%	7.8%	8.2%
5	Construction	6,529	8.0%	6.7%	6.2%

***Data not available due to confidentiality restrictions

In 2014, the Health Care and Social Assistance industry had the largest share of employment in Region 7, with 14,894 employees out of a total 81,954 (18.2 percent). In 2004, the Health Care and Social Assistance industry employed 16.1 percent of the total (10,602 out of 65,945). In that year, the largest industry in the region was also Health Care and Social Assistance. Other top industries in 2014 reflect strength in government and hospitality; Retail Trade (9,735, or 11.9 percent), Public Administration (6,861, or 8.4 percent), and Accommodation and Food Services (6,807, or 8.3 percent).

REGION 7 INDUSTRY PROFILES

HEALTH CARE AND SOCIAL ASSISTANCE | Largest Employment 2014

In 2014, the Health Care and Social Assistance industry had the largest employment in Region 7 with 14,623 workers. From 1994-2014, average employment grew by 5,940 (or 68.4 percent); from 2004-2014 employment growth was 4,021 (or 37.9 percent).

	1994	2004	2014
AVG EMP	8,683	10,602	14,623
AVG WAGE	\$22,476	\$32,272	\$46,209
TOTAL ESTAB	259	334	473

PROFESSIONAL AND TECHNICAL SERVICES | High Growth Industry 2004-2014

In 2014, the Professional and Technical Services industry had the highest employment growth by number (and second highest by percent*) since 2004 in Region 7. From 1994-2014, average employment grew by 2,998 (or 200.7 percent); from 2004-2014 employment growth was 2,249 (or 100.3 percent).

	1994	2004	2014
AVG EMP	1,494	2,243	4,492
AVG WAGE	\$26,416	\$36,888	\$73,296
TOTAL ESTAB	295	431	629

REAL ESTATE AND RENTAL AND LEASING | High Growth Wages 2004-2014

In 2014, the Real Estate and Rental and Leasing industry had the second highest wage growth by percent since 2004 in Region 7.** From 1994-2014, average annual wages grew by \$24,495 (or 196.1 percent); from 2004-2014 growth was \$17,670 (or 91.5 percent).

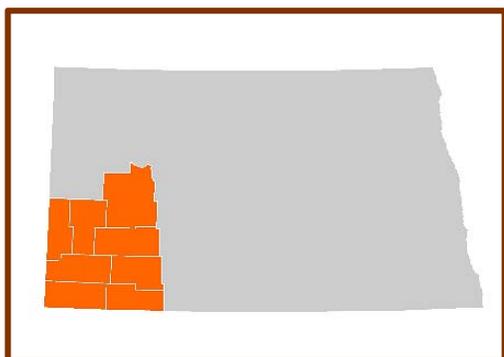
	1994	2004	2014
AVG EMP	537	625	727
AVG WAGE	\$12,489	\$19,314	\$36,984
TOTAL ESTAB	150	150	209

*Agriculture, Forestry, Fishing and Hunting had the highest employment growth by percent since 2004 (by 224, or 103.7 percent).

REGIONS

REGION 8

Adams | Billings | Bowman | Dunn | Golden Valley | Hettinger | Slope | Stark



REGION 8 OVERVIEW

LARGEST CITY: Dickinson (22,322)

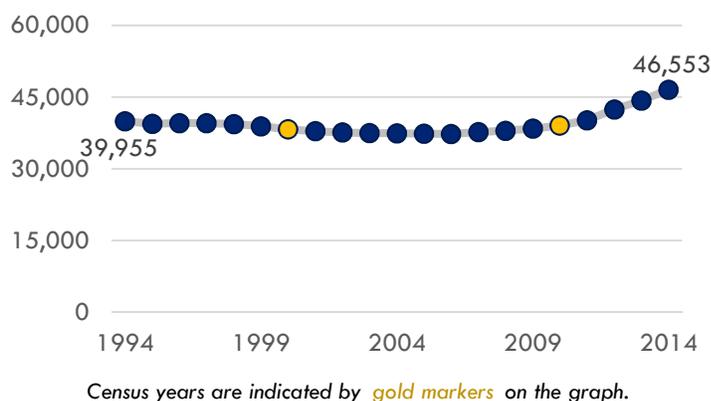
Region 8 is located in the southwestern corner of the state. This region had relatively flat population growth for several years, but has grown dramatically since the oil boom began in 2006. The following pages feature a closer examination of population, employment composition, and significant industries 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 | 1994-2014

In 2014, the population in Region 8 was 46,553, and had increased by 2,301, or 5.2 percent, from 2013.

