
NORTH DAKOTA WORKFORCE REVIEW

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NORTH DAKOTA WORKFORCE REVIEW

In the past 20 years, North Dakota's economy has gone through three distinct stages: flat growth (2000-2006), rapid growth (2006-2015), and sustained growth (2015-present).

Following years of stagnation, the state experienced dramatic workforce fluctuations in the mid-2000s due to the Great Recession in the United States (2007-2009) and the oil boom in western North Dakota (2006-2014). Despite some downturn during the recession, the concurrent effect of the oil boom quickly drove overall economic growth to surpass pre-recession levels in the 2010s. During the oil boom, North Dakota experienced sudden population growth, an employment surge, and an increase in average wages.

Many industries in North Dakota were affected by both the upswing of the oil boom (2006-2014) and the downturn caused by lower oil prices (2015-2016). At the end of the boom, many economic figures initially declined, but employment and wage numbers for most industries have remained high and steadily growing in the years prior to 2020 and the onset of the COVID-19 pandemic.

The global COVID-19 pandemic triggered the creation of public health policies, mandates, and guidelines, which impacted the economy at every level – globally, nationally, and locally. The impact is reflected in metrics such as higher unemployment numbers, lower total employment at each industry level, and a decrease in the labor force in North Dakota. At the time of this publication, North Dakota's pandemic-related policies have ended (e.g. mask-wearing mandates, indoor capacity restrictions, and extended unemployment benefits). The number of unemployed people in North Dakota has begun decreasing, though the monthly numbers are still higher than normal. For example, North Dakota's not seasonally adjusted unemployed number was 16,268 in April 2021, as compared with 36,163 in April 2020 (pandemic) and 9,596 in April 2019 (pre-pandemic). Though the current numbers indicate the state is recovering economically, another surge in COVID-19 cases is possible due to new variants of the virus. The 2022 publication of the North Dakota Workforce Review will offer more insight into the length and effect of the pandemic on the state's economy.

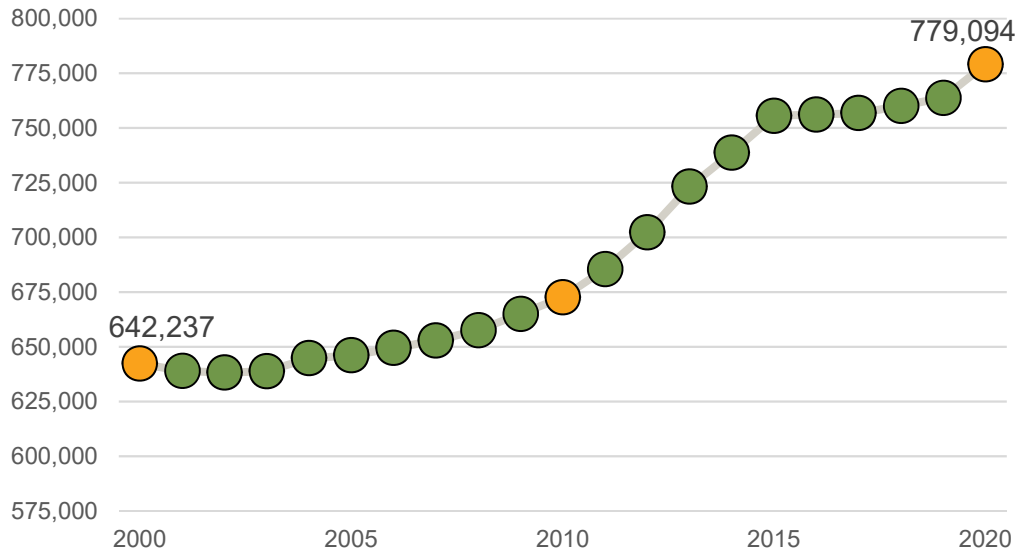
This publication examines population trends, labor force statistics, occupational group changes, and industry changes for either 10-year or 20-year (or both) time periods. Being several years past from the recession (2007-2009) and the oil boom (2006-2015), the effects of these landmark events can be studied, particularly in the short-term.

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 broad-level and detailed data, this publication provides a nuanced understanding of how industries have developed over 20 years and identify trends expected in the future.

POPULATION

NORTH DAKOTA POPULATION 2000-2020

Looking at North Dakota's population over the past 20 years, the growth curve seems to exhibit three distinct stages: a period of stagnation, a period of rapid growth, and a recent period of sustained growth. Because the greatest growth period occurred between 2006 and 2015, the population data visualizes the effect the oil boom had in North Dakota. Specifically, the economic stimulus of the oil boom correlated with steady year-over-year population growth until 2015, when the oil boom ended. Sustained population numbers in recent years suggests that North Dakota's economy has generated growth outside oil-related industries.



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 IN RECENT YEARS

Between 2000 and 2020, the biggest year for population growth occurred in 2013, at the height of the oil boom. The population in 2013 increased by 20,922, or 3.0 percent, over the previous year. From 2006 to 2015, North Dakota's population grew at a rate between 0.5 and 3.0 percent. By comparison, the average growth rate between 2000 and 2005 was 0.1 percent.

In the years after the oil boom, annual growth rates have been relatively low but positive, ranging from 0.0 to 0.5 percent and increasing each year. In the last year, however, North Dakota's population grew by its largest margin since the oil boom: an increase of 15,370, or 2.0 percent, over the previous year.

	2015	2016	2017	2018	2019	2020
POPULATION	755,537	756,114	756,755	760,062	763,724	779,094
# CHANGE	-	577	641	3,307	3,662	15,370
% CHANGE	-	0.1	0.1	0.4	0.5	2.0

SOURCE: United States Census Bureau, 2000-2020.

LABOR FORCE OVERVIEW

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

Other common economic measures include the labor force participation rate and the unemployment rate. The labor force participation rate refers to the amount 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. 6

From 2000 to 2020, the labor force grew from a total of 342,761 to 406,839 (a net increase of 64,078, or 19 percent). Like the state's population, the labor force grew significantly during the oil boom, and has slowly decreased since 2015. From 2006 to 2015, the state's overall population grew by about 106,000, while the labor force grew by about 64,000.

Since the end of the oil boom, labor force numbers have remained rather flat. This is largely explained by how the labor force is counted—only residents of the state are included. Because many oil and gas workers did not permanently reside in North Dakota, this data only captures a portion of the overall downturn. In 2020, the total labor force number decreased by 2,641 from the previous year, but the unemployed portion doubled from 9,521 in 2019 to 20,833. The spike in unemployed persons is consistent with the impact of the COVID-19 pandemic in 2020, which wrought sudden public health policies such as temporary and permanent business closures, restrictions on establishment capacities, and guidelines to minimize person-to-person contact.

LABOR FORCE PARTICIPATION RATE ▪ p. 7

Historically, North Dakota has had one of the highest labor force participation rates in the nation. The rate has remained relatively flat for the past 20 years, reaching a peak of 74.5 in 2008 and a low of 69.5 in 2020. During much of the oil boom, North Dakota's rate remained around 72 percent. Since then, the rate has slowly declined. In the same period, the national rate has decreased but has remained relatively flat for the past several years. The national rate was 61.7 percent in 2020. The lower labor force participation rates in all states, including North Dakota, further illustrate the impact of the COVID-19 pandemic on the labor economy.

In 2020, North Dakota ranked third in the nation for labor force participation with an adjusted rate of 69.5 percent. West Virginia ranked 50th with a rate of 54.9 percent.

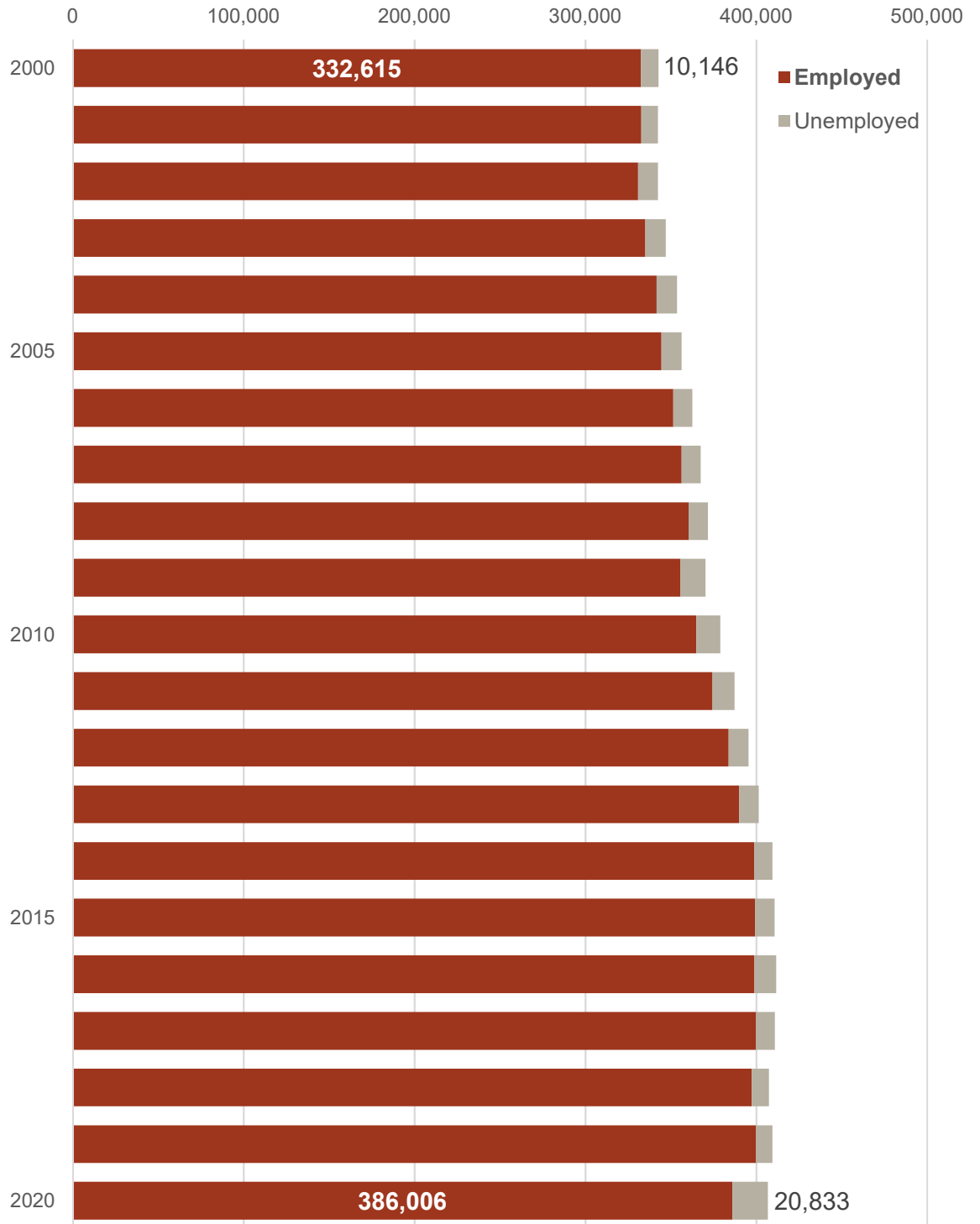
UNEMPLOYMENT RATE ▪ p. 8

For the past decade, North Dakota has had a very low unemployment rate. Like the state's labor force participation, North Dakota's unemployment has historically outperformed the national average. After the Great Recession in the late 2000s, North Dakota unemployment reached a high in 2009 at 3.9 percent before steadily dropping to a low of 2.6 percent in 2014. Since then, the rate has remained low and dropped to a new low of 2.3 percent in 2019. The national unemployment rate reached a high in 2010 at 9.6 percent and has since steadily dropped to a low of 3.7 percent in 2019. During the COVID-19 pandemic in 2020, unemployment increased nationwide, which caused a spike in both the North Dakota unemployment rate, which was 5.1 percent, and the national rate, which was 8.1 percent.

In 2020, North Dakota ranked fourth in the nation for lowest unemployment with a rate of 5.1 percent. Nevada ranked 50th with a rate of 12.8 percent.

LABOR FORCE

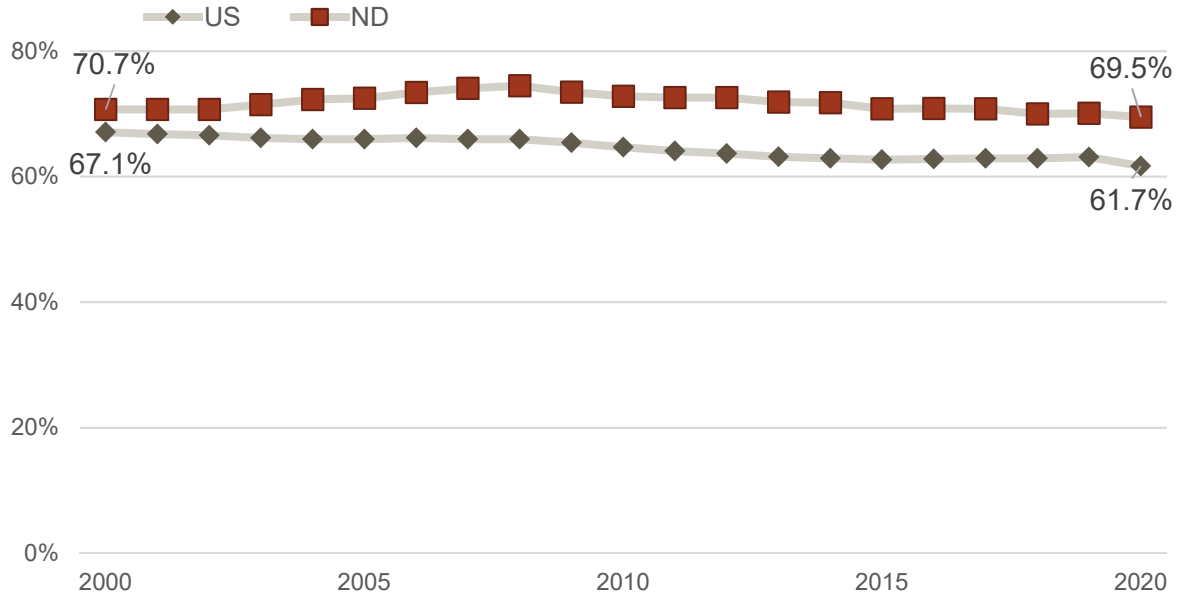
NORTH DAKOTA LABOR FORCE



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

LABOR FORCE

LABOR FORCE PARTICIPATION RATE



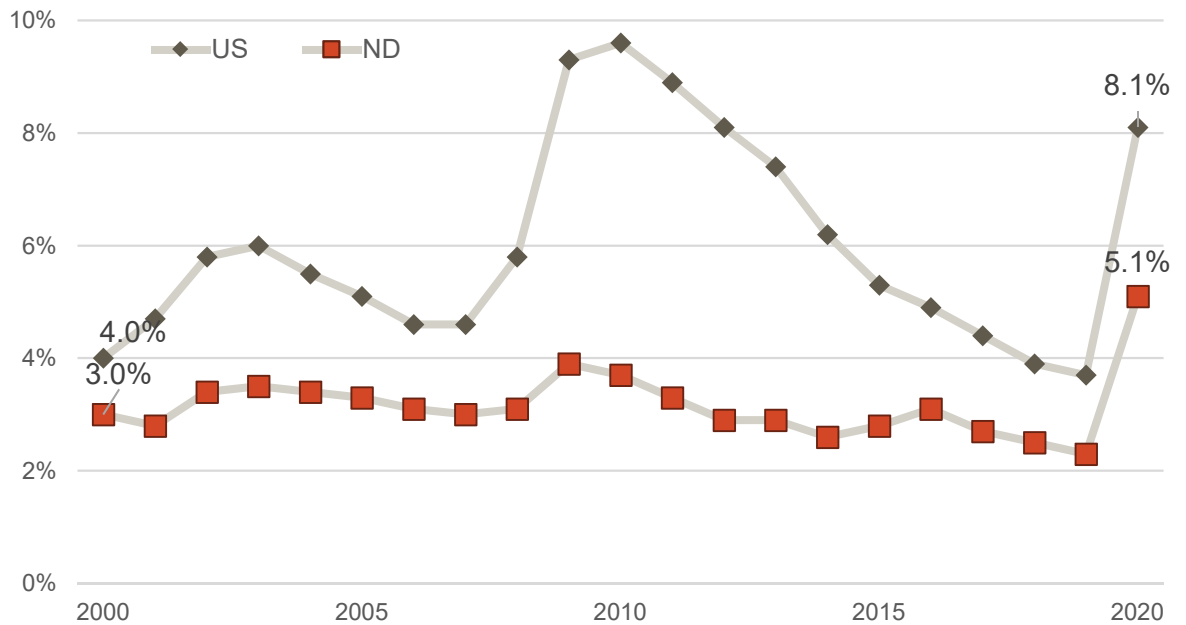
U.S. RANKINGS BY LABOR FORCE PARTICIPATION RATE - 2020

RANK	STATE	LFP %	RANK	STATE	LFP %	RANK	STATE	LFP %
1	Minnesota	69.6	18	Vermont	63.6	35	Maine	60.5
1	Nebraska	69.6	19	New Jersey	63.5	35	Tennessee	60.5
3	North Dakota	69.5	20	Idaho	63.4	35	Michigan	60.5
4	South Dakota	68.1	21	Missouri	63.1	35	Oklahoma	60.5
5	Utah	68.0	22	Indiana	62.9	39	Hawaii	59.7
6	Colorado	67.7	23	Illinois	62.7	40	New York	59.6
7	New Hampshire	67.4	23	Rhode Island	62.7	41	North Carolina	59.2
8	Iowa	67.2	23	Texas	62.7	42	Louisiana	58.0
9	Kansas	67.0	23	Montana	62.7	43	South Carolina	57.7
10	Maryland	66.5	27	Pennsylvania	62.2	44	Kentucky	57.6
11	Wisconsin	65.9	27	Ohio	62.2	45	Alabama	57.5
12	Wyoming	65.3	29	Nevada	61.7	46	Arkansas	57.4
13	Connecticut	64.9	30	Delaware	61.2	47	Florida	57.3
14	Massachusetts	64.8	30	Oregon	61.2	48	New Mexico	57.1
15	Virginia	64.6	32	Georgia	61.1	49	Mississippi	55.1
16	Washington	64.2	33	Arizona	60.9	50	West Virginia	54.9
17	Alaska	63.7	34	California	60.6			

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

LABOR FORCE

UNEMPLOYMENT RATE



U.S. RANKINGS BY UNEMPLOYMENT RATE - 2020

RANK	STATE	UR %	RANK	STATE	UR %	RANK	STATE	UR %
1	Nebraska	4.2	16	Virginia	6.2	35	Mississippi	8.1
2	South Dakota	4.6	19	Wisconsin	6.3	35	Ohio	8.1
3	Utah	4.7	20	Georgia	6.5	37	Louisiana	8.3
4	North Dakota	5.1	21	Kentucky	6.6	37	West Virginia	8.3
5	Iowa	5.3	22	New Hampshire	6.7	39	New Mexico	8.4
6	Idaho	5.4	23	Maryland	6.8	39	Washington	8.4
6	Maine	5.4	24	Indiana	7.1	41	Massachusetts	8.9
8	Vermont	5.6	25	Colorado	7.3	42	Pennsylvania	9.1
9	Wyoming	5.8	25	North Carolina	7.3	43	Rhode Island	9.4
10	Alabama	5.9	27	Tennessee	7.5	44	Illinois	9.5
10	Kansas	5.9	28	Oregon	7.6	45	New Jersey	9.8
10	Montana	5.9	28	Texas	7.6	46	Michigan	9.9
13	Arkansas	6.1	30	Florida	7.7	47	New York	10.0
13	Missouri	6.1	31	Alaska	7.8	48	California	10.1
13	Oklahoma	6.1	31	Delaware	7.8	49	Hawaii	11.6
16	Minnesota	6.2	33	Arizona	7.9	50	Nevada	12.8
16	South Carolina	6.2	33	Connecticut	7.9			

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 pages display employment, wage, and projection figures by occupation groups with a 10-year comparison.

Occupation 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 occupation 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. 10

In both 2010 and 2020, the Office and Administrative Support occupations group had the largest number of workers belonging to it. In that 10-year period, the Office and Administrative Support occupations group had a net decrease of 8,660, or 15 percent. Conversely, most occupation groups had net increases in the same period, with the gap closing between Office and Administrative Support and other occupation groups. The groups that show the most dramatic growth from 2010 to 2020 were the Transportation and Material Moving occupations group (the highest numerical change, with a net increase of 10,190, or 35 percent) and the Legal occupations group (the highest percentage change, with a net increase of 1,030, or 75 percent).

OCCUPATIONS BY HIGHEST AVERAGE ANNUAL WAGES ▪ p. 11

From 2010 to 2020, average annual wages in most occupation groups grew by 30 to 45 percent (the average overall increase was 37 percent). In both 2010 and 2020, the Management occupations group had the highest average annual wages and had a net increase of \$18,700, or 22 percent, over 10 years. The Food Preparation and Serving Related occupation group had the lowest average annual wage in both 2010 and 2020 and had a net increase of \$8,370, or 43 percent, over 10 years. In that period, nearly all the occupation groups increased in wage by \$10,000 or more. The groups that show the most dramatic growth from 2010 to 2020 were the Legal occupations group (the highest numerical change, with a net increase of \$22,130, or 34 percent) and the Sales and Related occupations group (the highest percentage change, with a net increase of \$14,420 or 47 percent).

OCCUPATIONS BY EMPLOYMENT PROJECTIONS ▪ p. 12

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 2028. For example, occupations in the Healthcare Practitioners and Technical group rank highest, with expected increases of nearly 4,000 positions each. Projected occupation growth seems to align with expected population growth in the next ten years: in addition to the Healthcare Practitioners and Technical group, the Personal Care and Service group (expected to increase by 2,545, or 11 percent) and Food Preparation and Serving Related group (expected to increase by 2,253, or 6 percent) are also projected to grow significantly in number.

OCCUPATIONS

OCCUPATIONS BY HIGHEST AVERAGE EMPLOYMENT*

RANK	OCCUPATION GROUP**	2020	2010	# CHANGE	% CHANGE
1	Office and Administrative Support	49,310	57,970	-8,660	-14.9
2	Transportation and Material Moving	39,020	28,830	10,190	35.3
3	Sales and Related	36,870	39,140	-2,270	-5.8
4	Food Preparation and Serving Related	32,000	32,750	-750	-2.3
5	Construction and Extraction	31,920	23,710	8,210	34.6
6	Healthcare Practitioners and Technical	28,270	20,490	7,780	38.0
7	Education, Training, and Library	22,870	20,860	2,010	9.6
8	Production	22,480	19,170	3,310	17.3
9	Installation, Maintenance, and Repair	21,790	16,460	5,330	32.4
10	Management	19,520	14,460	5,060	35.0
11	Business and Financial Operations	17,880	12,160	5,720	47.0
12	Healthcare Support	17,380	11,840	5,540	46.8
13	Building and Grounds Cleaning and Maintenance	13,400	14,230	-830	-5.8
14	Personal Care and Service	10,840	12,530	-1,690	-13.5
15	Computer and Mathematical	6,240	6,290	-50	-0.8
16	Architecture and Engineering	6,230	5,320	910	17.1
17	Protective Service	6,200	5,550	650	11.7
18	Community and Social Service	5,820	4,800	1,020	21.3
19	Arts, Design, Entertainment, Sports, and Media	4,760	3,550	1,210	34.1
20	Life, Physical, and Social Science	4,010	2,820	1,190	42.2
21	Legal	2,410	1,380	1,030	74.6
22	Farming, Fishing, and Forestry	820	1,390	-570	-41.0

Represents largest change from 2010 to 2020 by number or percentage

* Average employment and wages for occupation 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 occupation groups is likely higher in reality.

** For a definition of occupation groups and examples of job titles associated with each group, please refer to Appendix B: Occupation Group Definitions, p. 117.

SOURCE: Labor Market Information Center, Job Service North Dakota, Occupational Employment and Wage Statistics (OEWS) Unit 2010-2020.

OCCUPATIONS

OCCUPATIONS BY HIGHEST AVERAGE ANNUAL WAGE*

RANK	OCCUPATION GROUP	2020	2010	# CHANGE	% CHANGE
1	Management	\$103,850	\$85,150	\$18,700	22.0
2	Legal	\$86,930	\$64,800	\$22,130	34.2
3	Architecture and Engineering	\$79,940	\$63,810	\$16,130	25.3
4	Healthcare Practitioners and Technical	\$78,180	\$58,200	\$19,980	34.3
5	Computer and Mathematical	\$71,820	\$53,670	\$18,150	33.8
6	Business and Financial Operations	\$69,600	\$53,140	\$16,460	31.0
7	Life, Physical, and Social Science	\$68,530	\$48,600	\$19,930	41.0
8	Construction and Extraction	\$57,080	\$42,000	\$15,080	35.9
9	Installation, Maintenance, and Repair	\$56,750	\$42,400	\$14,350	33.8
10	Community and Social Service	\$54,830	\$37,780	\$17,050	45.1
11	Education, Training, and Library	\$53,610	\$41,060	\$12,550	30.6
12	Protective Service	\$50,460	\$37,590	\$12,870	34.2
13	Production	\$48,820	\$34,470	\$14,350	41.6
14	Arts, Design, Entertainment, Sports, and Media	\$47,420	\$33,740	\$13,680	40.5
15	Transportation and Material Moving	\$45,720	\$33,800	\$11,920	35.3
16	Sales and Related	\$44,980	\$30,560	\$14,420	47.2
17	Office and Administrative Support	\$42,000	\$29,410	\$12,590	42.8
18	Farming, Fishing, and Forestry	\$37,720	\$25,740	\$11,980	46.5
19	Healthcare Support	\$35,970	\$25,920	\$10,050	38.8
20	Building and Grounds Cleaning and Maintenance	\$34,050	\$23,460	\$10,590	45.1
21	Personal Care and Service	\$30,150	\$23,260	\$6,890	29.6
22	Food Preparation and Serving Related	\$27,800	\$19,430	\$8,370	43.1

Represents largest change from 2010 to 2020 by number or percentage

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

SOURCE: Labor Market Information Center, Job Service North Dakota, Occupational Employment and Wage Statistics (OEWS) Unit 2010-2020.

OCCUPATIONS

OCCUPATIONS BY EMPLOYMENT PROJECTIONS 2018-2028*

RANK	OCCUPATION GROUP	2018 EST.	2028 PROJ.	# CHANGE	% CHANGE
1	Healthcare Practitioners and Technical	27,603	31,488	3,885	14.1
2	Personal Care and Service	23,461	26,006	2,545	10.8
3	Food Preparation and Serving Related	35,419	37,672	2,253	6.4
4	Business and Financial Operations	18,767	20,314	1,547	8.2
5	Healthcare Support	12,054	13,270	1,216	10.1
6	Education, Training, and Library	24,231	25,400	1,169	4.8
7	Building and Grounds Cleaning and Maintenance	16,548	17,702	1,154	7.0
8	Installation, Maintenance, and Repair	23,897	25,048	1,151	4.8
9	Transportation and Material Moving	35,969	36,910	941	2.6
10	Computer and Mathematical	8,006	8,919	913	11.4
11	Community and Social Service	7,563	8,122	559	7.4
12	Construction and Extraction	36,544	37,083	539	1.5
13	Architecture and Engineering	7,205	7,741	536	7.4
14	Protective Service	7,322	7,653	331	4.5
15	Life, Physical, and Social Science	3,626	3,799	173	4.8
16	Legal	3,717	3,889	172	4.6
17	Production	25,374	25,527	153	0.6
18	Management	50,381	50,414	33	0.1
19	Arts, Design, Entertainment, Sports, and Media	6,371	6,332	-39	-0.6
20	Sales and Related	39,917	39,735	-182	-0.5
21	Farming, Fishing, and Forestry	5,807	5,615	-192	-3.3
22	Office and Administrative Support	59,159	57,567	-1,592	-2.7

1 Represents largest estimated change from 2018 to 2028 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.10). For example, farmers are included in the Management Occupations Group in the table on this page.

SOURCE: Labor Market Information Center, Job Service North Dakota, Occupation Employment Projections (Long-term), 2018-2028.

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 statewide economic growth.

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

INDUSTRIES BY HIGHEST AVERAGE EMPLOYMENT ▪ p. 14

From 2010 to 2020, the largest share of employment belonged to the Health Care and Social Assistance industry. In that 10-year period, the Health Care and Social Assistance Industry had a net increase of 11,106, or 20 percent. Similarly, nearly all industries had increased in that time period, though the Health Care and Social Assistance industry and Retail Trade industry remain the largest by far. Though oil and gas activity declined both in 2015 at the end of the oil boom and in 2020 during the COVID-19 pandemic, the Mining, Quarrying, and Oil and Gas Extraction industry still exhibits the biggest growth by percentage from 2010 to 2020, with a net increase of 4,497, or 42 percent.

INDUSTRIES BY HIGHEST AVERAGE ANNUAL WAGE ▪ p. 15

From 2010 to 2020, annual wages in all industries increased by a net average of 45 percent. The Utilities industry had the highest average annual wage in 2020, and had a net increase of \$32,240, or 42 percent, since 2010. The Accommodation and Food Services industry had the lowest average annual wage in 2020 but had a net increase of \$6,503, or 51 percent, since 2010. The Management of Companies and Enterprises industry had the biggest growth by number from 2010 to 2020, with a net increase of \$36,103, or 57 percent. The Other Services industry had the biggest growth by percentage from 2010 to 2020, with a net increase of \$16,147, or 67 percent.

INDUSTRIES BY EMPLOYMENT PROJECTIONS ▪ p. 16

Employment projections rankings do not necessarily reflect the fastest-growing jobs, but they provide an idea of which industries are expected to have high demand for workers in 2028. For example, the Health Care and Social Assistance industry ranks the highest by far, with an expected increase of 9,306 jobs. Other industries expected to increase coincide with the trend of slow population growth in North Dakota. Construction is expected to grow by 2,600 workers, or 10 percent, and Accommodation and Food Services is expected to grow by 2,418 workers, or 15 percent. The moderate increases projected over the next 10 years suggest that slow and sustained growth is expected to continue in North Dakota.

INDUSTRIES

INDUSTRIES BY HIGHEST AVERAGE EMPLOYMENT

RANK	INDUSTRY*	2020	2010	# CHANGE	% CHANGE
1	Health Care and Social Assistance	66,704	55,598	11,106	20.0
2	Retail Trade	44,055	43,800	255	0.6
3	Educational Services	33,467	32,148	1,319	4.1
4	Accommodation and Food Services	29,526	30,639	-1,113	-3.6
5	Construction	26,403	22,378	4,025	18.0
6	Manufacturing	25,490	22,895	2,595	11.3
7	Public Administration	23,266	21,911	1,355	6.2
8	Wholesale Trade	23,090	21,060	2,030	9.6
9	Transportation and Warehousing	18,211	12,949	5,262	40.6
10	Finance and Insurance	17,787	16,644	1,143	6.9
11	Professional and Technical Services	16,751	12,727	4,024	31.6
12	Mining, Quarrying, and Oil and Gas Extraction	15,158	10,661	4,497	42.2
13	Administrative and Waste Services	12,310	11,922	388	3.3
14	Other Services (except Public Administration)	10,977	11,692	-715	-6.1
15	Arts, Entertainment, and Recreation	9,175	8,307	868	10.4
16	Information	6,013	7,580	-1,567	-20.7
17	Real Estate and Rental and Leasing	5,404	4,090	1,314	32.1
18	Agriculture, Forestry, Fishing and Hunting	4,805	3,667	1,138	31.0
19	Management of Companies and Enterprises	3,818	4,329	-511	-11.8
20	Utilities	3,632	3,676	-44	-1.2

Represents largest change from 2010 to 2020 by number or percentage

* For definitions of 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), 2010-2020.

INDUSTRIES

INDUSTRIES BY HIGHEST AVERAGE ANNUAL WAGES

RANK	INDUSTRY	2020	2010	# CHANGE	% CHANGE
1	Utilities	\$108,655	\$76,415	\$32,240	42.2
2	Mining, Quarrying, and Oil and Gas Extraction	\$106,774	\$79,970	\$26,805	33.5
3	Management of Companies and Enterprises	\$99,826	\$63,723	\$36,103	56.7
4	Information	\$77,913	\$48,253	\$29,660	61.5
5	Professional and Technical Services	\$76,816	\$51,746	\$25,071	48.4
6	Finance and Insurance	\$73,797	\$46,678	\$27,119	58.1
7	Wholesale Trade	\$71,148	\$51,356	\$19,792	38.5
8	Construction	\$66,610	\$46,616	\$19,994	42.9
9	Transportation and Warehousing	\$63,029	\$44,666	\$18,364	41.1
10	Manufacturing	\$57,854	\$43,421	\$14,433	33.2
11	Public Administration	\$57,173	\$41,977	\$15,197	36.2
12	Health Care and Social Assistance	\$56,195	\$39,838	\$16,357	41.1
13	Real Estate and Rental and Leasing	\$52,420	\$34,275	\$18,146	52.9
14	Educational Services	\$50,270	\$37,078	\$13,192	35.6
15	Agriculture, Forestry, Fishing and Hunting	\$46,780	\$35,007	\$11,773	33.6
16	Other Services (except Public Administration)	\$40,284	\$24,137	\$16,147	66.9
17	Administrative and Waste Services	\$39,957	\$25,520	\$14,437	56.6
18	Retail Trade	\$34,002	\$24,137	\$9,866	40.9
19	Arts, Entertainment, and Recreation	\$22,468	\$16,584	\$5,884	35.5
20	Accommodation and Food Services	\$19,260	\$12,758	\$6,503	51.0

Represents largest growth from 2010 to 2020 by number or percentage

SOURCE: Labor Market Information Center, Job Service North Dakota, QCEW, 2010-2020.

INDUSTRIES

INDUSTRIES BY EMPLOYMENT PROJECTIONS 2018-2028

RANK	INDUSTRY	2018 EST.	2028 PROJ.	# CHANGE	% CHANGE
1	Health Care and Social Assistance	62,367	71,673	9,306	14.9
2	Construction	26,702	29,302	2,600	9.7
3	Professional, Scientific, and Technical Services	15,982	18,400	2,418	15.1
4	Accommodation and Food Services	34,691	36,416	1,725	5.0
5	Administrative and Support and Waste Manageme	13,112	14,546	1,434	10.9
6	Government	38,037	39,456	1,419	3.7
7	Wholesale Trade	23,984	25,382	1,398	5.8
8	Finance and Insurance	17,870	19,087	1,217	6.8
9	Manufacturing	25,966	26,890	924	3.6
10	Educational Services	39,127	40,019	892	2.3
11	Management of Companies and Enterprises	3,508	4,099	591	16.8
12	Real Estate and Rental and Leasing	5,335	5,828	493	9.2
13	Arts, Entertainment, and Recreation	7,525	7,951	426	5.7
14	Other Services (except Public Administration)	17,158	16,965	-193	-1.1
15	Utilities	3,667	3,287	-380	-10.4
16	Transportation and Warehousing	20,966	20,532	-434	-2.1
17	Information	6,231	5,711	-520	-8.3
18	Retail Trade	46,891	45,786	-1,105	-2.4
19	Self-Employed (excluding Agriculture) and Unpaid	19,835	18,541	-1,294	-6.5
20	Agriculture, Forestry, Fishing and Hunting	29,091	27,469	-1,622	-5.6
21	Mining, Quarrying, and Oil and Gas Extraction	20,896	18,866	-2,030	-9.7

Represents largest estimated growth from 2018 to 2028 by number or percentage

SOURCE: Labor Market Information Center, Job Service North Dakota, Industry Employment and Projections (Long-term), 2018-2028.

ALL INDUSTRIES ▪ p. 18

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 20-year and 10-year benchmarks.

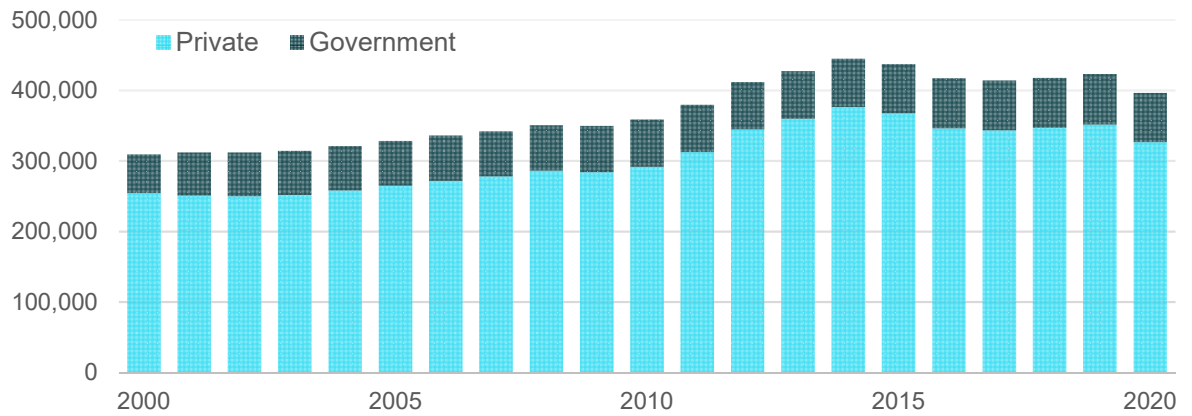
AVERAGE EMPLOYMENT	From 2000-2020, average employment across all industries grew by 86,819 (28 percent). From 2010-2020, net employment growth was 37,368 (10 percent). In 2020, most employment belonged to the private sector (82 percent).		2000	2010	2020
		AVG EMP	309,223	358,674	396,042
		Private	82%	81%	82%
		Government	18%	19%	18%
AVERAGE ANNUAL WAGE	From 2000-2020, the average wage across all industries grew by \$30,771 (125 percent). From 2010-2020, net wage growth was \$17,327 (45 percent). In 2020, average wages in the private sector were higher than in government by \$3,441.		2000	2010	2020
		AVG WAGE	\$24,683	\$38,127	\$55,454
		Private	\$24,319	\$38,026	\$56,059
		Government	\$26,362	\$38,565	\$52,618
TOTAL ESTABLISHMENTS	From 2000-2020, total establishments across all industries grew by 9,652 (39 percent). From 2010-2020 net growth was 6,525 (23 percent). In 2020, nearly all establishments belonged to the private sector (94 percent).		2000	2010	2020
		TOTAL ESTAB	24,876	28,003	34,528
		Private	92%	92%	94%
		Government	8%	8%	6%

EMPLOYMENT DEMOGRAPHICS ▪ p. 19

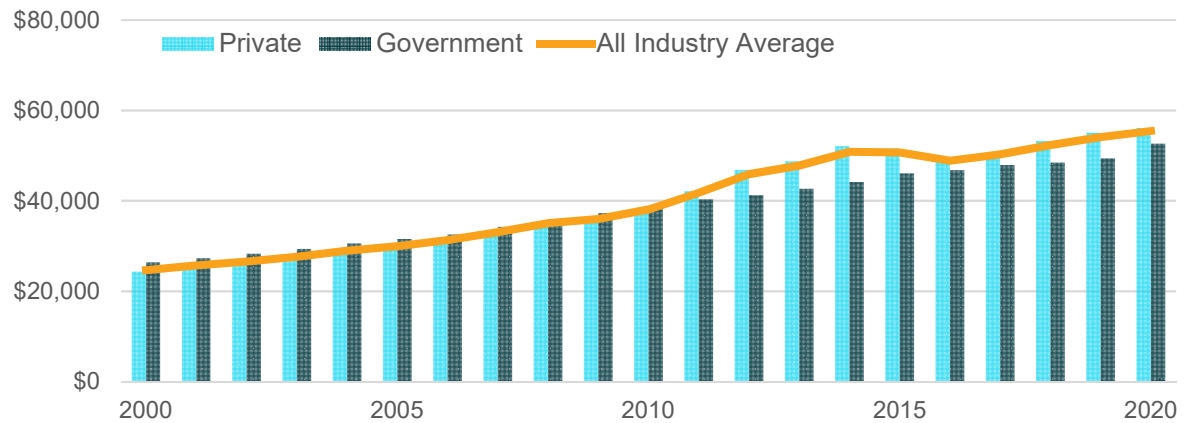
Employment in North Dakota has flipped from an even split of male and female workers in 2010 to a male majority in recent years (53 percent in 2020). Most of North Dakota’s workers are between 25 and 64 years-old. In 2020, 25-44 year-olds made up 46 percent of the workforce (41 percent in 2010), and 45-64 year-olds made up 34 percent of the workforce (38 percent in 2010).

COMPOSITION BY GENDER	In 2020, the employment composition was 53 percent male to 47 percent female. By comparison, in 2010, it was 50 percent male to 50 percent female. In the past 10 years, the overall workforce grew significantly, and male workers increased by twice the amount that female workers did.
COMPOSITION BY AGE GROUP	Since 2010, the proportions among age groups across all industries changed by relatively small percentages. The largest shifts in proportion were among 25-44 year-olds (+4 percent) and 45-64 year-olds (-4 percent). The age groups with the largest employment shares in North Dakota were 25-44 year-olds (46 percent) and 45-64 year-olds (34 percent).
TEN-YEAR CHANGE BY AGE GROUP	From 2010 to 2020, the most significant increase was among workers 25-44 year-olds, which grew by nearly 40,000 workers (or 28 percent). Workers aged 45-64 years-old (grew by 5 percent) and 65+ years-old (grew by 59 percent) increased numerically by several thousand each over the same period. The 10-year growth among older workers suggests that North Dakotans are opting to remain in/rejoin the labor force rather than retiring.

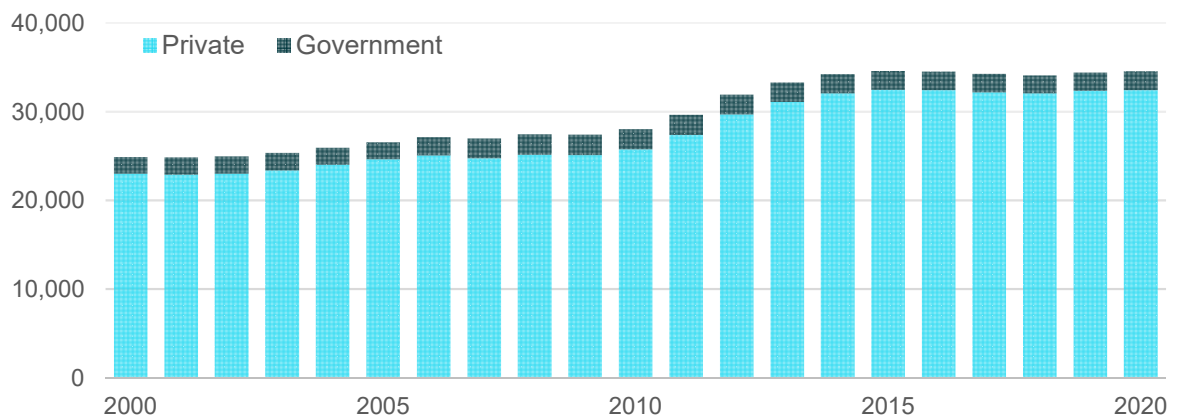
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

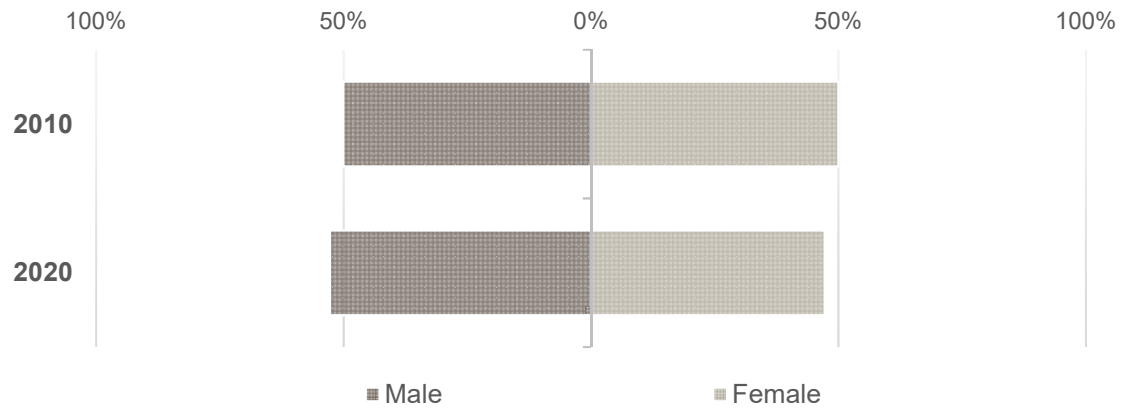


ESTABLISHMENTS

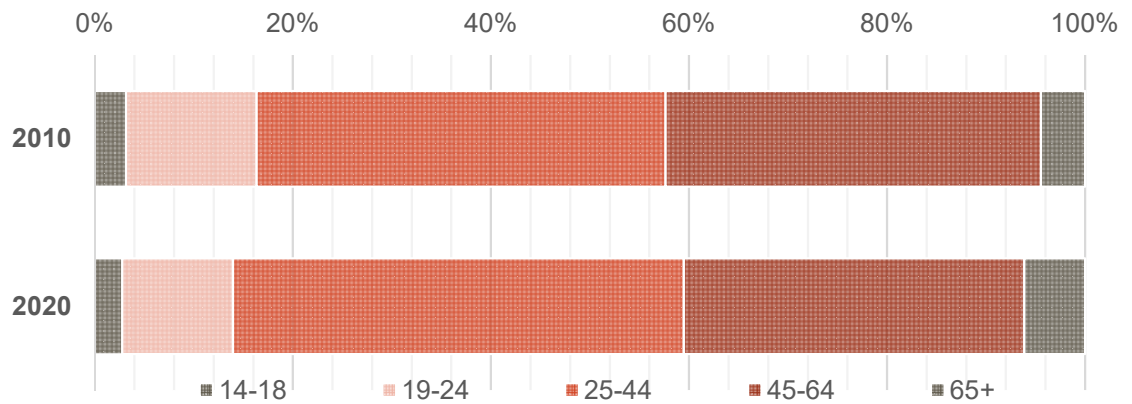


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

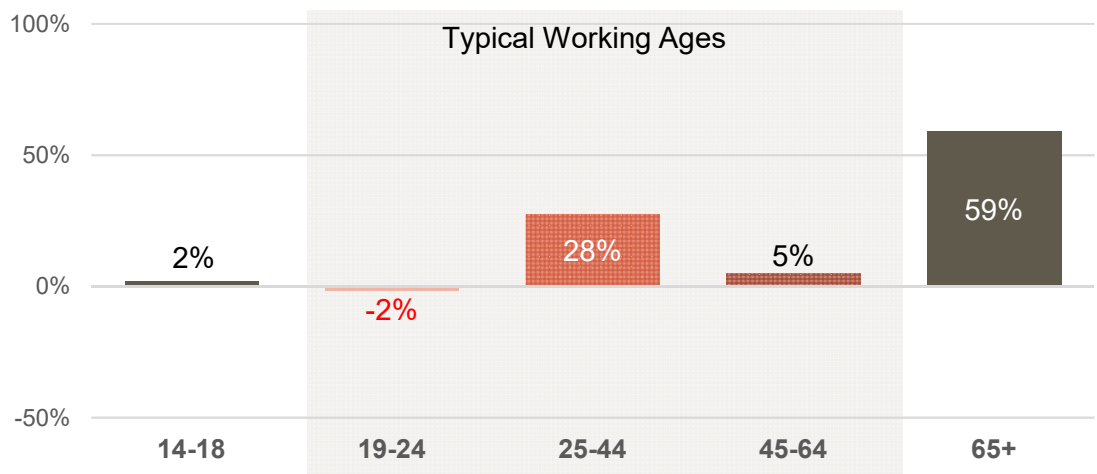
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

EMPLOYMENT DISTRIBUTION BY AGE GROUPS

The charts on the following pages depict industry employment for different age groups of workers. Over 75 percent of North Dakota workers belong to either 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. 21

The industries with the largest shares of 14-18 year-old workers continue to be the Accommodation and Food Services industry (33 percent) and the Retail Trade industry (26 percent). These industries attract young and unskilled workers because many operate seasonally and offer part-time hours (e.g. retail stores, restaurants, hotels, etc.). The Arts, Entertainment, and Recreation industry experienced the largest growth in share of workers aged 14-18 years-old (+3 percent) in the past 10 years. Within this age group, the share of workers in other industries changed by a figure between -1 percent and +1 percent from 2010.

AGES 19-24 ▪ p. 22

The industries with the largest shares of 19-24 year-old workers continue to be the Retail Trade industry (17 percent), the Health Care and Social Assistance industry (17 percent), and the Accommodation and Food Service industry (16 percent). This age group is broken out specifically to observe the effects of the oil boom on young employment, since 19-24 year-old workers tend to have some skill and work experience, and they are most flexible (e.g. willing to relocate, travel, work nontraditional hours). The Health Care and Social Assistance industry experienced the largest growth in share of workers aged 19-24 years-old (+2 percent) in the past 10 years. Within this age group, the share of workers in other industries changed by a figure between -3 percent and +1 percent from 2010.

AGES 25-44 ▪ p. 23

The industry with the largest shares of 25-44 year-old workers is, by far, the Health Care and Social Assistance industry (17 percent). For all other industries, employment is more evenly distributed within this age group than in others. The Mining, Quarrying, and Oil and Gas Extraction industry had the largest increase in share of workers since 2010 (+3 percent). Within this age group, the share of workers in other industries changed by a figure between -2 percent and +2 percent from 2010.