From 1994 to 2006, the population had decreased by 2,635, with an average annual growth rate of -0.5 percent. From 2006 to 2014, the population increased by 9,233, with an average annual growth rate of 3.1 percent.

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



REGION 8 FIGURES | p. 112

EMPLOYMENT COMPOSITION BY SEX

In 2014, the employment composition was 64.0 percent Male to 36.0 percent Female. For comparison, in 2004, it was 45.9 percent Male, 54.1 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 2004, 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 (+7.5 percent) and 45-64 year-olds (-3.8 percent). The age groups with the largest employment in Region 8 were 25-44 year-olds (45.7 percent) and 45-64 year-olds (34.3 percent).

UNEMPLOYMENT RATE

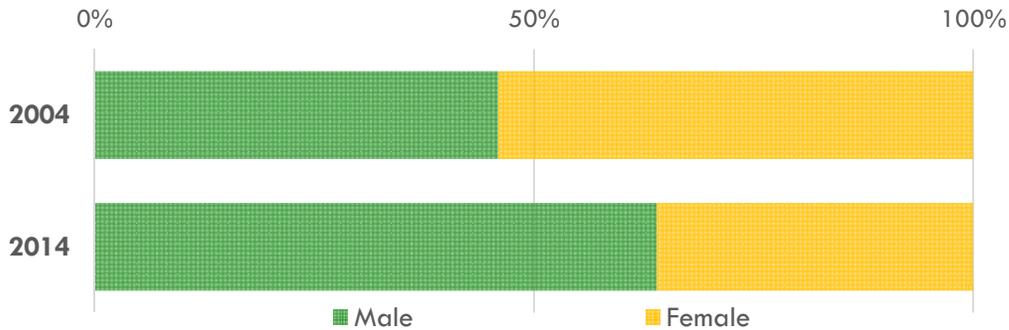
In 2014, Region 8 had an unemployment rate of 1.7 percent, which was much lower than the state as a whole. This rate reflects an increase of 0.1 percent from 2013.