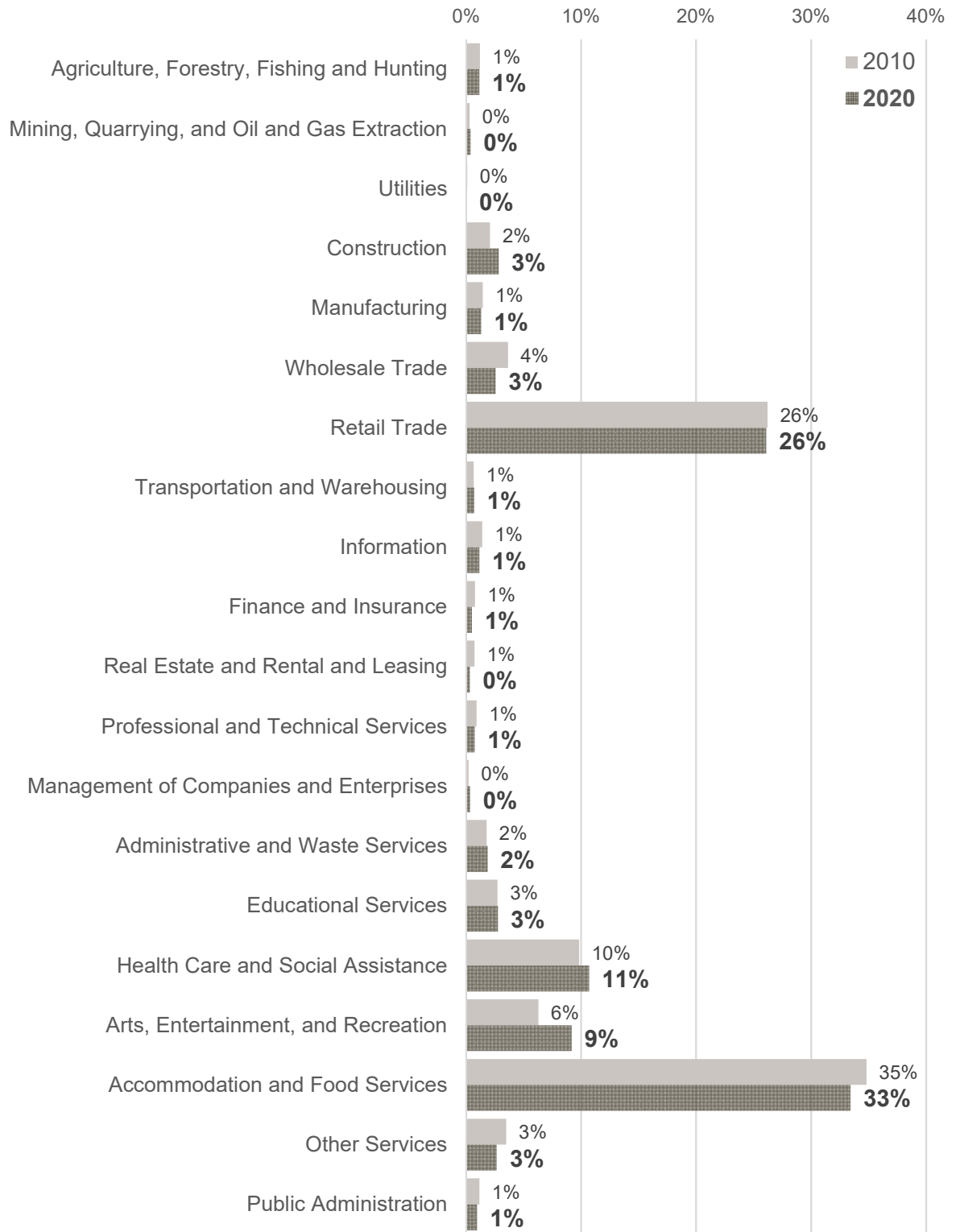
AGES 45-64 ▪ p. 24

The industry with the largest shares of 45-64 year-old workers is the Health Care and Social Assistance industry (17 percent). The Educational Services industry (11 percent) and the Retail Trade industry (10 percent) have a considerable number of workers in this age range, too. The Transportation and Warehousing industry had the largest increase in share of workers since 2010 (+2 percent). Within this age group, the share of workers in other industries changed by a figure between -2 percent and +1 percent from 2010.

AGES 65+ ▪ p. 25

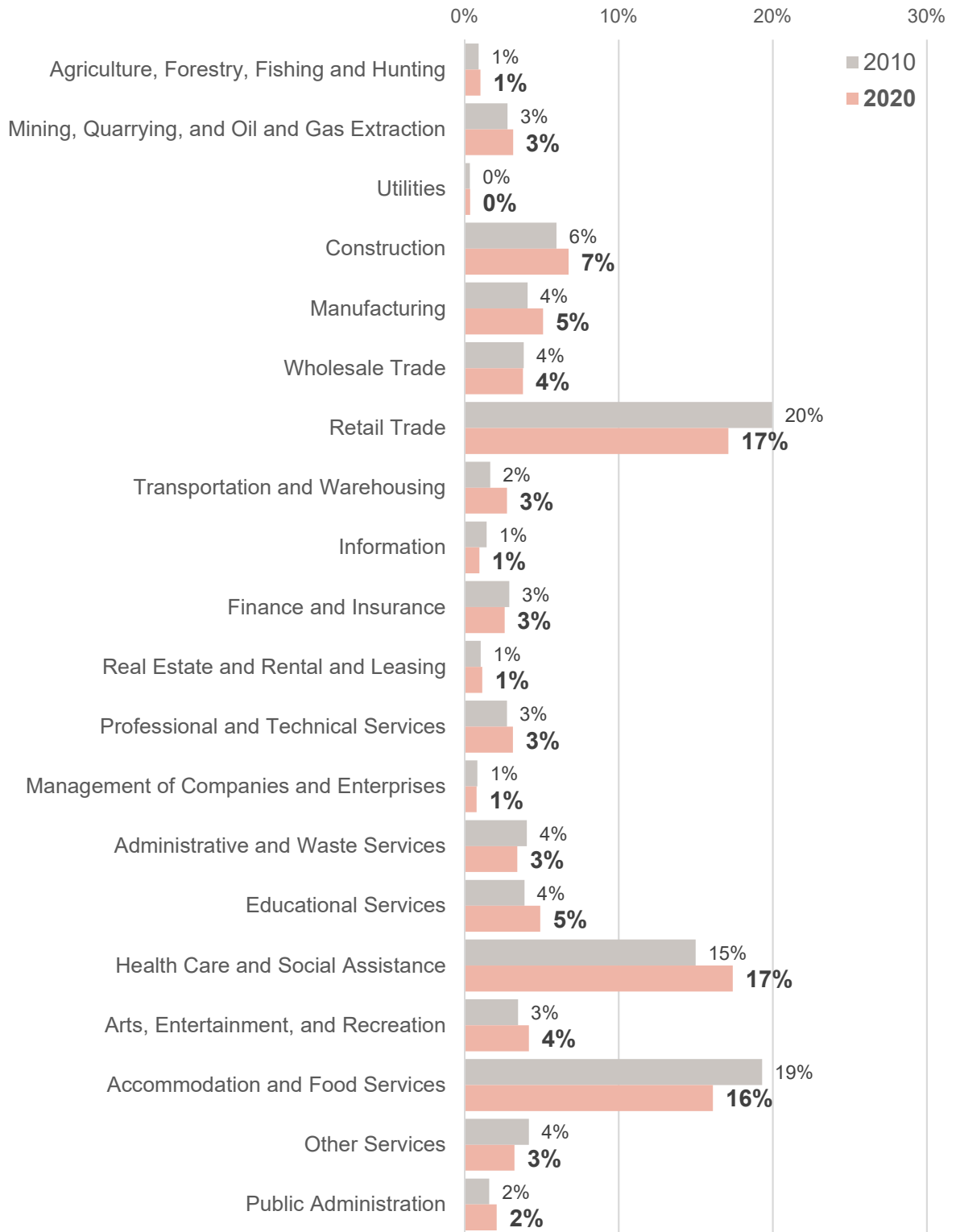
The industries with the largest shares of 65+ year-old workers continue to be the Health Care and Social Assistance industry (17 percent), the Retail Trade industry (14 percent), and the Educational Services industry (12 percent). Within this age group, the share of workers in each industry changed by a figure between -2 percent and +1 percent from 2010.

EMPLOYMENT DISTRIBUTION - AGES 14-18



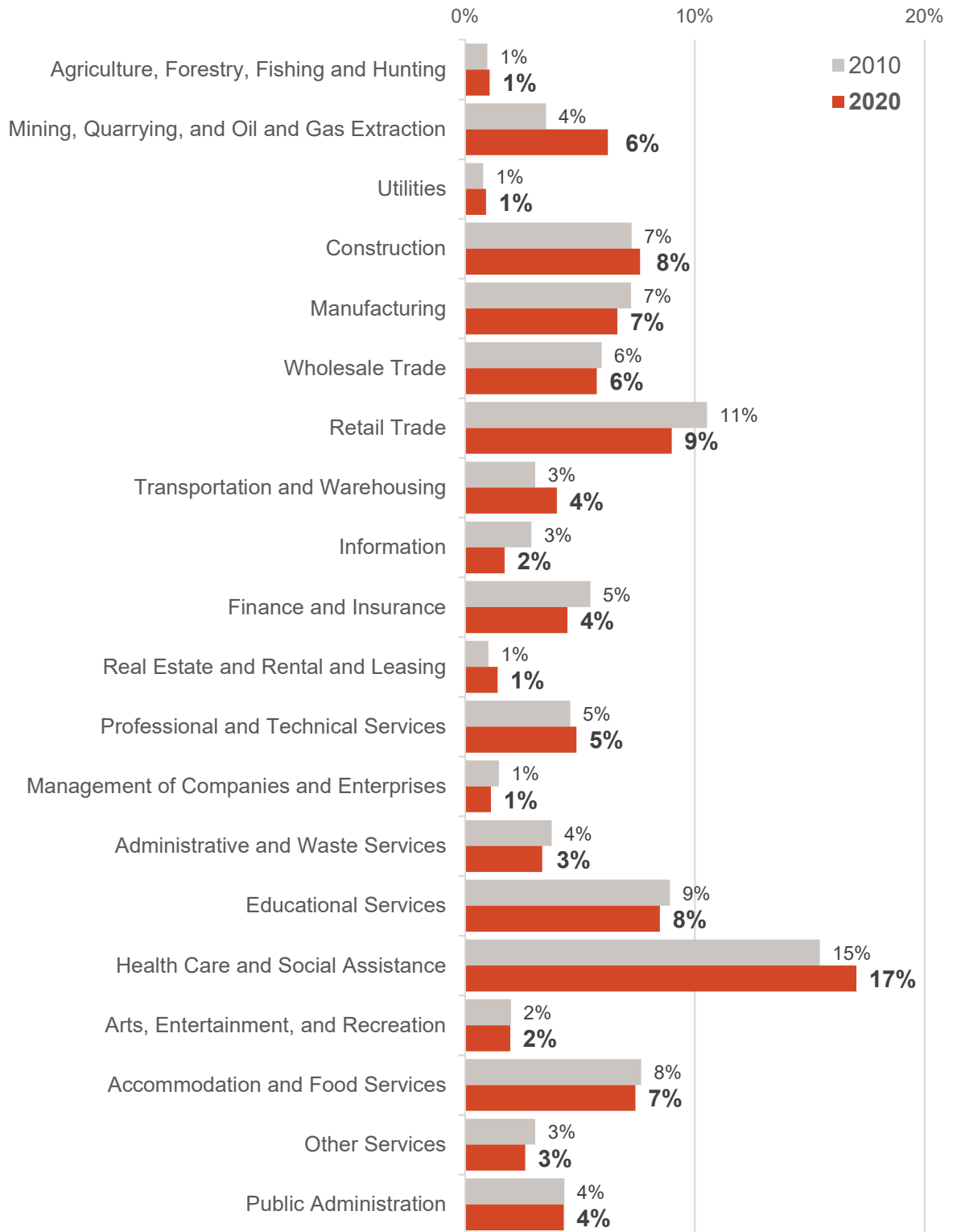
SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

EMPLOYMENT DISTRIBUTION - AGES 19-24



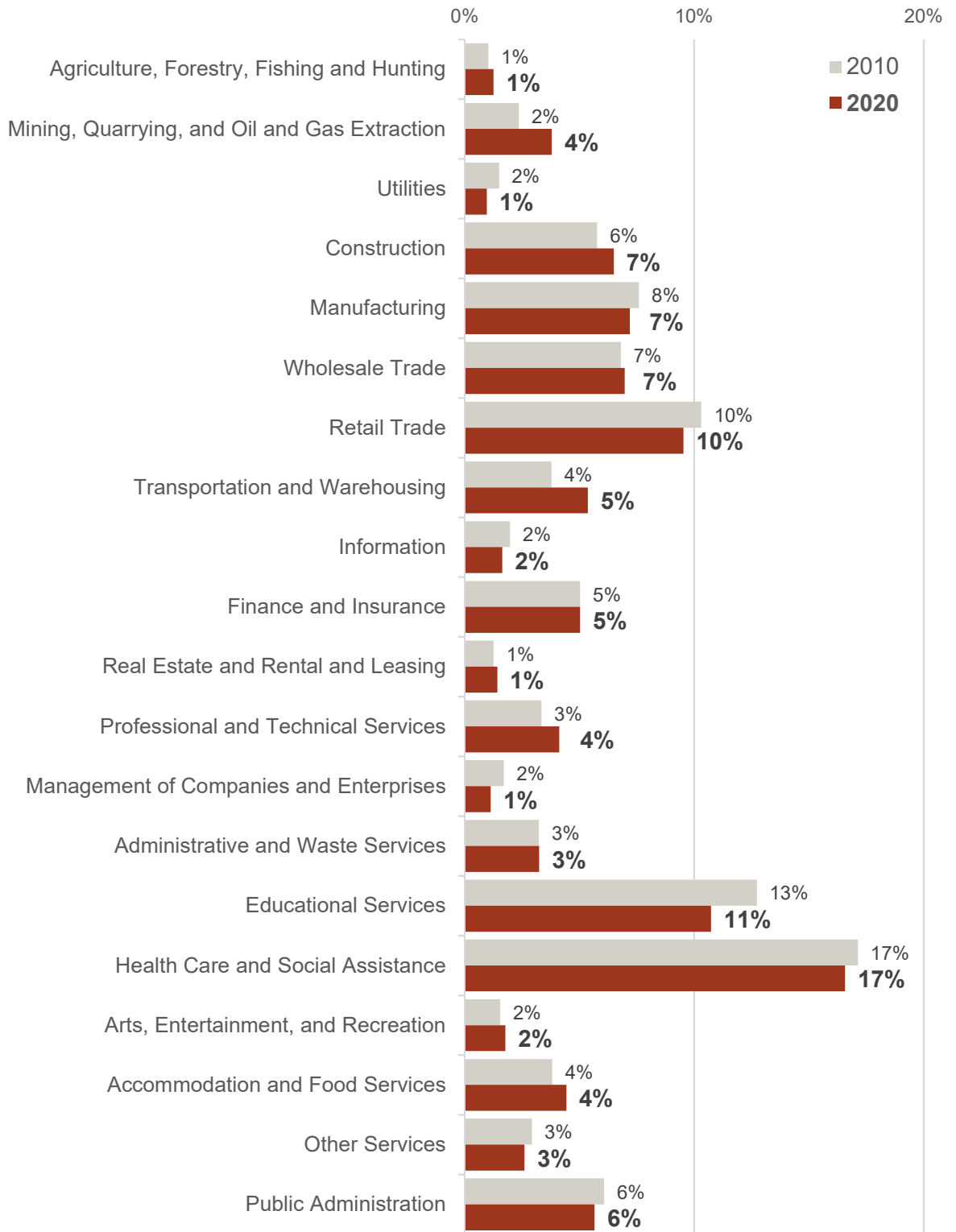
SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

EMPLOYMENT DISTRIBUTION - AGES 25-44



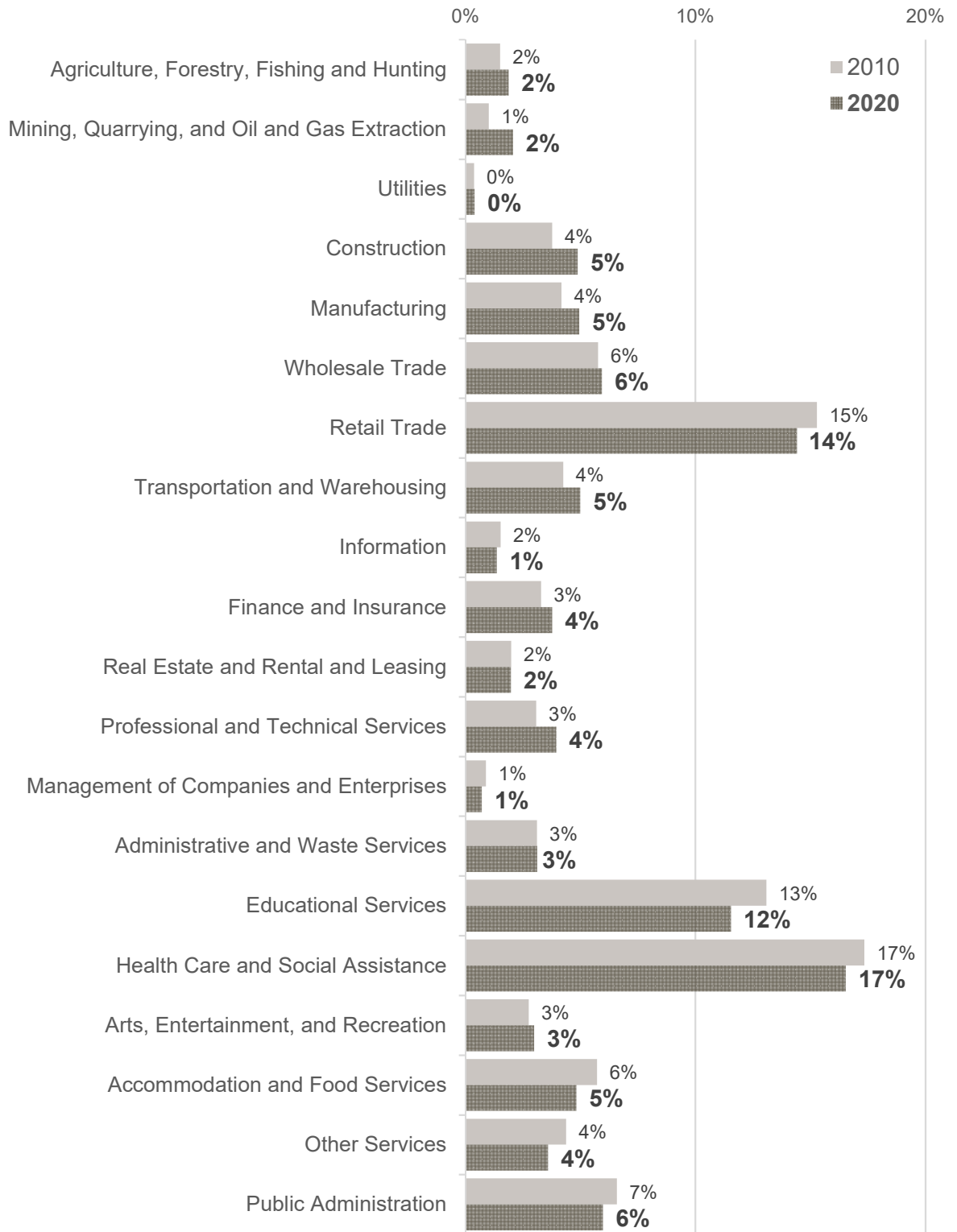
SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

EMPLOYMENT DISTRIBUTION ■ AGES 45-64



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

EMPLOYMENT DISTRIBUTION - AGES 65+



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

AGRICULTURE, FORESTRY, FISHING AND HUNTING ▪ p. 27

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 (UI). Self-employed workers (e.g. farmers) are not liable for UI, so the figures below may underrepresent reality for this industry.

AVERAGE EMPLOYMENT	From 2000-2020, average employment in this industry grew by 2,282 (90 percent). From 2010-2020, net employment growth was 1,138 (31 percent). In 2020, nearly all employment belonged to the private sector (more than 99 percent).		2000	2010	2020
		AVG EMP	2,523	3,667	4,805
		Private	100%	99.7%	100%
		Government	---	0%*	0%*

AVERAGE ANNUAL WAGE	From 2000-2020, the average wage in this industry grew by \$24,326 (108 percent). From 2010-2020, net wage growth was \$11,773 (34 percent).		2000	2010	2020
		AVG WAGE	\$22,453	\$35,007	\$46,780
		Private	\$22,453	\$34,994	\$46,784
		Government	---	\$39,485	\$25,060

TOTAL ESTABLISHMENTS	From 2000-2020, total establishments in this industry grew by 585 (123 percent). From 2010-2020, net growth was 380 (56 percent). In 2020, all establishments belonged to the private sector (more than 99 percent).		2000	2010	2020
		TOTAL ESTAB	477	682	1,062
		Private	100%	100%	100%
		Government	---	0%*	0%*

* More than 0%, less than 1%

EMPLOYMENT DEMOGRAPHICS ▪ p. 28

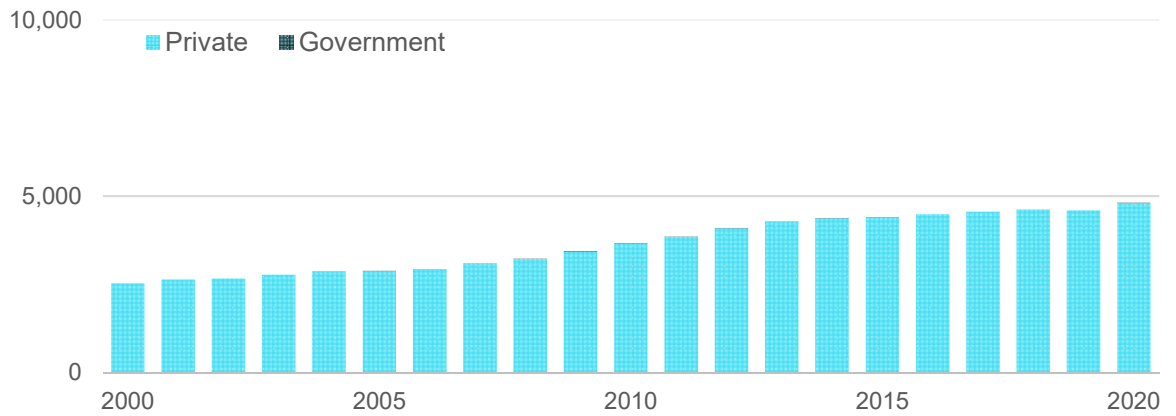
This industry has historically been male-dominated, and the majority of workers are of typical working age: 25-44 year-olds (39 percent in 2010, 41 percent in 2020) and 45-64 years-old (38 percent in 2010, 36 percent in 2020).

COMPOSITION BY GENDER	In 2020, the employment composition was 80 percent male to 20 percent female. For comparison, in 2010, it was 78 percent male to 22 percent female. Both genders experienced numerical increases, with a much higher increase in male workers.
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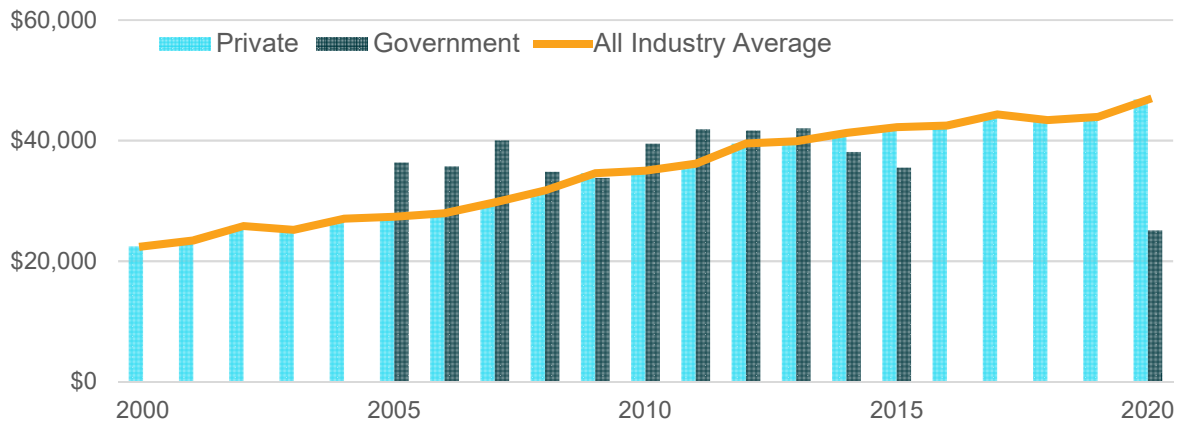
COMPOSITION BY AGE GROUP	Since 2010, the proportions among all age groups changed by moderate percentages. The largest shift in proportion was among 65+ year-olds (+3 percent). The age groups with the largest employment shares in the Agriculture, Forestry, Fishing and Hunting industry were 25-44 year-olds (41 percent) and 45-64 year-olds (36 percent).
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TEN-YEAR CHANGE BY AGE GROUP	From 2010 to 2020, the most significant increases were those among 25-44 year-olds (grew by 42 percent) and 45-64 year-olds (grew by 28 percent); each of these groups grew by several hundred workers. The largest increase by percent was among 65+ year-olds (98 percent), which reflects a numerical increase of a couple hundred workers. Because employment in this industry is small relative to others, the 10-year percent changes reflect a cumulative numerical change of about a thousand workers.
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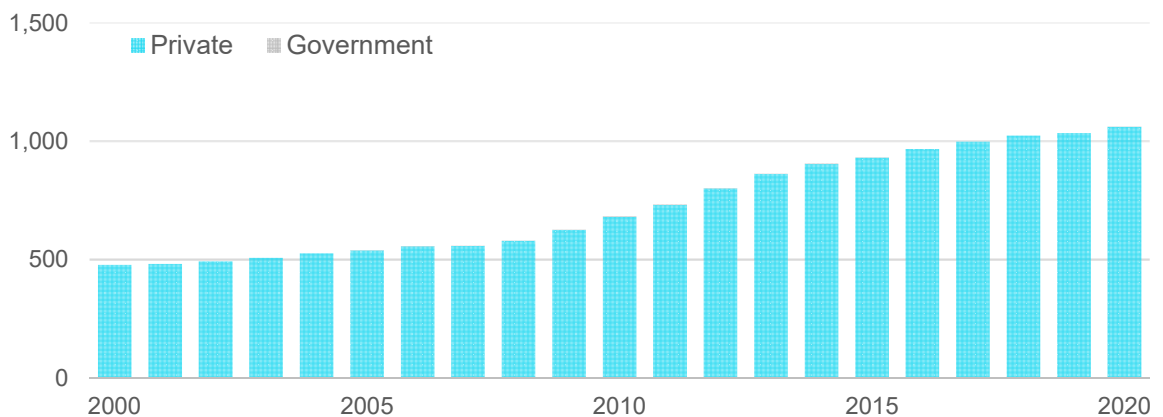
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

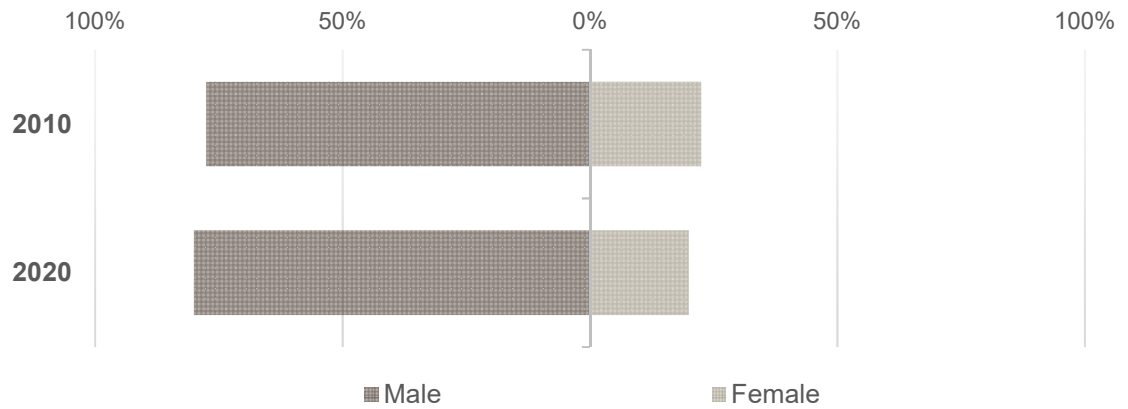


ESTABLISHMENTS

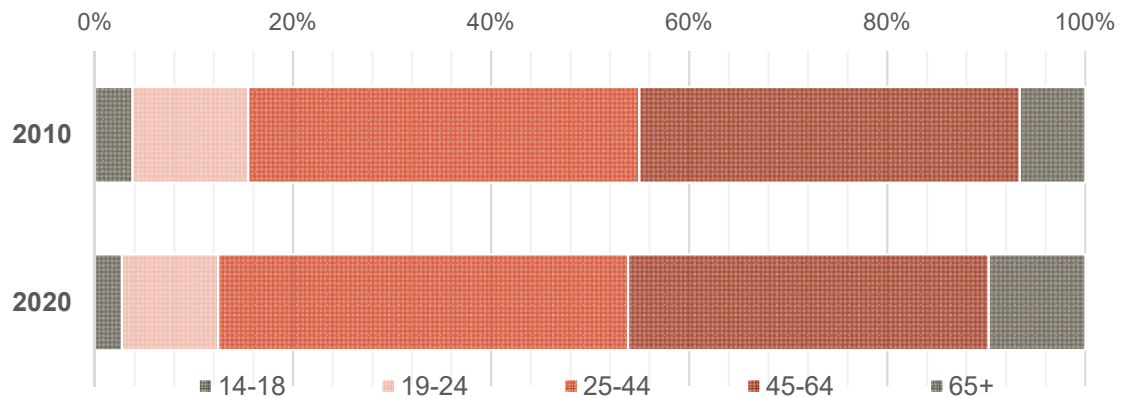


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

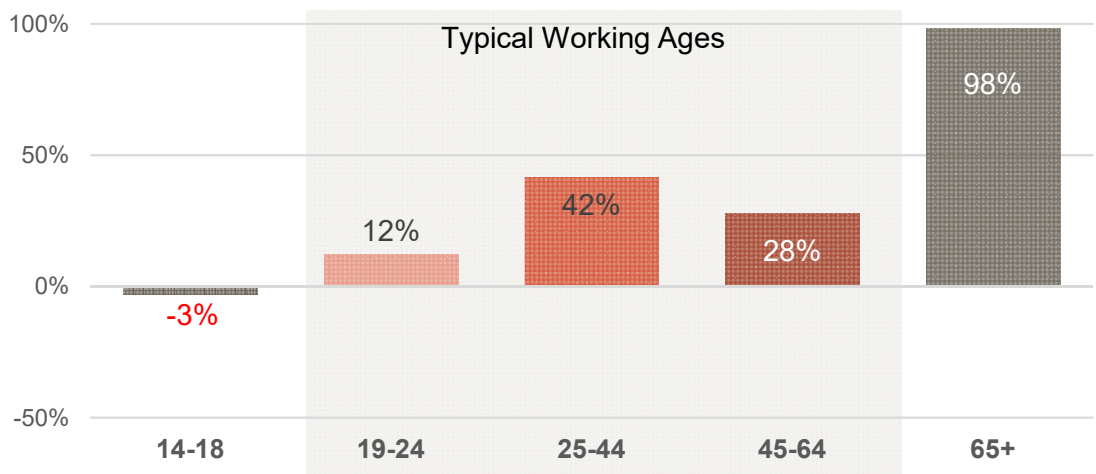
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

MINING, QUARRYING, AND OIL AND GAS EXTRACTION ■ p. 30

This industry is closely tied to the oil and gas sector, and therefore provides an excellent view of the oil boom’s impact on the state’s economy. Through 2014, the effect was evident in above-average growth in employment, wages, and establishments. Following the dip in oil prices that began in 2015, most economic measures declined before steadily growing again. In 2020, the COVID-19 pandemic instigated a collapse in demand for oil, which precipitated mass layoffs in the industry.

AVERAGE EMPLOYMENT

From 2000-2020, average employment in this industry grew by 11,831 (356 percent). From 2010-2020, net employment growth was 4,497 (42 percent). In 2020, nearly all employment belonged to the private sector (more than 99 percent).

	2000	2010	2020
AVG EMP	3,327	10,661	15,158
Private	100%	100%	100%
Government	---	0%*	0%*

AVERAGE ANNUAL WAGE

From 2000-2020, the average wage in this industry grew by \$61,756 (137 percent). From 2010-2020, net wage growth was \$26,805 (34 percent). In 2020, average wages in the private sector were higher than in government by \$27,568.

	2000	2010	2020
AVG WAGE	\$45,018	\$79,970	\$106,774
Private	\$45,018	\$79,976	\$106,782
Government	---	\$14,188	\$79,214

TOTAL ESTABLISHMENTS

From 2000-2020, total establishments in this industry grew by 633 (279 percent). From 2010-2020, net growth was 455 (112 percent). In 2020, nearly all establishments belonged to the private sector (more than 99 percent).

	2000	2010	2020
TOTAL ESTAB	227	405	860
Private	100%	100%	100%
Government	---	0%*	0%*

* More than 0%, less than 1%

EMPLOYMENT DEMOGRAPHICS ■ p. 31

This industry has historically been male-dominated, and a majority of employment has consisted of 25-44 year-olds (53 percent in 2010, 61 percent in 2020). Because employment has increased drastically, particularly among younger age groups and male workers, the shifts in this industry help explain demographic shifts in North Dakota’s overall employment.

COMPOSITION BY GENDER

In 2020, the employment composition was 90 percent male to 10 percent female. For comparison, in 2010, it was 93 percent male to 7 percent female. Workers of both genders 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.

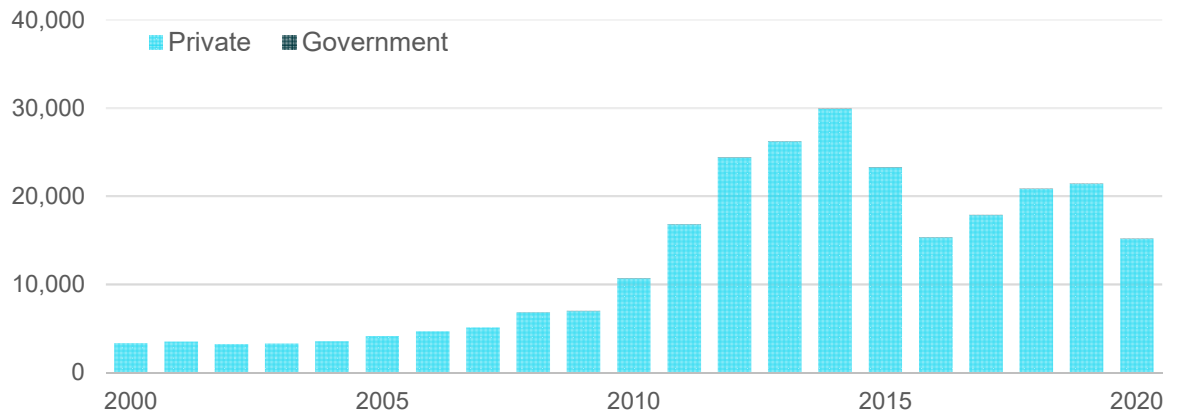
COMPOSITION BY AGE GROUP

Since 2010, the proportions among age groups changed by widely varying percentages. The largest shifts in proportion were among 25-44 year-olds (+9 percent) and 19-24 year-olds (-6 percent). The age group with the largest employment share in the Mining, Quarrying, and Oil and Gas Extraction industry was 25-44 year-olds (61 percent).

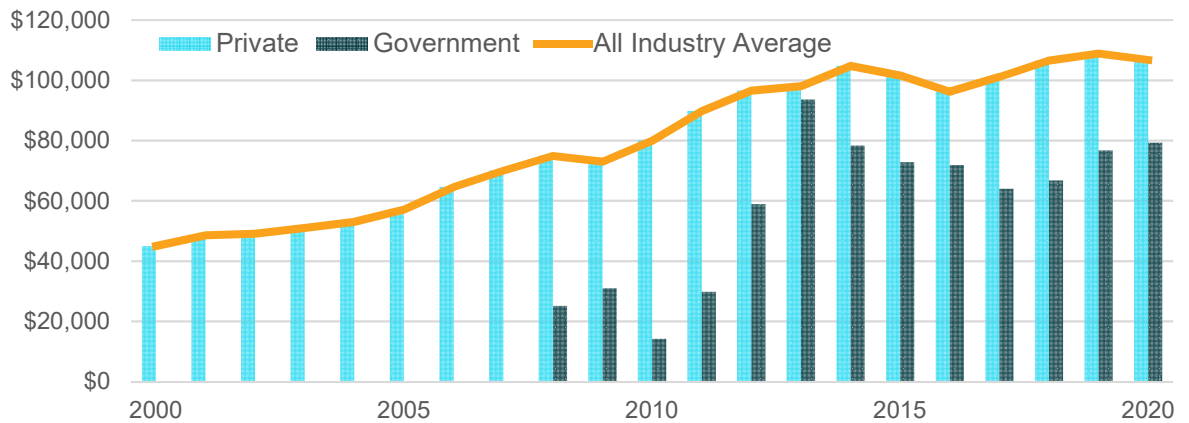
TEN-YEAR CHANGE BY AGE GROUP

From 2010 to 2020, the largest increase was among 25-44 year-old workers, which grew by about 6,000 (124 percent). The number of workers aged 45-64 years-old (grew by 69 percent) grew numerically by a couple thousand. All other age groups changed numerically by a few hundred workers or less.

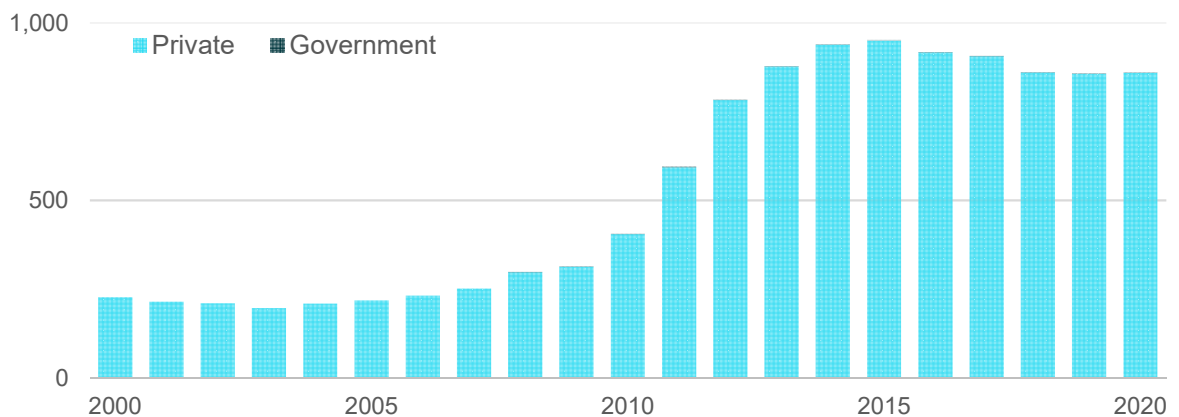
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

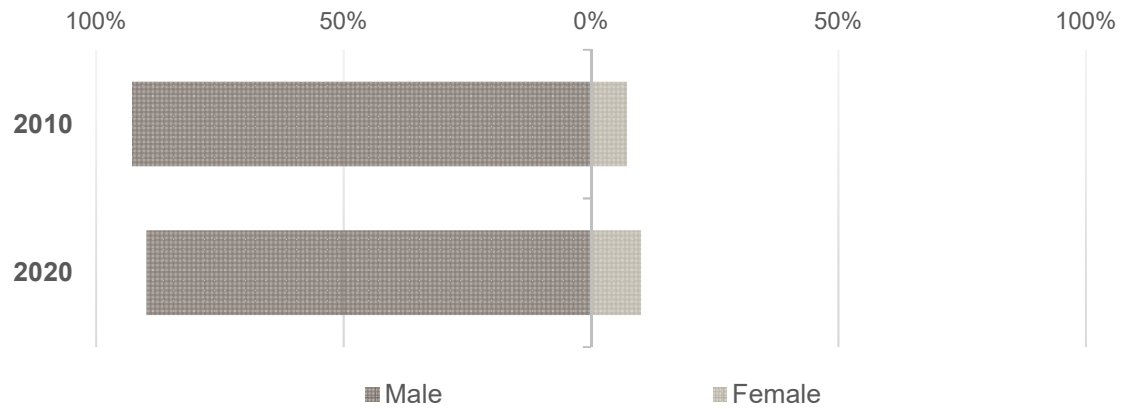


ESTABLISHMENTS

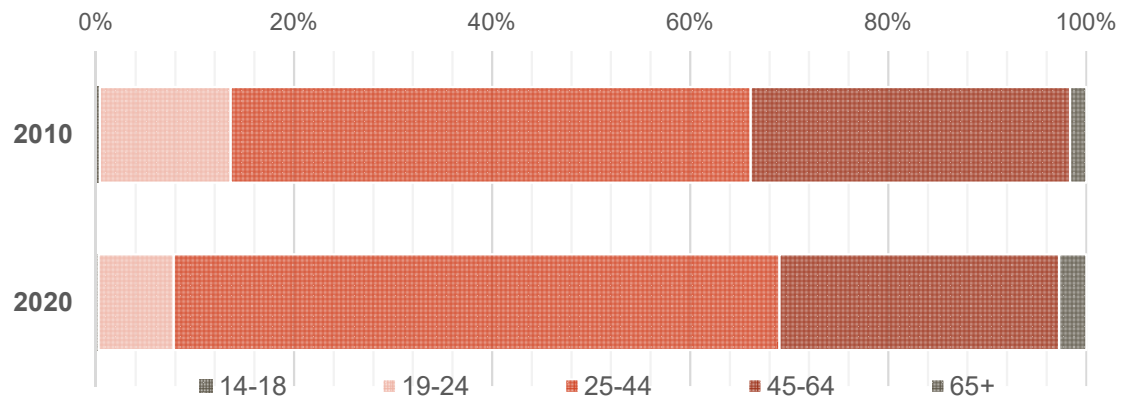


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

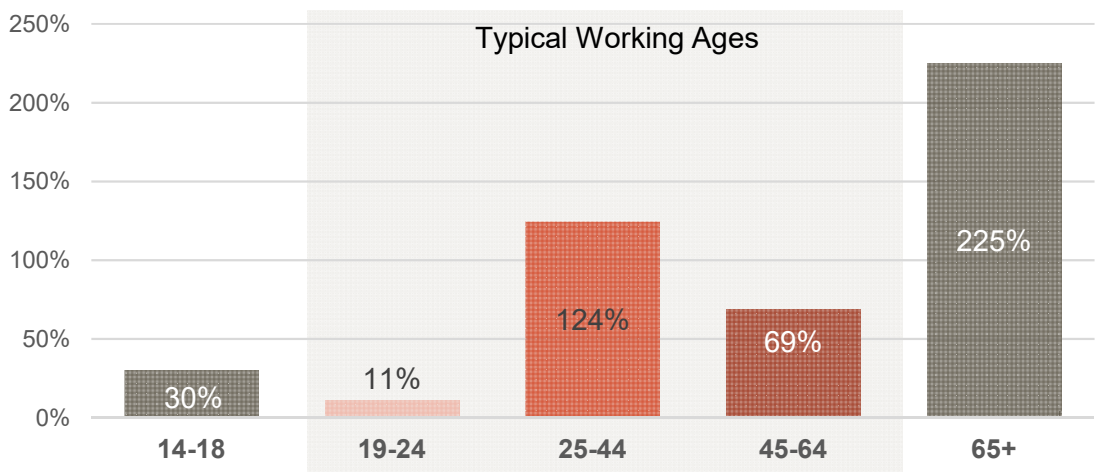
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

UTILITIES ■ p. 33

This industry has been one of the most stable in North Dakota over the past 20 years. Both average employment and the number of establishments have remained steady over time, and wages have grown steadily. This pattern suggests low turnover and longevity in this industry's workforce.

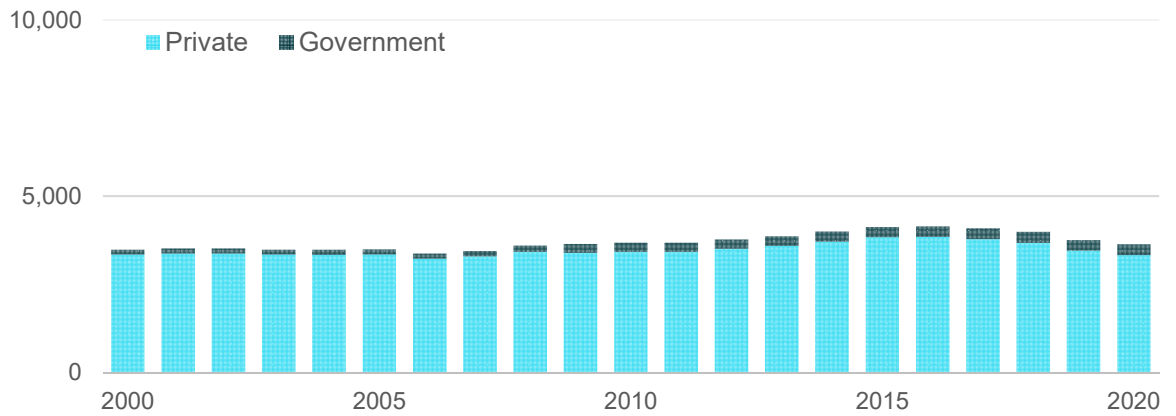
AVERAGE EMPLOYMENT	From 2000-2020, average employment in this industry grew by 155 (4 percent). From 2010-2020, net employment declined by 44 (1 percent). In 2020, most employment belonged to the private sector (92 percent).		2000	2010	2020
		AVG EMP	3,477	3,676	3,632
		Private	96%	93%	92%
		Government	4%	7%	8%
AVERAGE ANNUAL WAGE	From 2000-2020, the average wage in this industry grew by \$56,434 (108 percent). From 2010-2020, net wage growth was \$32,240 (42 percent). In 2020, average wages in the private sector were higher than in government by \$43,148.		2000	2010	2020
		AVG WAGE	\$52,221	\$76,415	\$108,655
		Private	\$52,661	\$78,425	\$112,278
		Government	\$40,981	\$49,667	\$69,131
TOTAL ESTABLISHMENTS	From 2000-2020, total establishments in this industry grew by 38 (25 percent). From 2010-2020, net growth was 29 (18 percent). In 2020, most establishments belonged to the private sector (83 percent).		2000	2010	2020
		TOTAL ESTAB	152	161	190
		Private	88%	82%	83%
		Government	12%	18%	17%

EMPLOYMENT DEMOGRAPHICS ■ p. 34

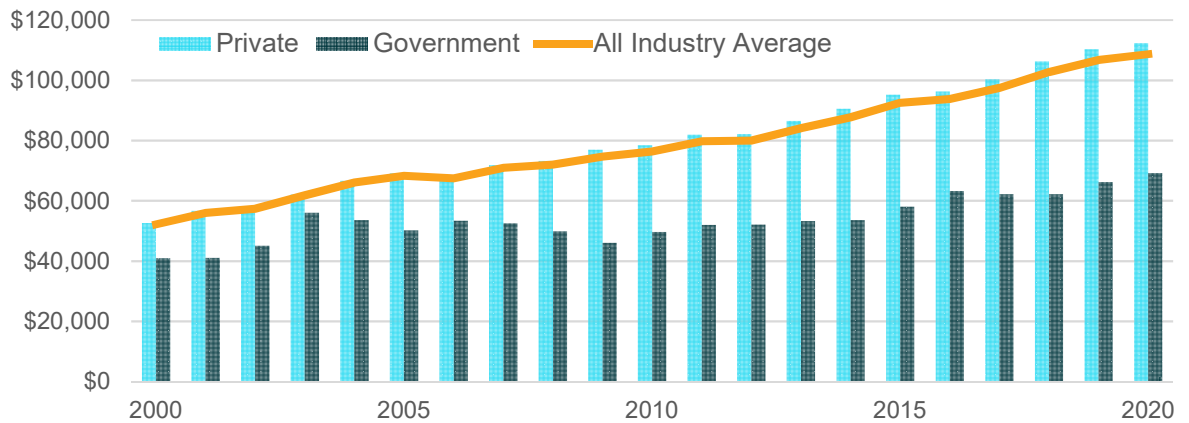
This industry has historically been male-dominated, with most workers being in the 45-64 year-old age group (59 percent in 2010, 41 percent in 2020). Over the past 10 years, the share of workers in the 25-44 year-old group has grown considerably (34 percent in 2010, 51 percent in 2020), suggesting a combination of turnover among older workers and an influx in hiring younger workers.

COMPOSITION BY GENDER	In 2020, the employment composition was 82 percent male to 18 percent female. For comparison, in 2010, it was 81 percent male to 19 percent female. Both genders experienced relatively small numerical changes, with a higher increase in male workers.
COMPOSITION BY AGE GROUP	Since 2010, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportions were among 45-64 year-olds (-19 percent) and 25-44 year-olds (+17 percent). The age groups with the largest employment shares in the Utilities industry were 45-64 year-olds (41 percent) and 25-44 year-olds (51 percent).
TEN-YEAR CHANGE BY AGE GROUP	From 2010 to 2020, the most significant changes were those among 25-44 year-olds (grew by 48 percent) and 45-64 year-olds (fell by 33 percent); each of these groups changed numerically by a few hundred workers. Because employment in this industry is small relative to others, the 10-year percent changes in other age groups reflect numerical changes of less than 100 workers.