REGIONS

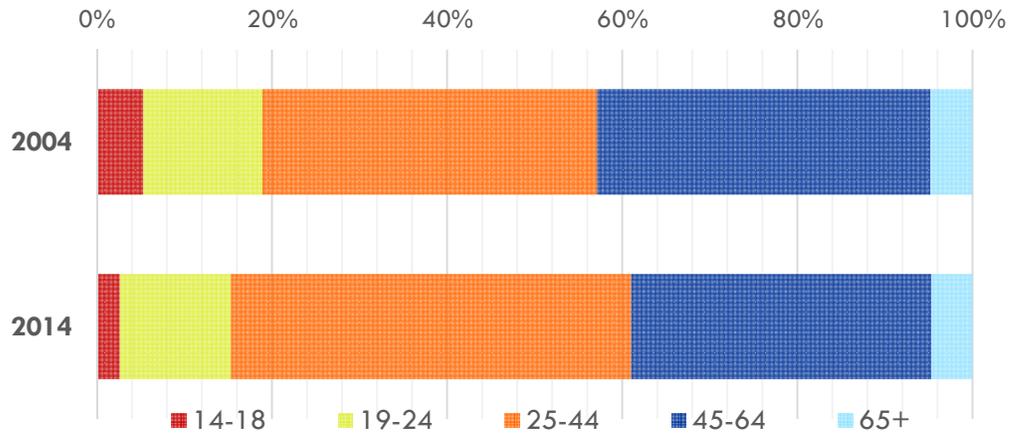
REGION 8

Adams | Billings | Bowman | Dunn | Golden Valley | Hettinger | Slope | Stark

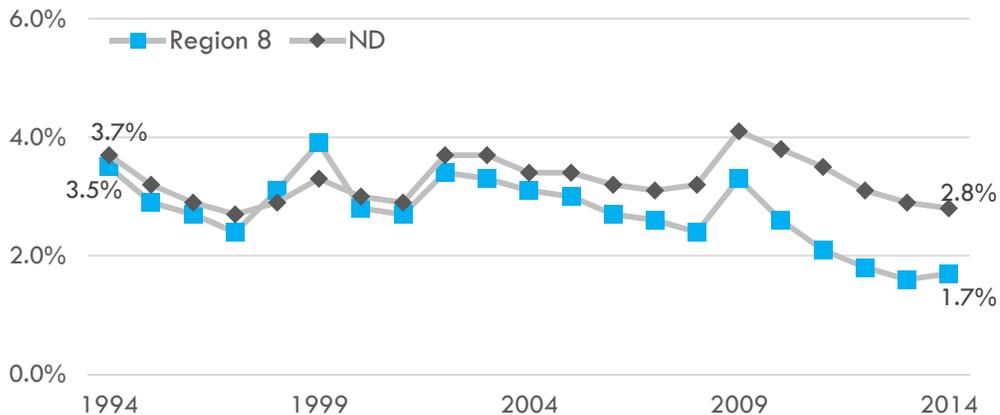
ALL-INDUSTRY EMPLOYMENT COMPOSITION BY SEX



ALL-INDUSTRY EMPLOYMENT COMPOSITION BY AGE GROUPS



REGION 8 UNEMPLOYMENT RATE



REGIONS

REGION 8

Adams | Billings | Bowman | Dunn | Golden Valley | Hettinger | Slope | Stark

REGION 8 TOP INDUSTRIES | 2014

TOTAL REGION 8 EMPLOYMENT: 32,510

The following table displays the Top 5 industries with the highest concentration of employment in Region 8:

RANK	INDUSTRY	EMPLOYMENT 2014	R8 SHARE 2014	R8 SHARE 2004	R8 SHARE 1994
1	Mining, Quarrying, and Oil and Gas Extraction	6,443	19.8%	3.5%	4.1%
2	Construction	3,149	9.7%	4.7%	4.4%
3	Retail Trade	3,049	9.4%	13.2%	14.3%
4	Transportation and Warehousing	2,933	9.0%	3.3%	3.6%
5	Health Care and Social Assistance	2,846	8.8%	16.8%	16.9%

In 2014, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest share of employment in Region 8, with 6,443 employees out of a total 32,510 (19.8 percent). In 2004, the Mining, Quarrying, and Oil and Gas Extraction industry employed 3.5 percent of the total (560 out of 16,001). In that year, the largest industry in the region was Health Care and Social Assistance, with 16.8 percent of total employment. Other top industries in 2014 reflect the strength of oil and gas activity in the region; Construction (3,149, or 9.7 percent) and Transportation and Warehousing (2,933, or 9.0 percent).

REGION 8 INDUSTRY PROFILES

MINING, QUARRYING, AND OIL AND GAS EXTRACTION | Largest Employment 2014

In 2014, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest employment in Region 8 with 6,443 workers. From 1994-2014, average employment grew by 5,866 (or 1,016.6 percent); from 2004-2014 employment growth was 5,883 (or 1,050.5 percent).

	1994	2004	2014
AVG EMP	577	560	6,443
AVG WAGE	\$32,254	\$47,939	\$112,590
TOTAL ESTAB	53	53	193

TRANSPORTATION AND WAREHOUSING | High Growth Industry 2004-2014

In 2014, the Transportation and Warehousing industry had the second highest employment growth by percent since 2004 in Region 8.* From 1994-2014, average employment grew by 2,424 (or 476.2 percent); from 2004-2014 employment growth was 2,412 (or 463.0 percent).

	1994	2004	2014
AVG EMP	509	521	2,933
AVG WAGE	\$23,389	\$34,936	\$78,284
TOTAL ESTAB	117	112	352

OTHER SERVICES | High Growth Wages 2004-2014

In 2014, the Other Services industry had the highest wage growth by percent since 2004 in Region 8. From 1994-2014, average annual wages grew by \$34,357 (or 324.1 percent); from 2004-2014 growth was \$29,907 (or 198.7 percent).

	1994	2004	2014
AVG EMP	677	598	892
AVG WAGE	\$10,602	\$15,052	\$44,959
TOTAL ESTAB	135	137	179

*Mining, Quarrying, and Oil and Gas Extraction had the highest employment growth but is profiled for largest employment.