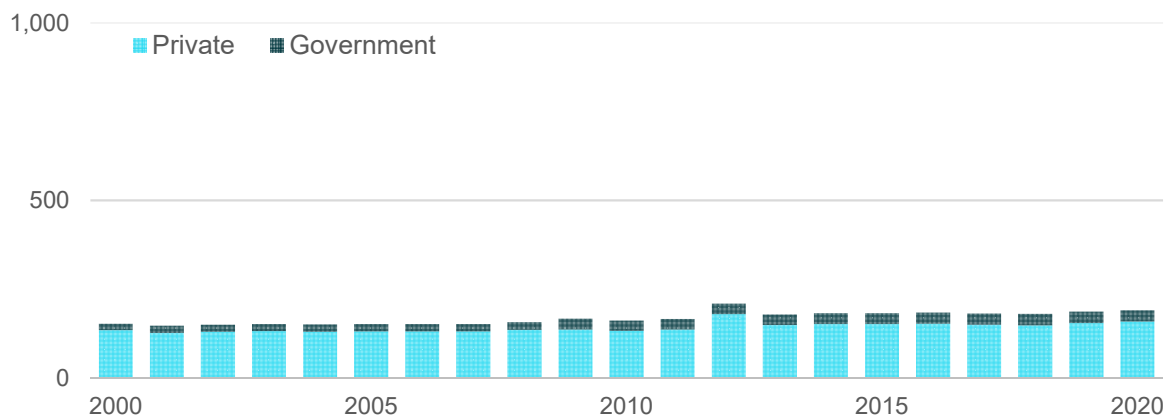
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

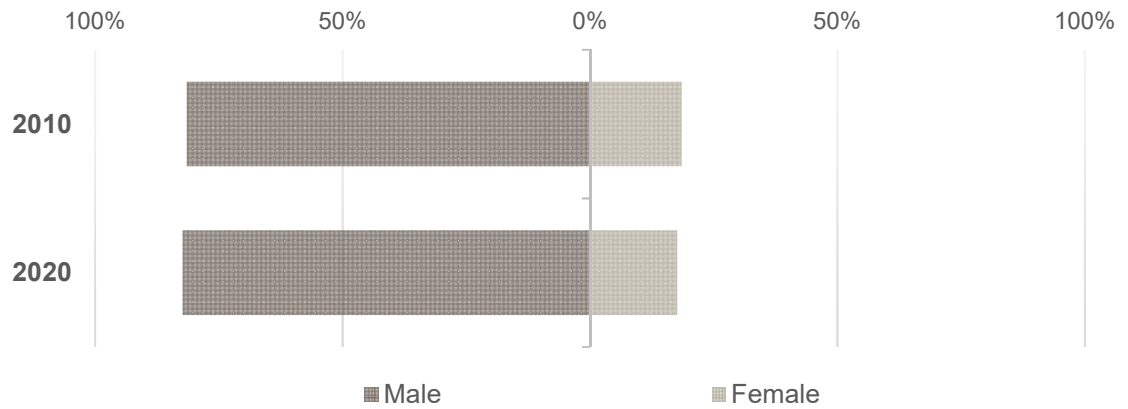


ESTABLISHMENTS

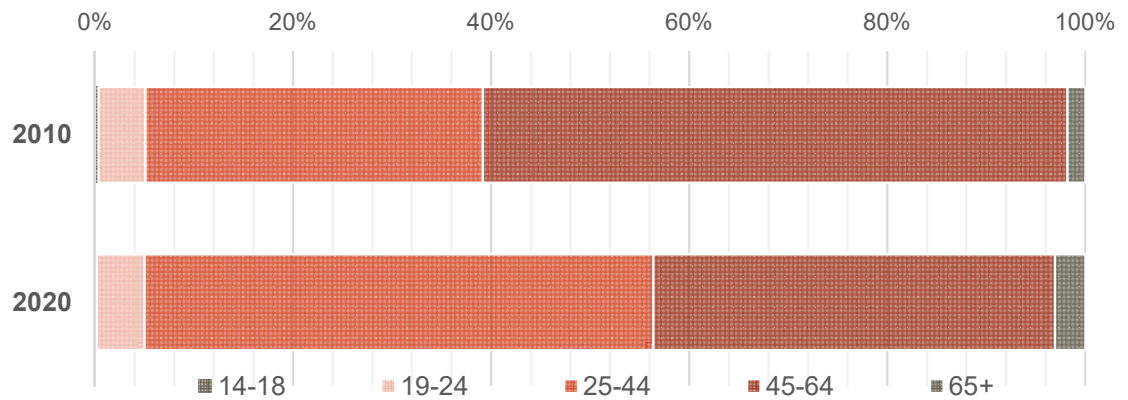


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

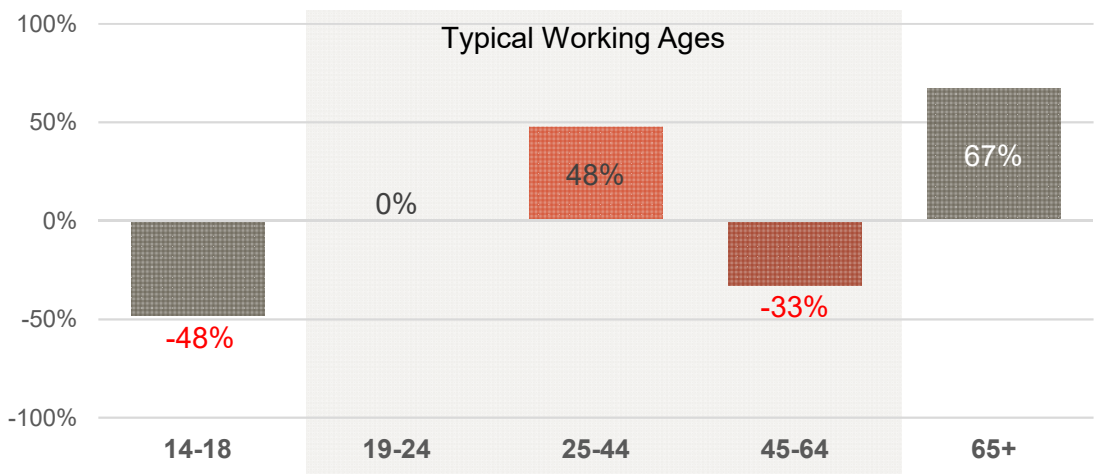
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

CONSTRUCTION ■ p. 36

This industry is closely tied to the oil and gas sector, and therefore provides an excellent view of the oil boom’s impact. The boom’s effect is reflected in the above-average growth in all areas—employment, wages, and establishments—specifically within the past 10 years. Following the dip in oil prices that began in 2015, most economic measures declined, though the numbers remain high overall.

AVERAGE EMPLOYMENT	From 2000-2020, average employment in this industry grew by 9,495 (56 percent). From 2010-2020, net employment growth was 4,025 (18 percent). In 2020, most employment belonged to the private sector (96 percent).		2000	2010	2020
		AVG EMP	16,908	22,378	26,403
		Private	93%	95%	96%
		Government	7%	5%	4%

AVERAGE ANNUAL WAGE	From 2000-2020, the average wage in this industry grew by \$35,353 (113 percent). From 2010-2020, net wage growth was \$19,994 (43 percent). In 2020, average wages in the private sector were higher than in the government by \$2,461.		2000	2010	2020
		AVG WAGE	\$31,257	\$46,616	\$66,610
		Private	\$31,343	\$46,536	\$66,705
		Government	\$30,048	\$48,088	\$64,244

TOTAL ESTABLISHMENTS	From 2000-2020, total establishments in this industry grew by 1,198 (43 percent). From 2010-2020, net growth was 639 (19 percent). In 2020, most establishments belonged to the private sector (more than 99 percent).		2000	2010	2020
		TOTAL ESTAB	2,796	3,355	3,994
		Private	98%	98%	100%
		Government	2%	2%	0%*

* More than 0%, less than 1%

EMPLOYMENT DEMOGRAPHICS ■ p. 37

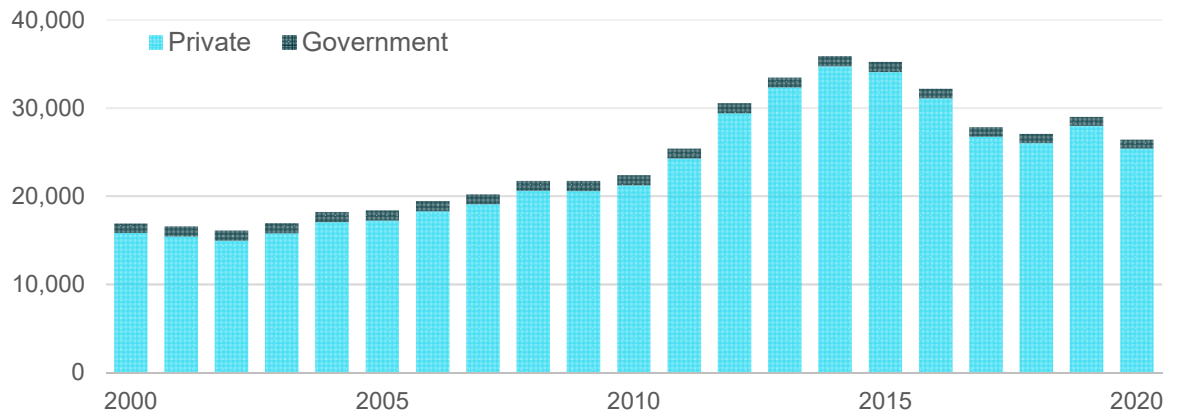
This industry has historically been male-dominated, with most workers being in the 25-44 year-old age group (48 percent in 2010, 51 percent in 2020). Because employment has increased drastically in the past 10 years, particularly among younger age groups and male workers, the shifts in this industry help explain demographic shifts in North Dakota’s overall employment.

COMPOSITION BY GENDER	In 2020, the employment composition was 87 percent male to 13 percent female. For comparison, in 2010, it was 89 percent male to 11 percent female. Both genders experienced high numerical increases, with a significantly higher increase in male workers.
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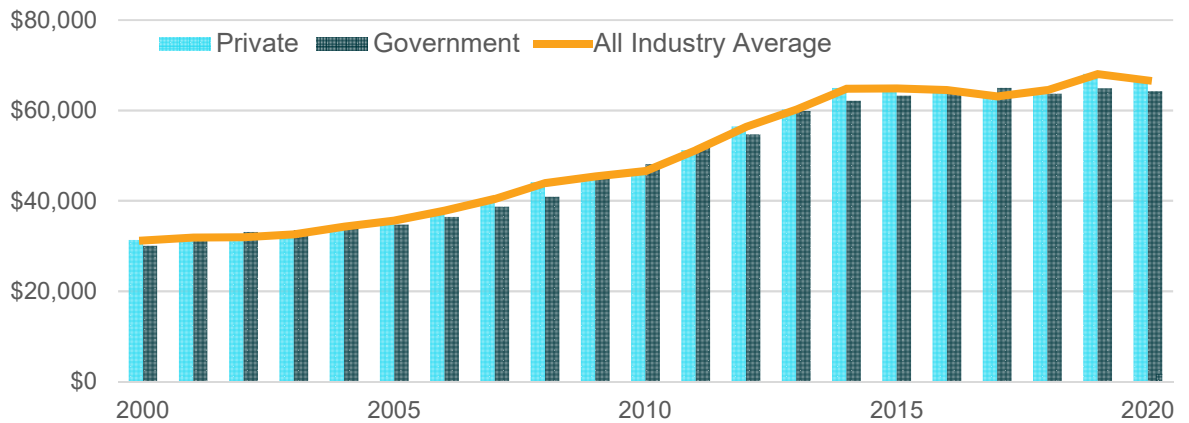
COMPOSITION BY AGE GROUP	Since 2010, the proportions among all age groups across changed by varying percentages. The largest shifts in proportion were among 25-44 year-olds (+3 percent) and 45-64 year-olds (-3 percent). The age groups with the largest employment shares in the Construction industry were 25-44 year-olds (51 percent) and 45-64 year-olds (33 percent).
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TEN-YEAR CHANGE BY AGE GROUP	From 2010 to 2020, the most significant increases were those among 25-44 year-olds (grew by 34 percent) and 45-64 year-olds (grew by 18 percent); each of these groups grew numerically by over a thousand workers. The largest increase by percent was among 65+ year-olds (106 percent), though this reflects a numerical increase by several hundred workers.
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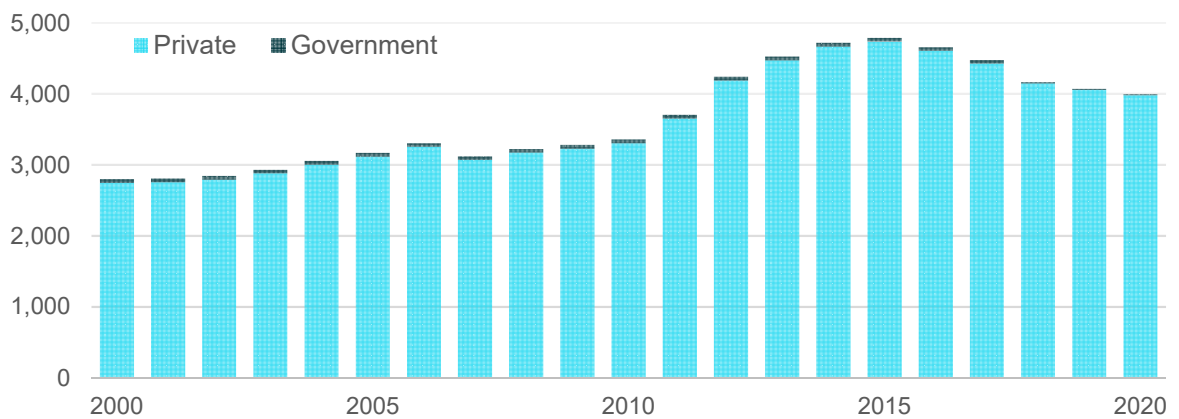
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

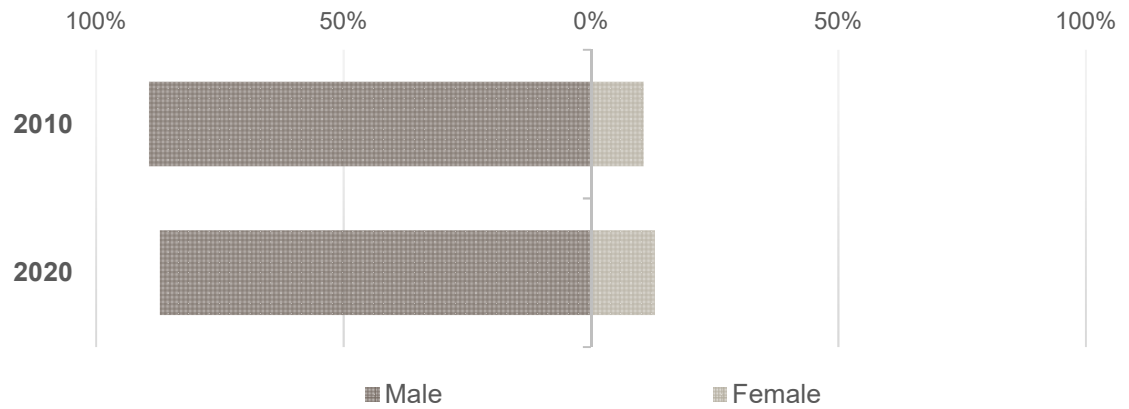


ESTABLISHMENTS

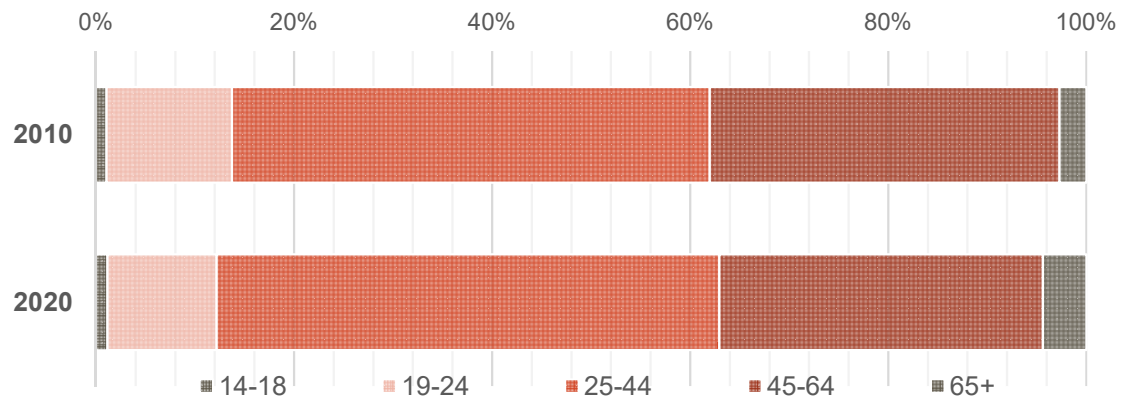


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

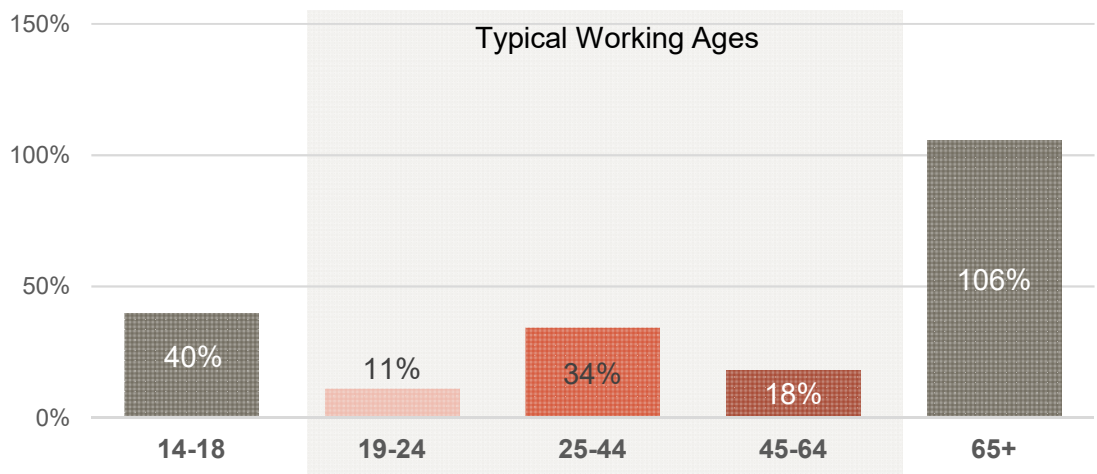
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

MANUFACTURING ■ p. 39

This industry exhibits the impact of the Great Recession more than any other industry. Before the recession, employment was stable, growing to a peak of 26,818 workers in 2008. Following the recession, employment dipped to a low of 22,895 workers in 2010. Since then, the industry has recovered to relatively stable and growing employment.

AVERAGE EMPLOYMENT

From 2000-2020, average employment in this industry grew by 1,130 (5 percent). From 2010-2020, net employment grew by 2,595 (11 percent). In 2020, nearly all employment belonged to the private sector (99 percent).

	2000	2010	2020
AVG EMP	24,360	22,895	25,490
Private	99%	98%	99%
Government	1%	2%	1%

AVERAGE ANNUAL WAGE

From 2000-2020, the average wage in this industry grew by \$27,213 (89 percent). From 2010-2020, net wage growth was \$14,433 (33 percent). In 2020, average wages in government were higher than in the public sector by \$17,534.

	2000	2010	2020
AVG WAGE	\$30,641	\$43,421	\$57,854
Private	\$30,614	\$43,408	\$57,695
Government	\$34,246	\$44,241	\$75,229

TOTAL ESTABLISHMENTS

From 2000-2020, total establishments in this industry fell by 5 (1 percent). From 2010-2020, total establishments fell by 2 (less than 1 percent). In 2020, most establishments belonged to the private sector (more than 99 percent).

	2000	2010	2020
TOTAL ESTAB	858	855	853
Private	100%	99%	100%
Government	0%*	1%	0%*

* More than 0%, less than 1%

EMPLOYMENT DEMOGRAPHICS ■ p. 40

This industry has historically been male-dominated, with most workers being in the 25-44 year-old age group (45 percent in 2010, 47 percent in 2020). Unions are more common in this industry, and build benefits based on years-of-service, which suggests a benefit to remaining employed in later years.

COMPOSITION BY GENDER

In 2020, the employment composition was 74 percent male to 26 percent female. For comparison, in 2010, it was 75 percent male to 25 percent female. Both genders experienced numerical increases in the 10-year period, though male workers grew by nearly three times the amount that female workers did.

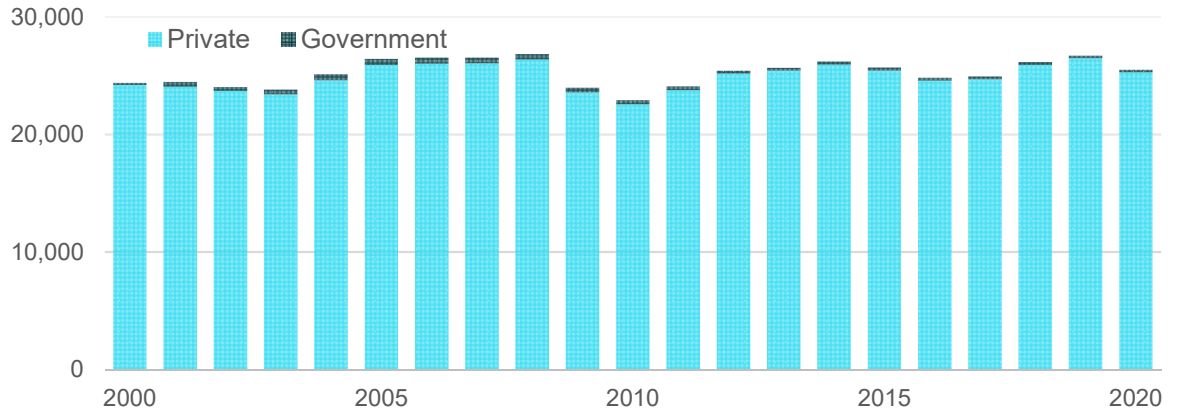
COMPOSITION BY AGE GROUP

Since 2010, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 45-64 year-olds (-5 percent), 65+ year-olds (+2 percent), and 25-44 year-olds (+2 percent). The age groups with the largest employment shares in the Manufacturing industry were 25-44 year-olds (47 percent) and 45-64 year-olds (39 percent).

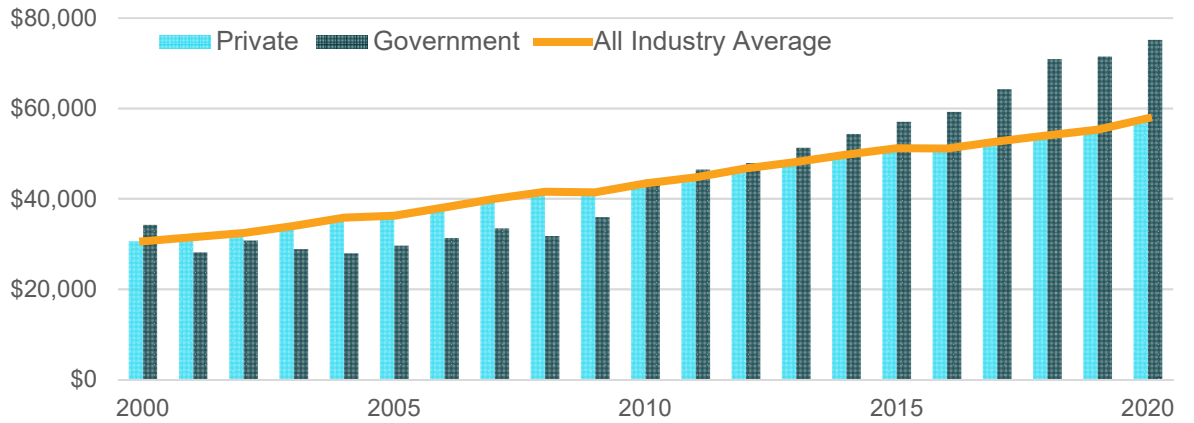
TEN-YEAR CHANGE BY AGE GROUP

From 2010 to 2020, the most significant growth was among workers aged 25-44 years-old, which increased by over a thousand (17 percent). Workers aged 19-24 years-old (grew by 22 percent) and 65+ years-old (grew by 88 percent) each increased by a measure of several hundred workers.

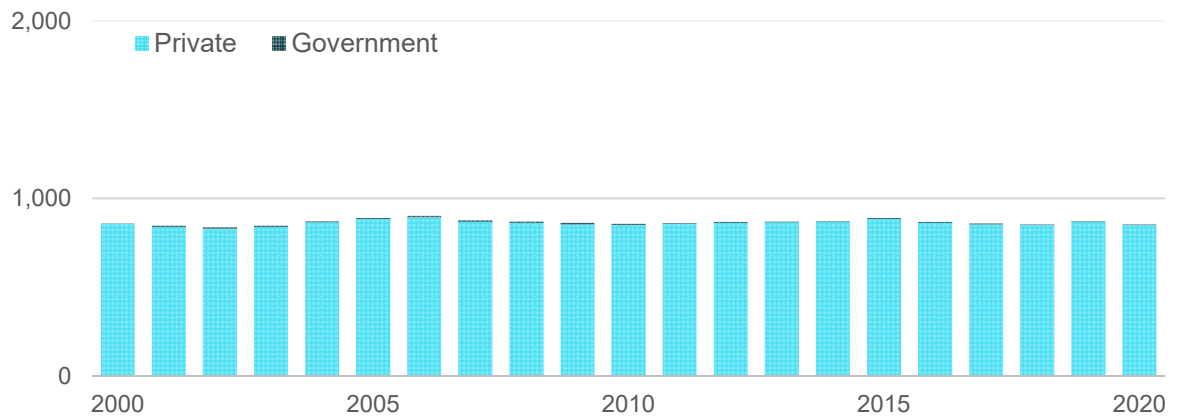
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

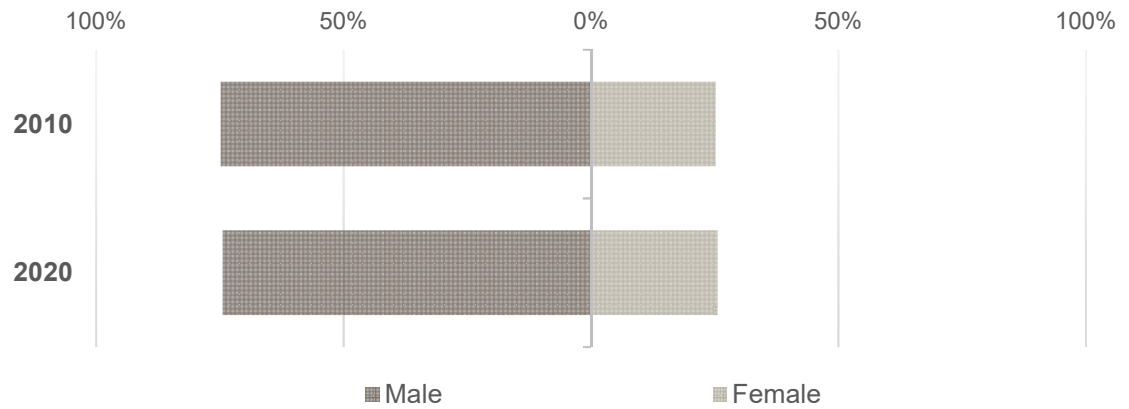


ESTABLISHMENTS

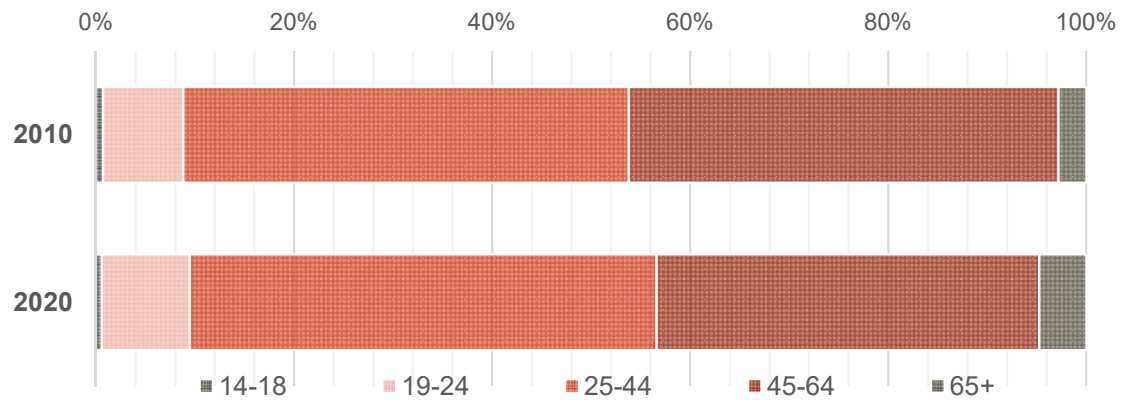


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

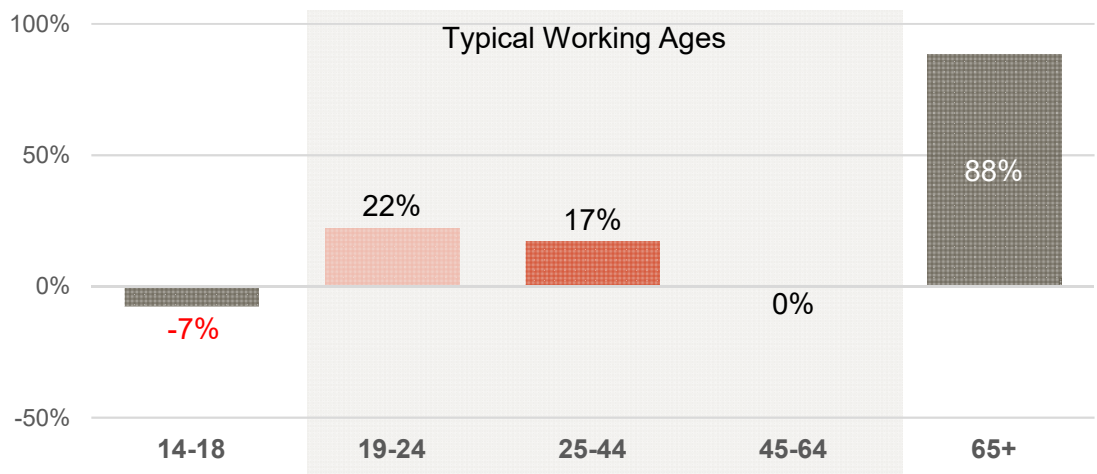
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

WHOLESALE TRADE ■ p. 42

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

AVERAGE EMPLOYMENT	From 2000-2020, average employment in this industry grew by 4,897 (27 percent). From 2010-2020, net employment growth was 2,030 (10 percent). In 2020, nearly all employment belonged to the private sector (more than 99 percent).		2000	2010	2020
		AVG EMP	18,193	21,060	23,090
		Private	100%	100%	100%
		Government	---	0%*	0%*

AVERAGE ANNUAL WAGE	From 2000-2020, the average wage in this industry grew by \$38,681 (119 percent). From 2010-2020, net wage growth was \$19,792 (39 percent). In 2020, average wages in the private sector were higher than in government by \$21,376.		2000	2010	2020
		AVG WAGE	\$32,467	\$51,356	\$71,148
		Private	\$32,467	\$51,358	\$71,151
		Government	---	\$41,812	\$49,775

TOTAL ESTABLISHMENTS	From 2000-2020, total establishments in this industry grew by 499 (20 percent). From 2010-2020, net growth was 498 (20 percent). In 2020, most establishments belonged to the private sector (more than 99 percent).		2000	2010	2020
		TOTAL ESTAB	2,449	2,450	2,948
		Private	100%	100%	100%
		Government	---	0%*	0%*

* More than 0%, less than 1%

EMPLOYMENT DEMOGRAPHICS ■ p. 43

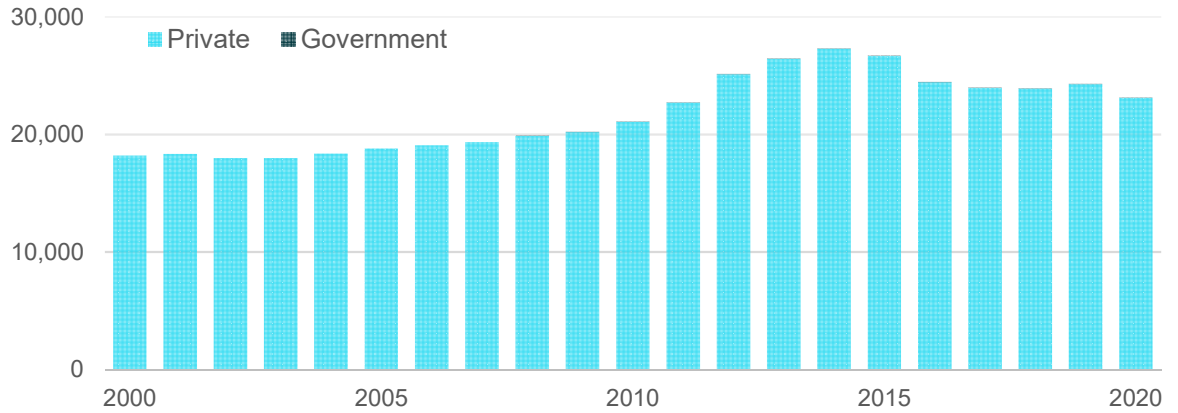
This industry has historically been male-dominated, with most workers being in the typical working age groups: 25-44 year-olds (42 percent in 2010, 44 percent in 2020) and 45-64 year-olds (44 percent in 2010, 41 percent in 2020).

COMPOSITION BY GENDER	In 2020, the employment composition was 78 percent male to 22 percent female. For comparison, in 2010, it was 77 percent male to 23 percent female. Both genders experienced numerical increases, with a significantly higher increase in male workers since 2010.
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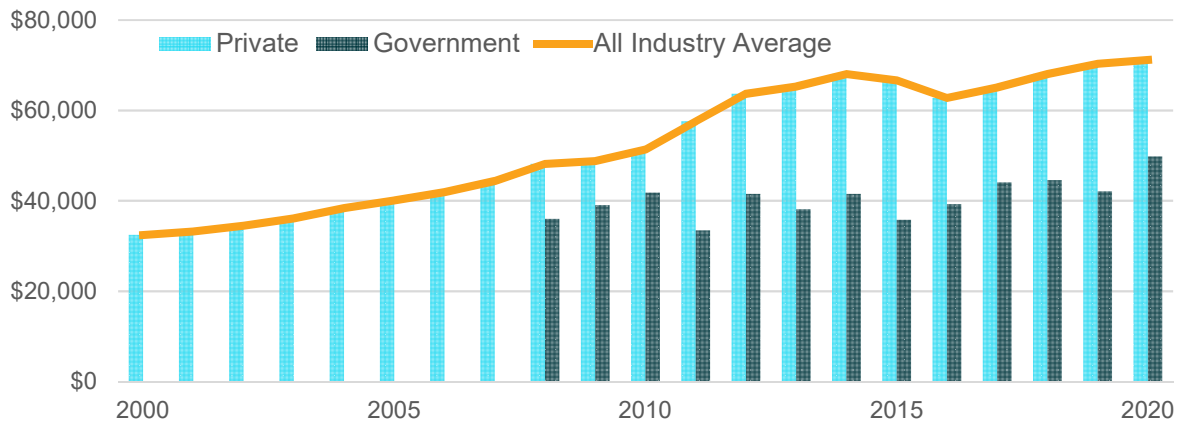
COMPOSITION BY AGE GROUP	Since 2010, the proportions among all age groups changed by moderate percentages. The largest shifts in proportion were among 25-44 year-olds (+3 percent) and 45-64 year-olds (-3 percent). The age groups with the largest employment shares in the Wholesale Trade industry were 25-44 year-olds (44 percent) and 45-64 year-olds (41 percent).
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TEN-YEAR CHANGE BY AGE GROUP	From 2010 to 2020, the most significant increase was among 25-44 year-olds (grew by 23 percent), which grew by a couple thousand workers. The largest increase by percent was among 65+ year-olds (grew by 64 percent), though this reflects a numerical change of a few hundred workers.
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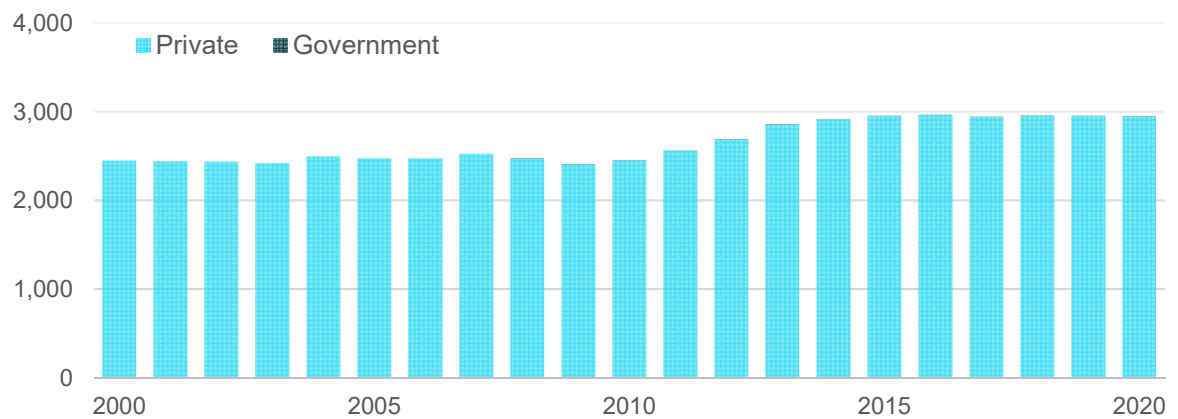
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

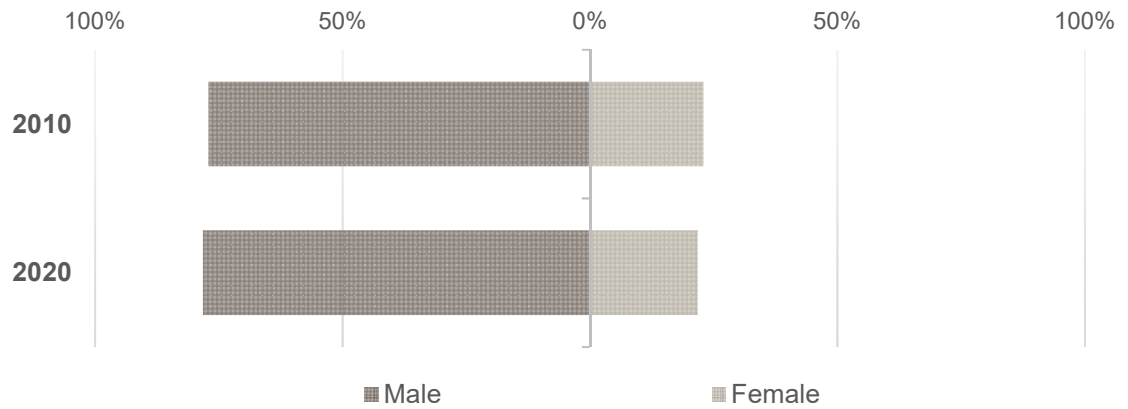


ESTABLISHMENTS

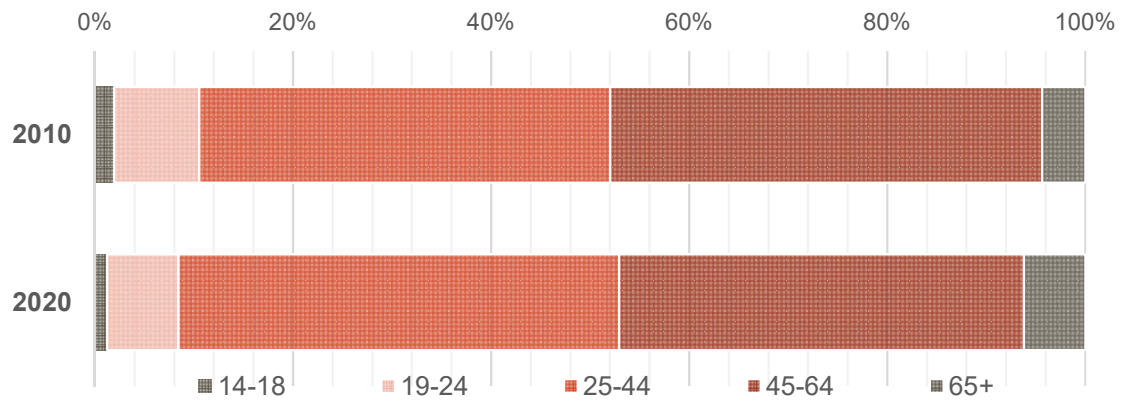


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

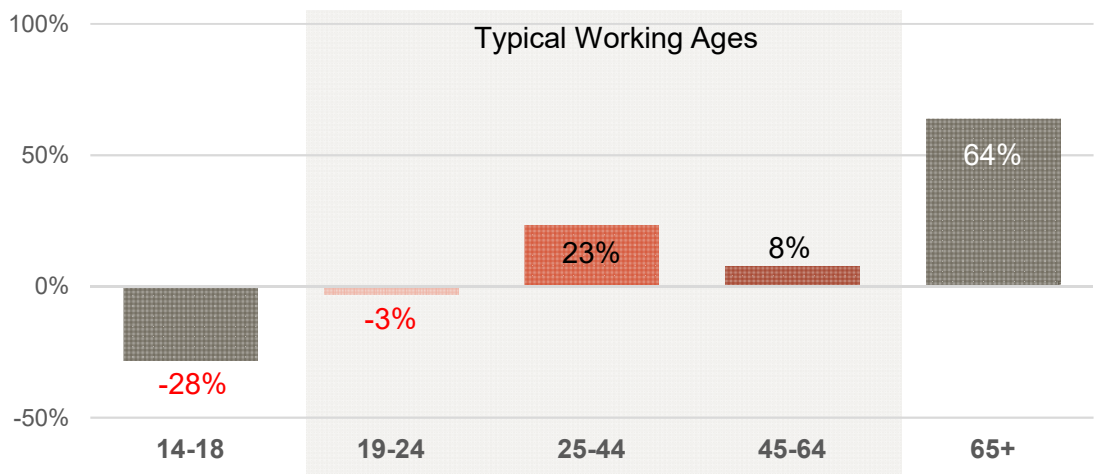
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

RETAIL TRADE ■ p. 45

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

AVERAGE EMPLOYMENT

From 2000-2020, average employment in this industry grew by 2,703 (7 percent). From 2010-2020, net employment growth was 255 (1 percent). In 2020, nearly all employment belonged to the private sector (99 percent).

	2000	2010	2020
AVG EMP	41,352	43,800	44,055
Private	99%	99%	99%
Government	1%	1%	1%

AVERAGE ANNUAL WAGE

From 2000-2020, the average wage in this industry grew by \$16,632 (96 percent). From 2010-2020, net wage growth was \$9,866 (41 percent). In 2020, average wages in the private sector were higher than in government by \$12,818.

	2000	2010	2020
AVG WAGE	\$17,370	\$24,137	\$34,002
Private	\$17,410	\$24,159	\$34,071
Government	\$13,525	\$20,916	\$21,253

TOTAL ESTABLISHMENTS

From 2000-2020, total establishments in this industry fell by 354 (10 percent). From 2010-2020, net establishments fell by 43 (1 percent). In 2020, most establishments belonged to the private sector (more than 99 percent).

	2000	2010	2020
TOTAL ESTAB	3,520	3,209	3,166
Private	100%	100%	100%
Government	0%*	0%*	0%*

* More than 0%, less than 1%

EMPLOYMENT DEMOGRAPHICS ■ p. 46

This industry has historically been evenly split between both genders, with most workers being in either the 25-44 year-old age group (35 percent in 2010, 38 percent in 2020) or the 45-64 year-old age group (32 percent in 2010, 30 percent in 2020).

COMPOSITION BY GENDER

In 2020, the employment composition was 51 percent male to 49 percent female. For comparison, in 2010, it was 49 percent male to 51 percent female. Both genders experienced numerical increases, with a slightly higher increase in male workers.

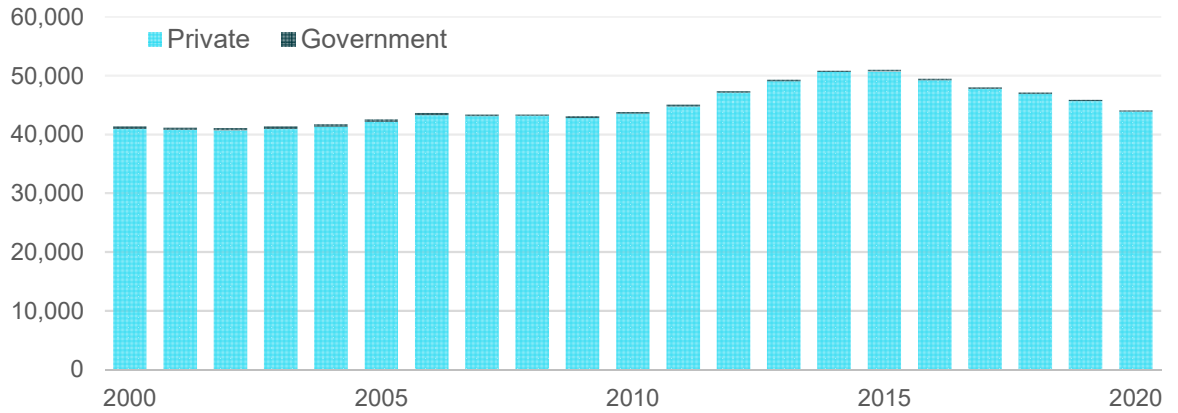
COMPOSITION BY AGE GROUP

Since 2010, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 25-44 year-olds (+3 percent), 65+ year-olds (+3 percent), and 19-24 year-olds (-4 percent). The age groups with the largest employment shares in the Retail Trade industry were 25-44 year-olds (38 percent), 45-64 year-olds (30 percent), and 19-24 year-olds (18 percent).

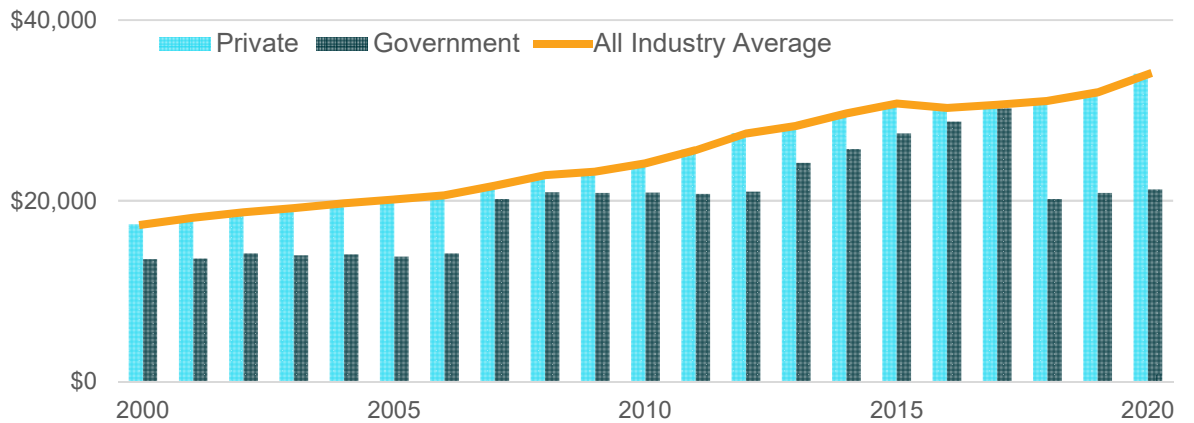
TEN-YEAR CHANGE BY AGE GROUP

From 2010 to 2020, the most significant increases were those among 25-44 year-olds (grew by 9 percent) and 65+ year-old workers (grew by 50 percent); each of these groups grew numerically by over a thousand workers. The number of workers in the 19-24 year-old age group decreased by over a thousand workers in the 10-year period.

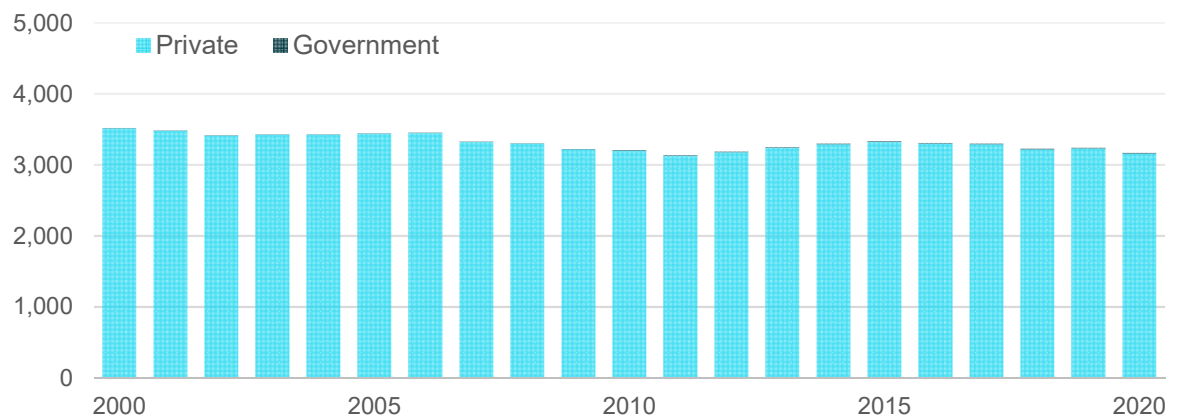
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

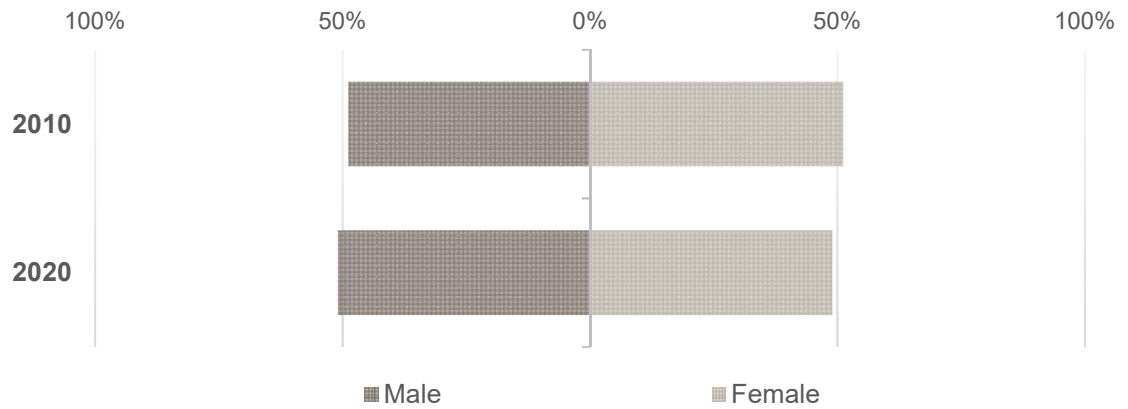


ESTABLISHMENTS

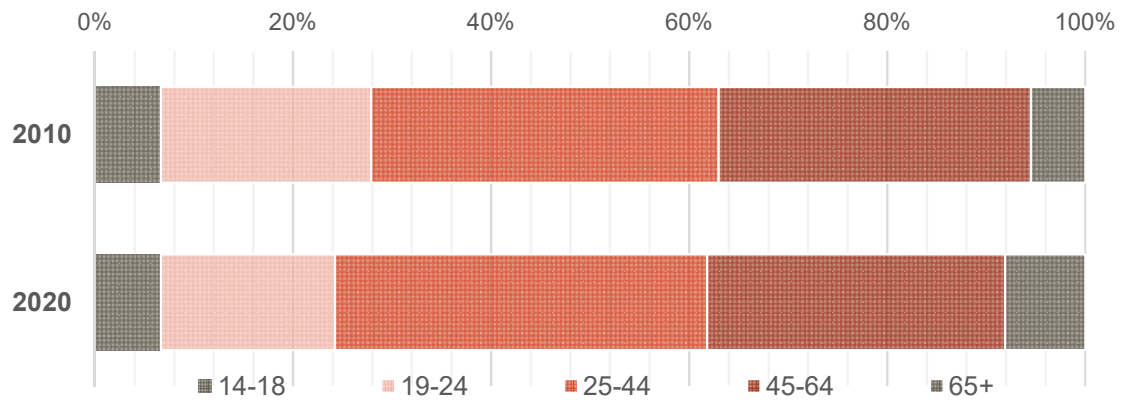


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

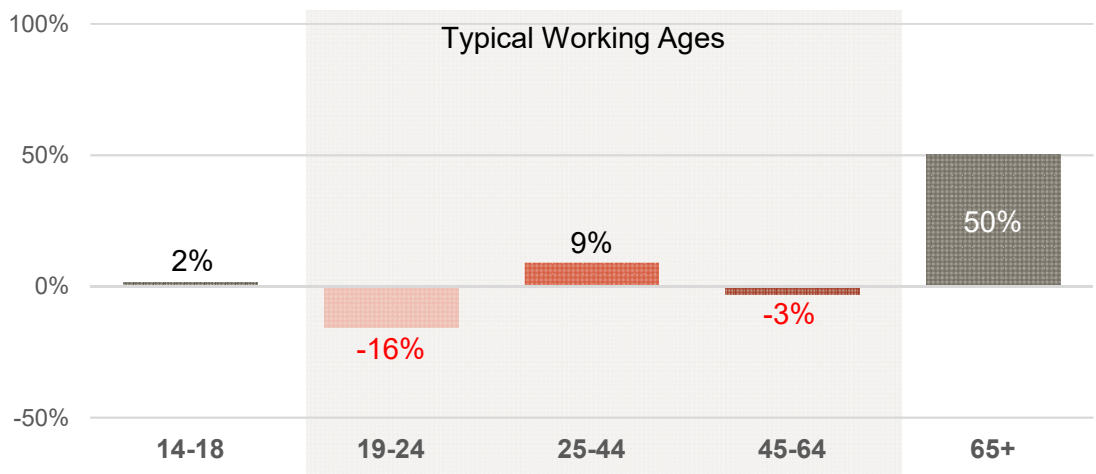
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

TRANSPORTATION AND WAREHOUSING ■ p. 48

This industry is closely tied to the oil and gas sector, and therefore provides an excellent view of the oil boom’s impact. Through 2014, the effect was evident in above-average growth in employment, wages, and establishments. Following the dip in oil prices that began in 2015, most economic measures declined, though the numbers remain high overall.