APPENDIX A

NOTES ON DATA

LOCAL AREA UNEMPLOYMENT STATISTICS (LAUS)

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

LABOR FORCE

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

EMPLOYED

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

UNEMPLOYED

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

UNEMPLOYMENT RATE

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

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.

APPENDIX A

NOTES ON DATA

OCCUPATIONAL EMPLOYMENT STATISTICS (OES, cont'd)

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.

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.

APPENDIX A

NOTES ON DATA

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 12th 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.

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).

APPENDIX B

OCCUPATIONAL GROUPS DEFINITIONS

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.

CODE	OCCUPATIONAL GROUP	EXAMPLES OF OCCUPATIONS
110000	MANAGEMENT	Chief Executives, Legislators, Marketing Managers, Sales Managers, Financial Managers, Human Resource Managers, Food Service Managers, Education Administrators, Gaming Managers, Emergency Management Directors.
130000	BUSINESS AND FINANCIAL OPERATIONS	Agents and Business Managers of Artists, Performers, and Athletes, Purchasing Agents, Claims Adjusters, Compliance Officers, Human Resource Workers, Event Planners, Fundraisers, Market Research Analysts, Budget Analysts, Credit Analysts, Loan Officers, Tax Preparers.
150000	COMPUTER AND MATHEMATICAL	Information Security Analysts, Computer Programmers, Software Developers, Web Developers, Database Administrators, Computer Network Architects, Actuaries, Mathematicians.
170000	ARCHITECTURE AND ENGINEERING	Architects, Cartographers, Surveyors, Engineers, Drafters, Engineering Technicians, Surveying and Mapping Technicians.
190000	LIFE, PHYSICAL, AND SOCIAL SCIENCE	Animal Scientists, Soil and Plant Scientists, Biochemists, Microbiologists, Zoologists, Foresters, Epidemiologists, Astronomers, Physicists, Chemists, Economists, Psychologists, Sociologists, Urban and Regional Planners, Anthropologists, Geographers, Historians, Social Science Research Assistants.
210000	COMMUNITY AND SOCIAL SERVICE	Marriage and Family Therapists, Mental Health Counselors, Rehabilitation Counselors, Social Workers, Health Educators, Probation Officers, Clergy.
230000	LEGAL	Lawyers, Judicial Law Clerks, Arbitrators, Judges, Paralegals, Court Reporters, Title Examiners.
250000	EDUCATION, TRAINING, AND LIBRARY	Postsecondary Teachers, Graduate Teaching Assistants, Preschool and Kindergarten Teachers, Elementary and Middle School Teachers, Secondary School Teachers, Special Education Teachers, Self-Enrichment Education Teachers, Archivists, Curators, Librarians.
270000	ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA	Art Directors, Fine Artists, Fashion Designers, Graphic Designers, Interior Designers, Actors, Producers and Directors, Athletes, Coaches and Scouts, Dancers, Musicians and Singers, Radio Announcers, Reporters and Correspondents, Editors, Writers and Authors, Interpreters and Translators, Audio and Video Equipment Technicians, Photographers.
290000	HEALTHCARE PRACTITIONERS AND TECHNICAL	Chiropractors, Dentists, Dietitians, Optometrists, Pharmacists, Anesthesiologists, Family and General Practitioners, Pediatricians, Psychiatrists, Surgeons, Physical Therapists, Speech-Language Therapists, Veterinarians, Registered Nurses, Nurse Practitioners, Emergency Medical Technicians, Dental Hygienists, Athletic Trainers.

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

APPENDIX B

OCCUPATIONAL GROUPS DEFINITIONS *(Continued)*

CODE	OCC. GROUP	EXAMPLES OF OCCUPATIONS
310000	HEALTHCARE SUPPORT	Home Health Aides, Nursing Assistants, Orderlies, Physical Therapist Aides, Massage Therapists, Dental Assistants, Pharmacy Aides, Phlebotomists.
330000	PROTECTIVE 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 and Counter 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 Pumps,, Refuse and Recyclable Material Collectors.

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

APPENDIX C

INDUSTRY DEFINITIONS

INDUSTRY DEFINITIONS

Industries are used to describe the type of work in which a business is engaged. Employees at a business may hold a variety of titles or be engaged in different activities, though they are all related to 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.

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

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

APPENDIX C

INDUSTRY DEFINITIONS *(Continued)*

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

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