AVERAGE EMPLOYMENT

From 2000-2020, average employment in this industry grew by 7,722 (74 percent). From 2010-2020, net employment growth was 5,262 (41 percent). In 2020, nearly all employment belonged to the private sector (90 percent).

	2000	2010	2020
AVG EMP	10,489	12,949	18,211
Private	76%	85%	90%
Government	24%	15%	10%

AVERAGE ANNUAL WAGE

From 2000-2020, the average wage in this industry grew by \$33,224 (111 percent). From 2010-2020, net wage growth was \$18,364 (41 percent). In 2020, average wages in the private sector were higher than in government by \$9,534.

	2000	2010	2020
AVG WAGE	\$29,805	\$44,666	\$63,029
Private	\$27,856	\$44,376	\$63,979
Government	\$35,834	\$46,357	\$54,445

TOTAL ESTABLISHMENTS

From 2000-2020, total establishments in this industry grew by 1,013 (85 percent). From 2010-2020, net growth was 444 (25 percent). In 2020, most establishments belonged to the private sector (87 percent).

	2000	2010	2020
TOTAL ESTAB	1,191	1,760	2,204
Private	94%	81%	87%
Government	6%	19%	13%

EMPLOYMENT DEMOGRAPHICS ■ p. 49

This industry has historically been male-dominated, with most workers being in either the 25-44 year-old age group (40 percent in 2010, 42 percent in 2020) or 45-64 year-old age group (46 percent in 2010, 43 percent in 2020). 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 overall employment.

COMPOSITION BY GENDER

In 2020, the employment composition was 82 percent male to 18 percent female. For comparison, in 2010, it was 81 percent male to 19 percent female. Both genders experienced high numerical increases, with a significantly higher increase in male workers.

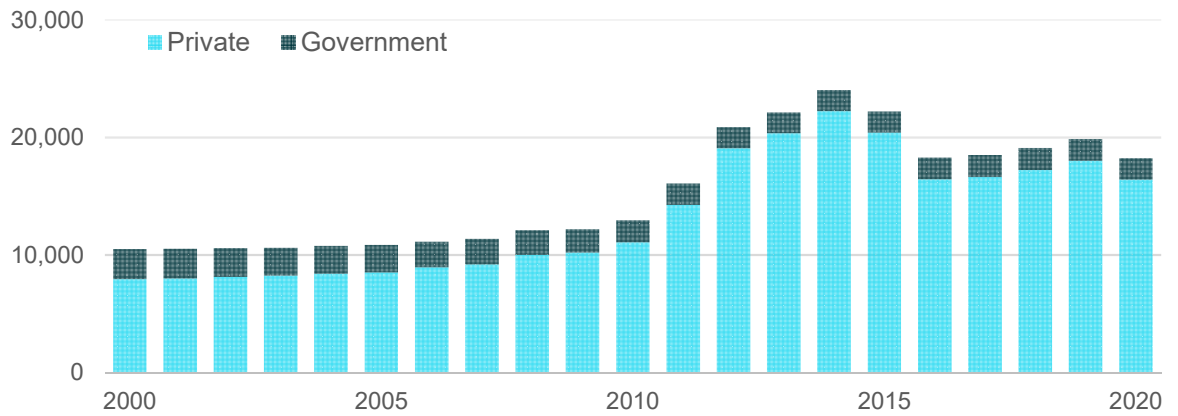
COMPOSITION BY AGE GROUP

Since 2010, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 45-64 year-olds (-3 percent) and 25-44 year-olds (+2 percent). The age group with the largest employment shares in the Transportation and Warehousing industry were 45-64 year-olds (43 percent) and 25-44 year-olds (42 percent).

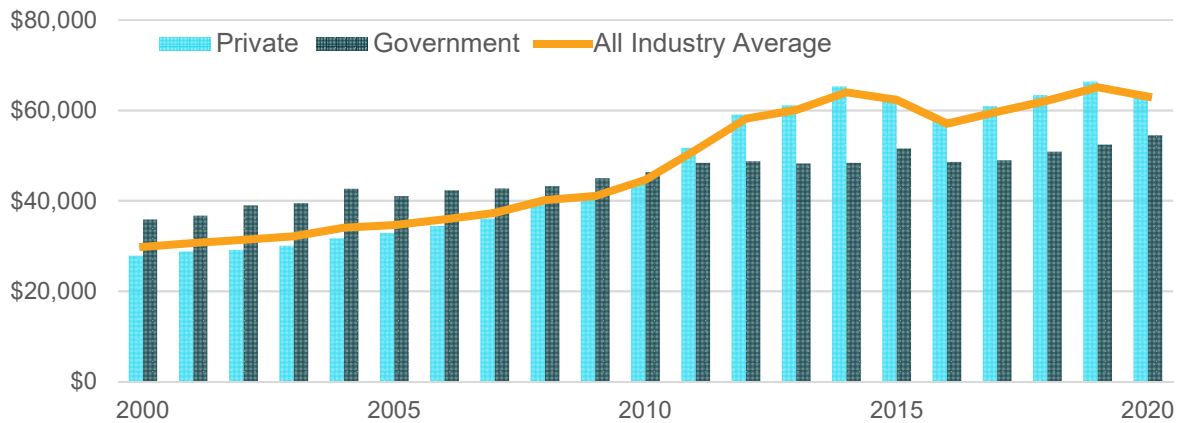
TEN-YEAR CHANGE BY AGE GROUP

From 2010 to 2020, the most significant increases were those among 45-64 year-olds (grew by 49 percent) and 25-44 year-olds (grew by 67 percent); each of these groups grew numerically by a couple thousand. The 19-24 year-old and 65+ year-old age groups each grew by several hundred, while the 14-18 year-old age group increased by about 10 workers.

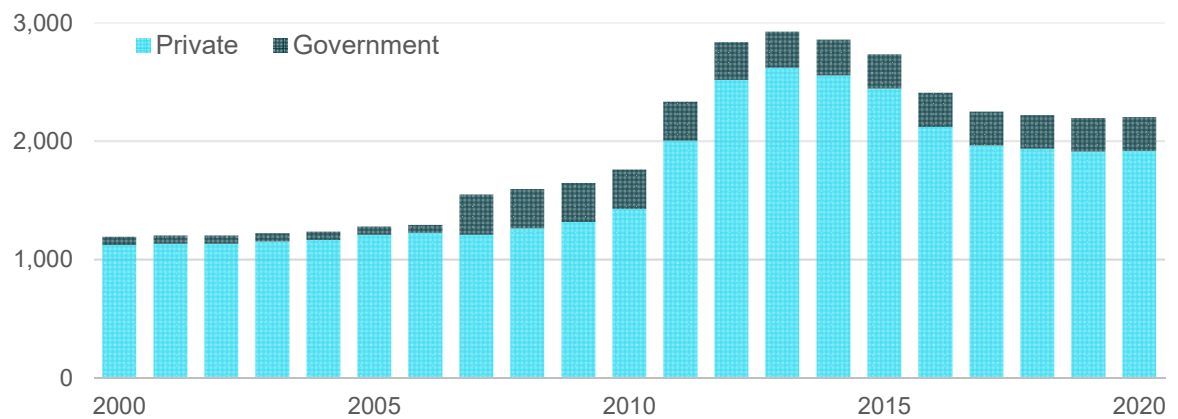
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

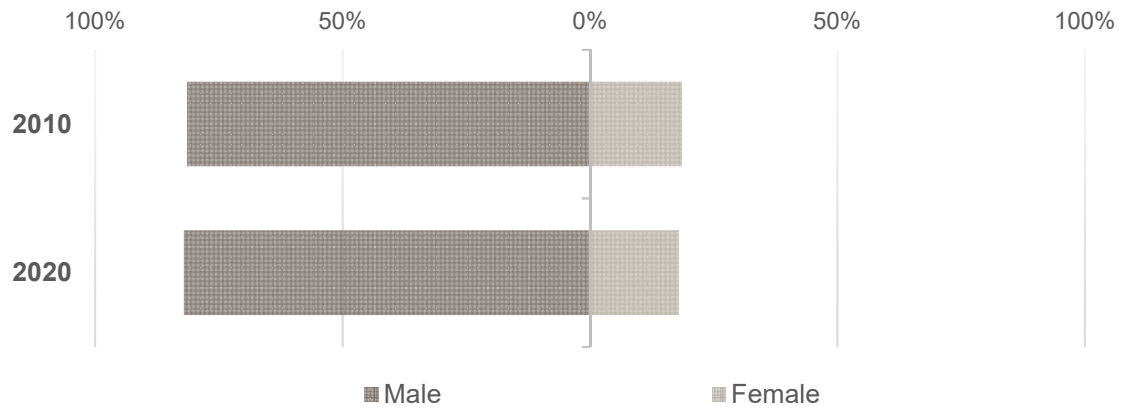


ESTABLISHMENTS

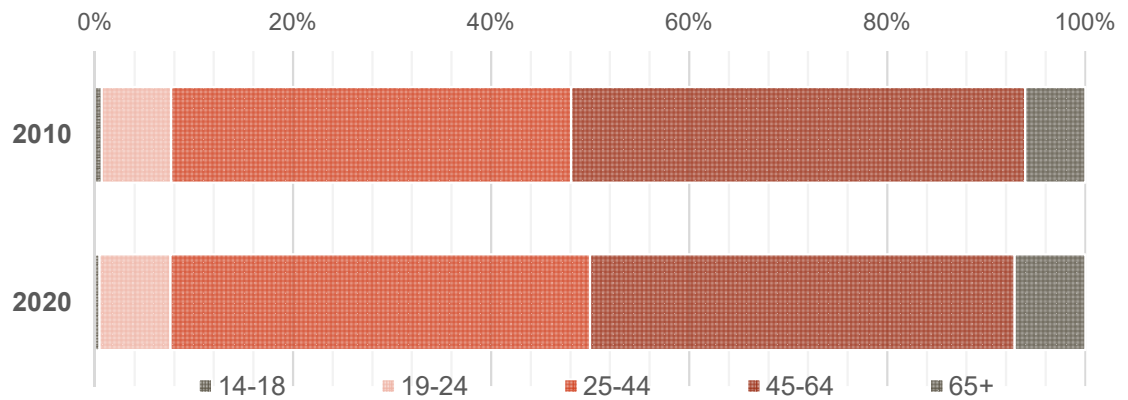


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

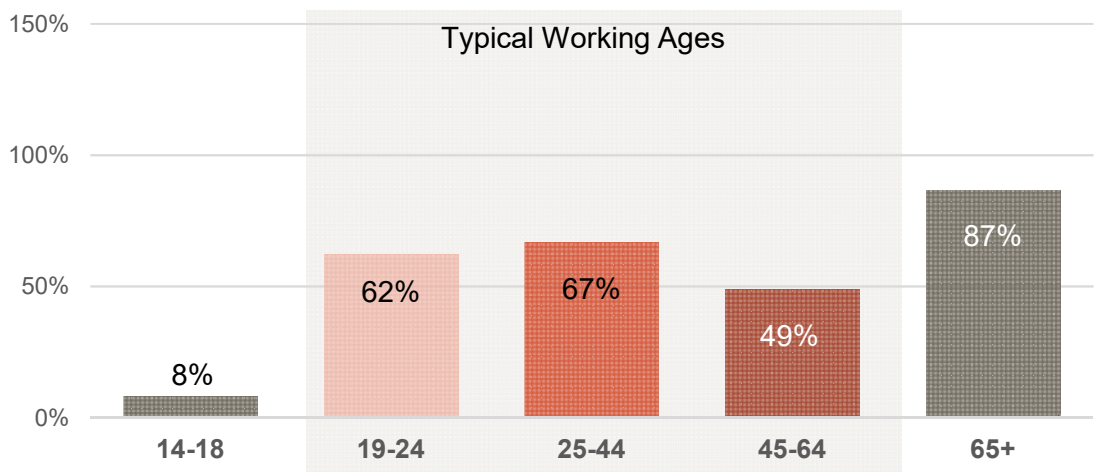
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

INFORMATION ■ p. 51

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

AVERAGE EMPLOYMENT

From 2000-2020, average employment in this industry fell by 2,587 (30 percent). From 2010-2020, net employment fell by 1,567 (21 percent). In 2020, nearly all employment belonged to the private sector (96 percent).

	2000	2010	2020
AVG EMP	8,600	7,580	6,013
Private	98%	97%	96%
Government	2%	3%	4%

AVERAGE ANNUAL WAGE

From 2000-2020, the average wage in this industry grew by \$46,930 (151 percent). From 2010-2020, net wage growth was \$29,660 (61 percent). In 2020, average wages in the private sector were higher than in government by \$43,993.

	2000	2010	2020
AVG WAGE	\$30,983	\$48,253	\$77,913
Private	\$31,303	\$48,986	\$79,618
Government	\$14,551	\$26,126	\$35,625

TOTAL ESTABLISHMENTS

From 2000-2020, total establishments in this industry fell by 22 (4 percent). From 2010-2020, net establishments fell by 10 (2 percent). In 2020, most establishments belonged to the private sector (95 percent).

	2000	2010	2020
TOTAL ESTAB	495	483	473
Private	93%	92%	95%
Government	7%	8%	5%

EMPLOYMENT DEMOGRAPHICS ■ p. 52

This industry’s employment has shifted from a nearly even split between the genders to a growing, albeit slight, majority of male workers in recent years. The majority of workers in this industry are in the 25-44 year-old age group (53 percent in 2010, 50 percent in 2020).

COMPOSITION BY GENDER

In 2020, the employment composition was 58 percent male to 42 percent female. For comparison, in 2010, it was 54 percent male to 46 percent female. The number of workers in this industry declined overall in the 10-year period, but female workers decreased by twice the amount that male workers did.

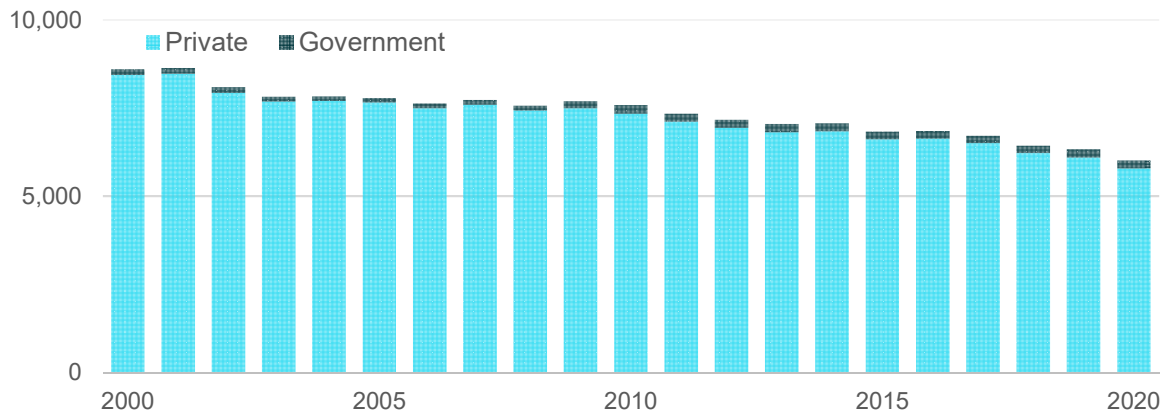
COMPOSITION BY AGE GROUP

Since 2010, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 25-44 year-olds (-3 percent) and 45-64 year-olds (+3 percent). The age groups with the largest employment shares in the Information industry were 25-44 year-olds (50 percent) and 45-64 year-olds (36 percent).

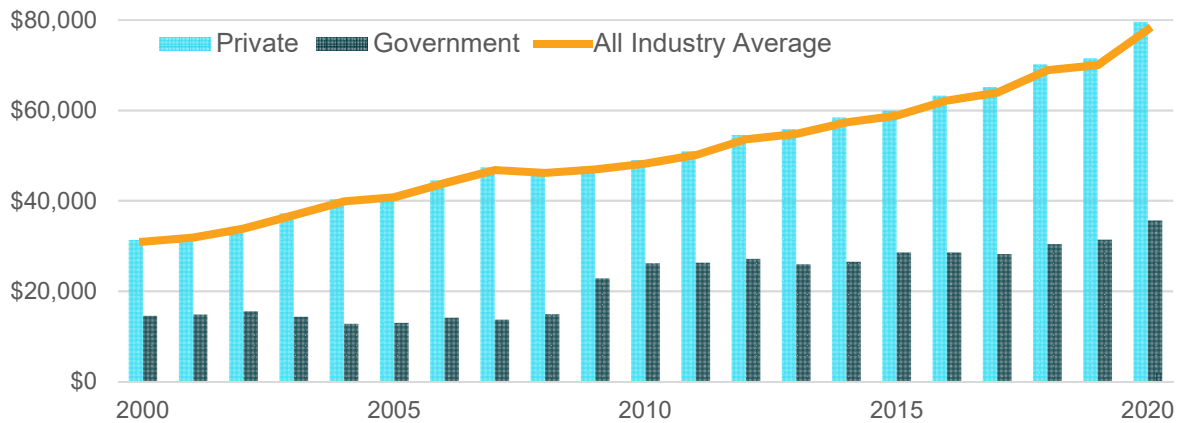
TEN-YEAR CHANGE BY AGE GROUP

From 2010 to 2020, the most significant changes were those among 25-44 year-olds (fell by 24 percent), 19-24 year-olds (fell by 34 percent), and 45-64 year-olds (fell by 13 percent). Because employment in this industry is small relative to others, the 10-year percent changes reflect numerical changes of a few hundred or less.

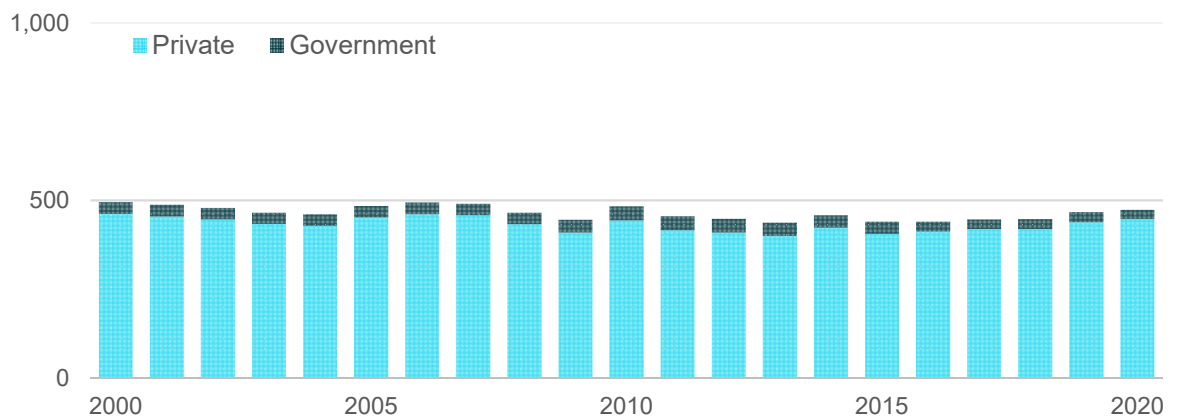
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

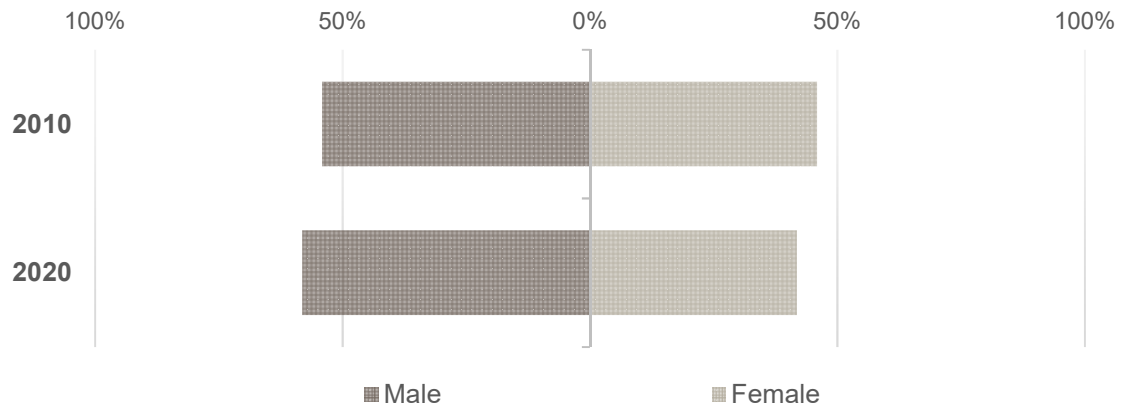


ESTABLISHMENTS

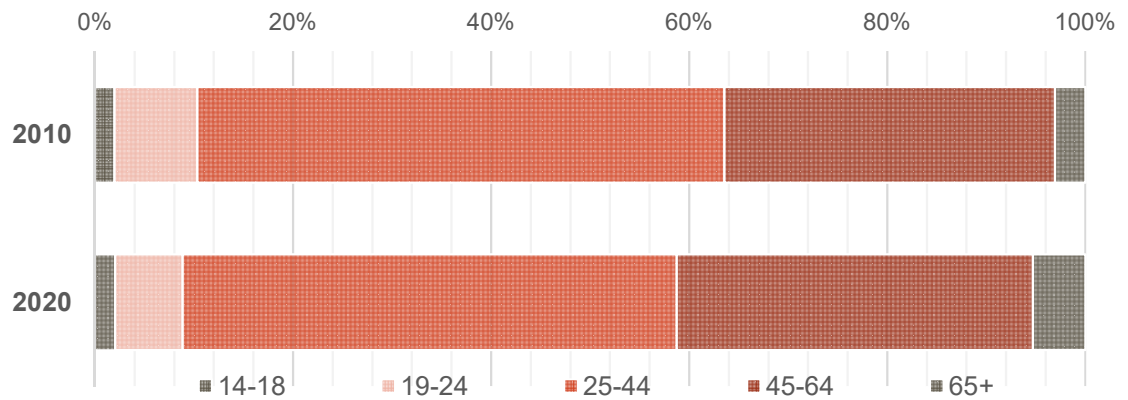


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

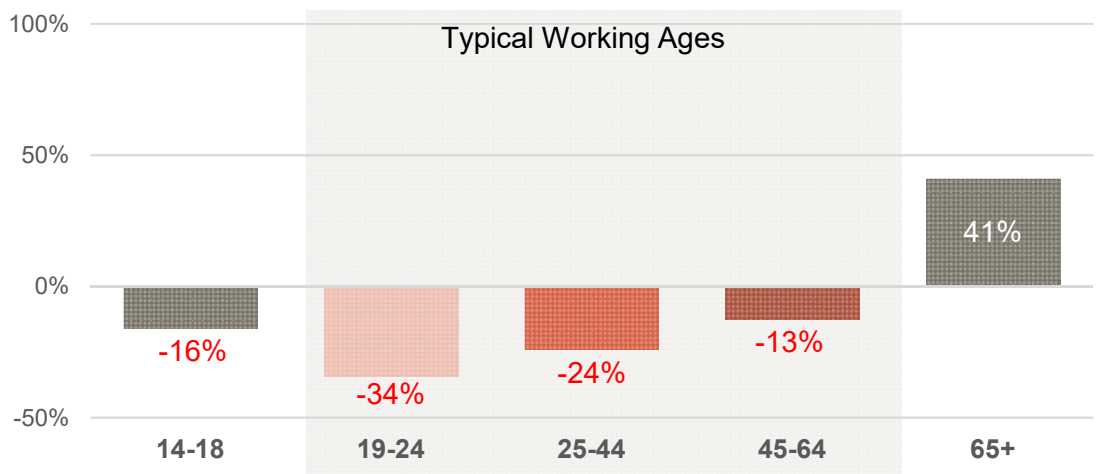
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

FINANCE AND INSURANCE ■ p. 54

This industry has gradually grown in employment, wages, and establishments over the past 20 years. Because of its steady growth, this industry was largely uninfluenced by previous economic events like the Great Recession or the oil boom. During the COVID-19 pandemic, employment dipped by 1 percent, which was minimal when compared to other industries.

AVERAGE EMPLOYMENT

From 2000-2020, average employment in this industry grew by 4,463 (33 percent). From 2010-2020, net employment growth was 1,143 (7 percent). In 2020, nearly all employment belonged to the private sector (99 percent).

	2000	2010	2020
AVG EMP	13,324	16,644	17,787
Private	98%	98%	99%
Government	2%	2%	1%

AVERAGE ANNUAL WAGE

From 2000-2020, the average wage in this industry grew by \$40,594 (122 percent). From 2010-2020, net wage growth was \$27,119 (58 percent). In 2020, average wages in the government were higher than in the private sector by \$2,515.

	2000	2010	2020
AVG WAGE	\$33,203	\$46,678	\$73,797
Private	\$33,133	\$46,493	\$73,760
Government	\$36,234	\$57,373	\$76,275

TOTAL ESTABLISHMENTS

From 2000-2020, total establishments in this industry grew by 451 (28 percent). From 2010-2020, net growth was 179 (10 percent). In 2020, most establishments belonged to the private sector (99 percent).

	2000	2010	2020
TOTAL ESTAB	1,610	1,882	2,061
Private	99%	99%	99%
Government	1%	1%	1%

EMPLOYMENT DEMOGRAPHICS ■ p. 55

This industry has historically been female-dominated. The majority of workers are 25-44 year-olds (48 percent in 2010, 47 percent in 2020) and 45-64 year-olds (40 percent in 2010, 40 percent in 2020).

COMPOSITION BY GENDER

In 2020, the employment composition was 35 percent male to 65 percent female. For comparison, in 2010, it was 30 percent male to 70 percent female. In the 10-year period, male workers grew by a significantly higher number, though workers of both genders experienced increases.

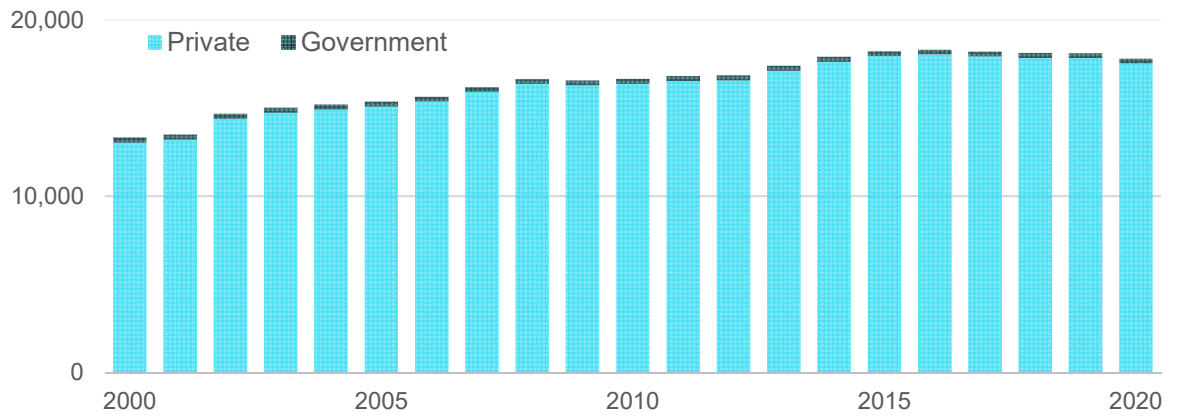
COMPOSITION BY AGE GROUP

Since 2010, the proportions among all age groups changed by widely varying percentages. The largest shift in proportion were among 65+ year-olds (+2 percent). The age groups with the largest employment shares in the Finance and Insurance industry were 25-44 year-olds (47 percent) and 45-64 year-olds (40 percent).

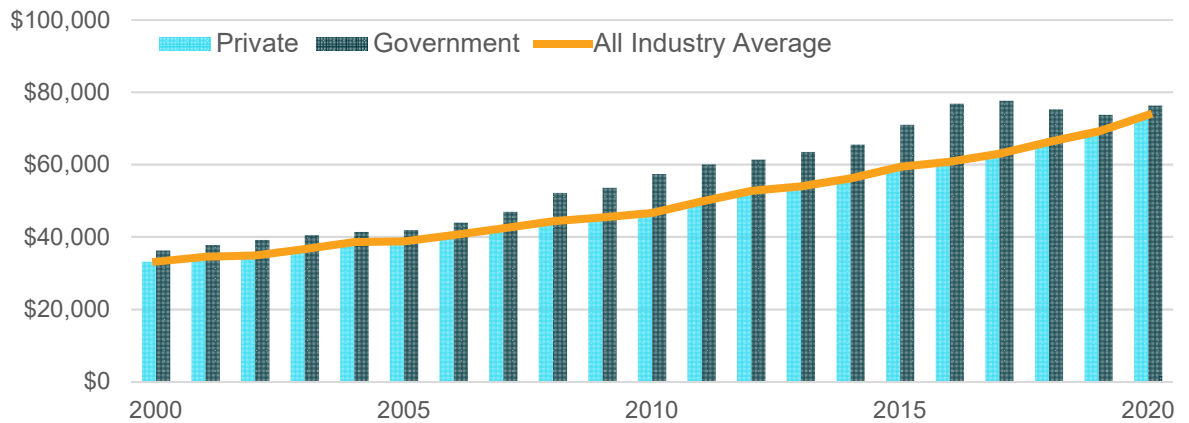
TEN-YEAR CHANGE BY AGE GROUP

From 2010 to 2020, the most significant changes were those among 45-64 year-olds (grew by 5 percent), 25-44 year-olds (grew by 4 percent), and 65+ year-olds (grew by 82 percent). Each of these groups grew by several hundred workers.

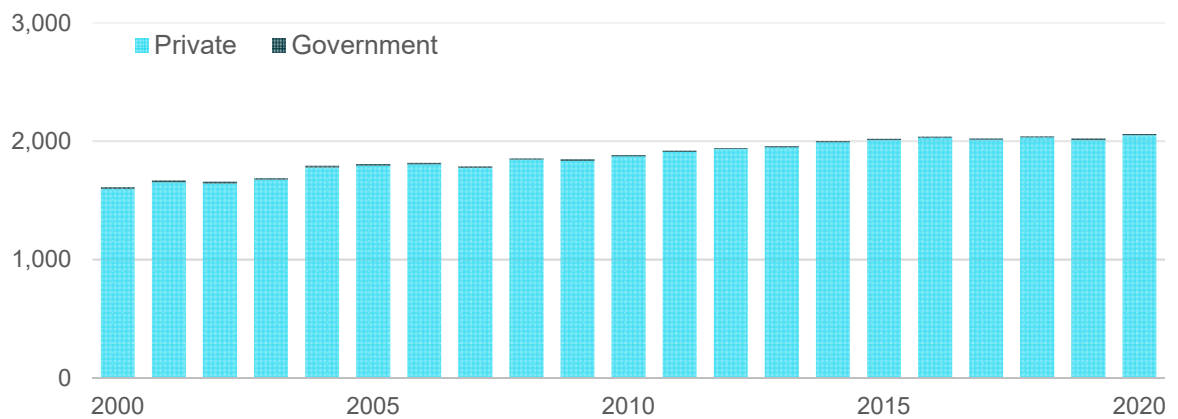
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

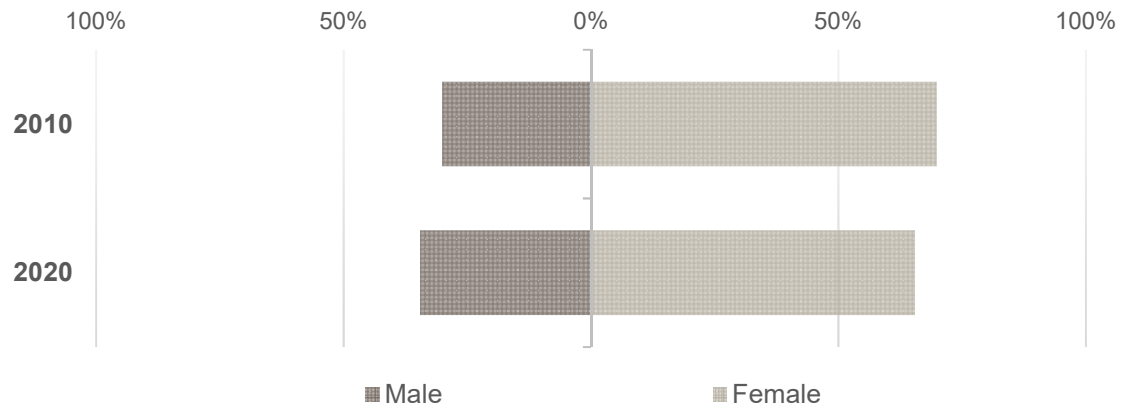


ESTABLISHMENTS

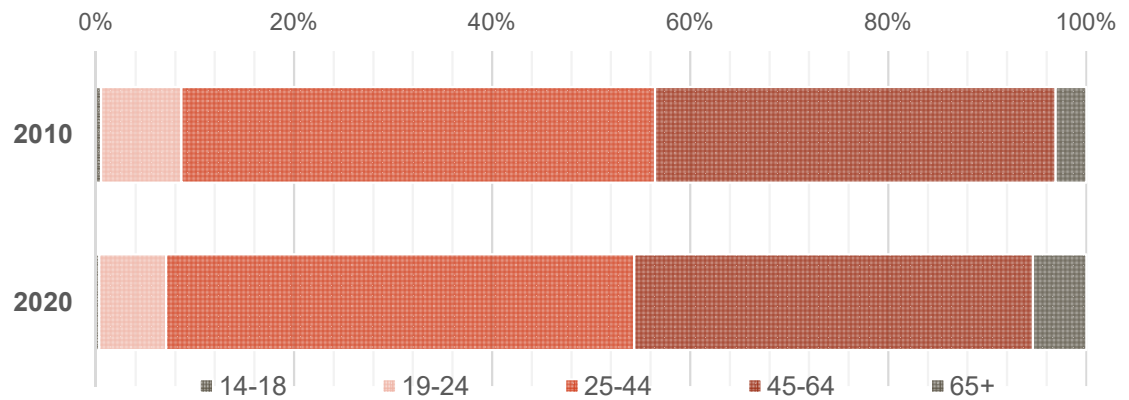


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

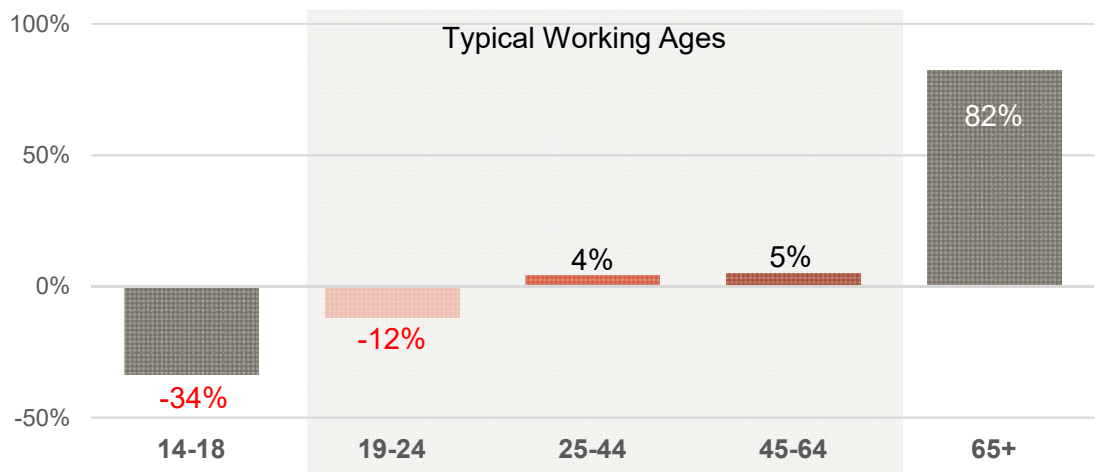
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

REAL ESTATE AND RENTAL AND LEASING ▪ p. 57

Employment, wages, and establishment counts exhibit strong growth in all areas, specifically within the past 10 years, and provide a mixed view of the effects of North Dakota’s major economic events, 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 2000-2020, average employment in this industry grew by 1,811 (50 percent). From 2010-2020, net employment growth was 1,314 (32 percent). In 2020, nearly all employment belonged to the private sector (92 percent).		2000	2010	2020
		AVG EMP	3,593	4,090	5,404
		Private	95%	87%	92%
		Government	5%	13%	8%

AVERAGE ANNUAL WAGE	From 2000-2020, the average wage in this industry grew by \$34,771 (197 percent). From 2010-2020, net wage growth was \$18,146 (53 percent). In 2020, average wages in the private sector were higher than in government by \$11,338.		2000	2010	2020
		AVG WAGE	\$17,650	\$34,275	\$52,420
		Private	\$17,624	\$34,768	\$53,315
		Government	\$18,090	\$30,862	\$41,977

TOTAL ESTABLISHMENTS	From 2000-2020, total establishments in this industry grew by 420 (56 percent). From 2010-2020, net growth was 310 (36 percent). In 2020, most establishments belonged to the private sector (98 percent).		2000	2010	2020
		TOTAL ESTAB	754	864	1,174
		Private	97%	97%	98%
		Government	3%	3%	2%

EMPLOYMENT DEMOGRAPHICS ▪ p. 58

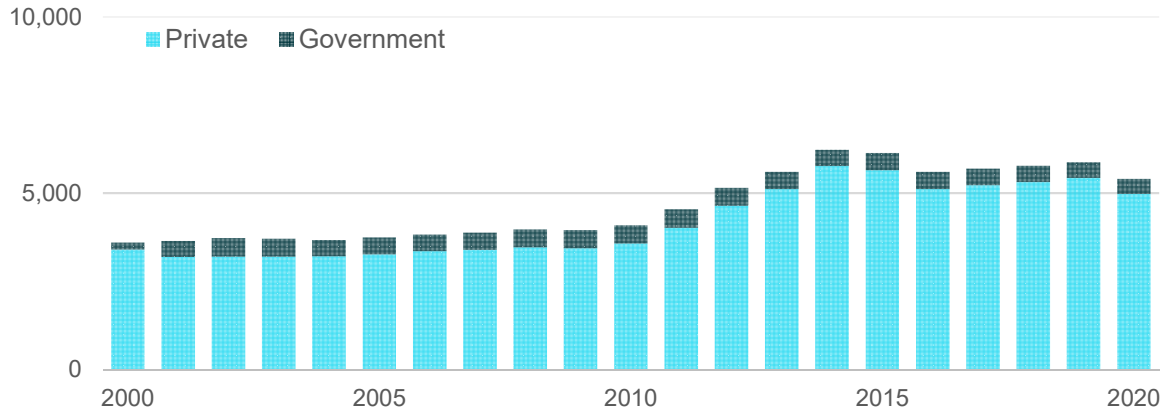
This industry’s employment has shifted from a nearly even split between the genders to a growing majority of male workers in recent years. A majority of employment has consisted of 25-44 year-olds (37 percent in 2010, 46 percent in 2020) and 45-64 year-olds (42 percent in 2010, 35 percent in 2020).

COMPOSITION BY GENDER	In 2020, the employment composition was 60 percent male to 40 percent female. For comparison, in 2010, it was 56 percent male to 44 percent female. Both genders experienced numerical increases, with a much higher increase in male workers.
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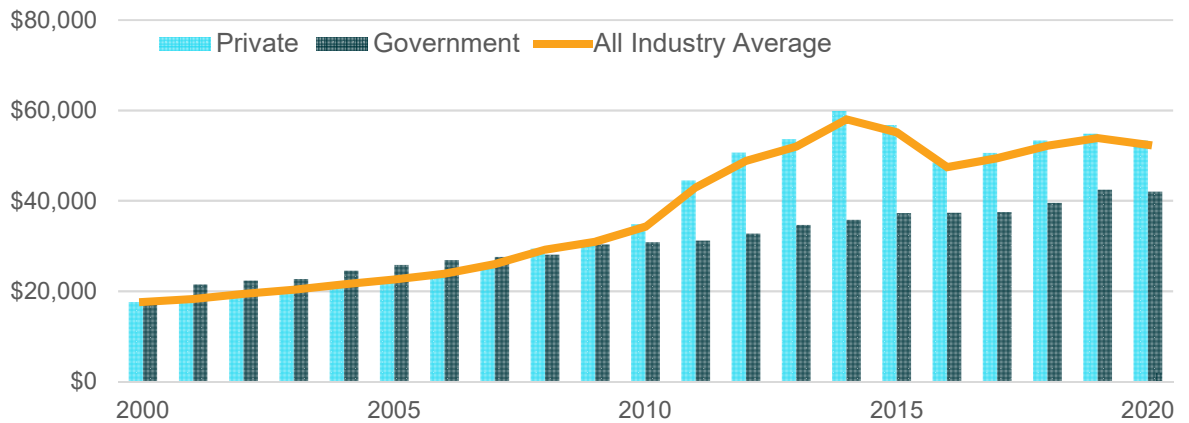
COMPOSITION BY AGE GROUP	Since 2010, the proportions among all age groups changed by moderate percentages. The largest shifts in proportion were among 25-44 year-olds (+10 percent) and 45-64 year-olds (-7 percent). The age groups with the largest employment shares in the Real Estate and Rental and Leasing industry were 25-44 year-olds (46 percent) and 45-64 year-olds (35 percent).
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TEN-YEAR CHANGE BY AGE GROUP	From 2010 to 2020, the most significant increase was among 25-44 year-olds (grew by 78 percent), which grew numerically by about a thousand workers. Because employment growth in this industry is small relative to others, the 10-year percent changes reflect numerical changes of a few hundred workers or less.
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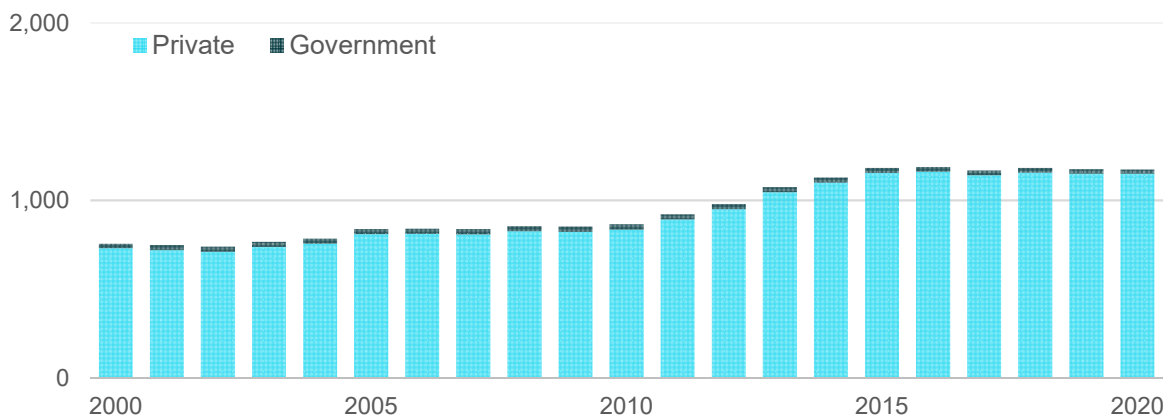
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

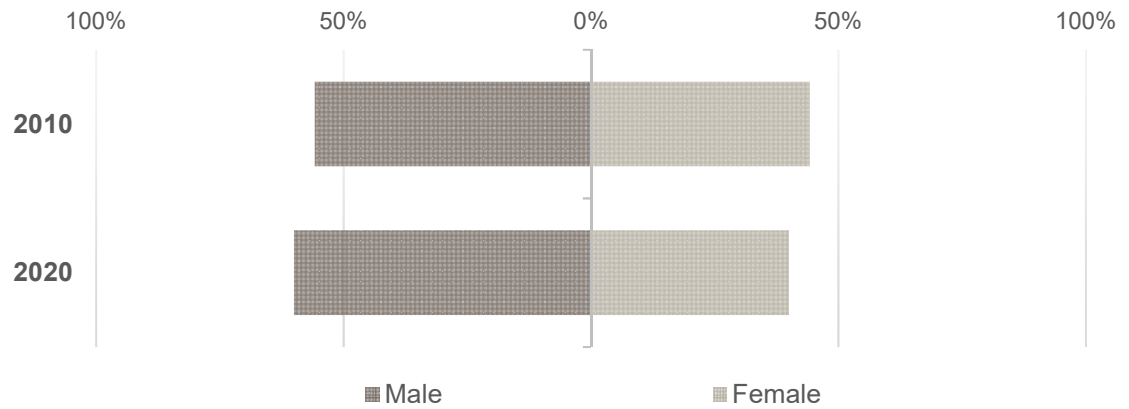


ESTABLISHMENTS

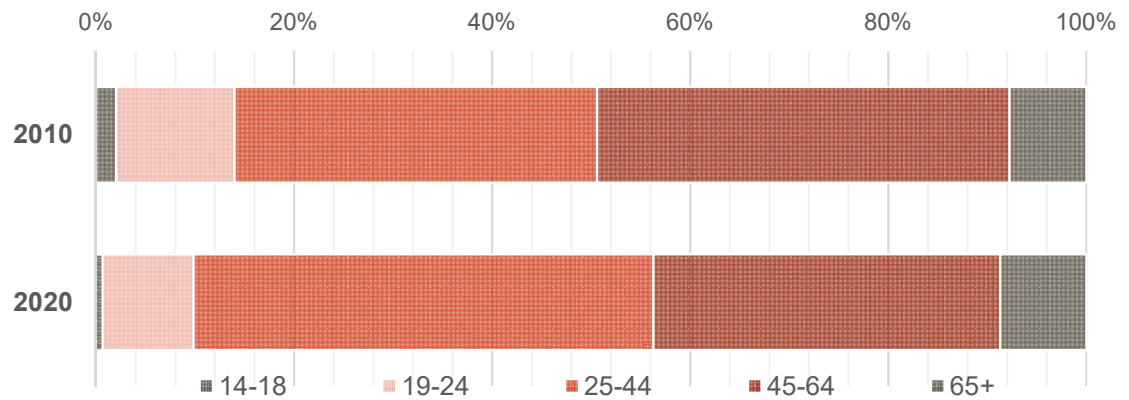


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

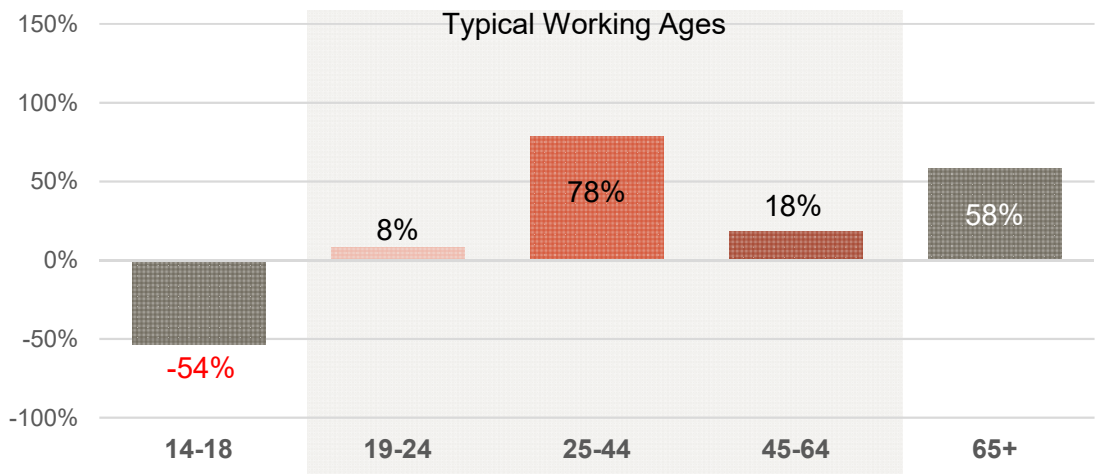
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

PROFESSIONAL AND TECHNICAL SERVICES ▪ p. 60

This industry has shown sensitivity to the economic events of the past 20 years. Employment reached a high of 13,631 workers in 2008 and subsequently dipped to a low of 12,727 in 2010 following the Great Recession. In the oil boom years, employment grew beyond 2008 levels, likely due to increased demand for engineers, surveyors, and consultants for oil and gas extraction. In 2020, employment dipped somewhat with the onset of the COVID-19 pandemic.

AVERAGE EMPLOYMENT

From 2000-2020, average employment in this industry grew by 6,706 (67 percent). From 2010-2020, net employment growth was 4,024 (32 percent). In 2020, nearly all employment belonged to the private sector (95 percent).

	2000	2010	2020
AVG EMP	10,045	12,727	16,751
Private	95%	98%	95%
Government	5%	2%	5%

AVERAGE ANNUAL WAGE

From 2000-2020, the average wage in this industry grew by \$46,837 (156 percent). From 2010-2020, net wage growth was \$25,071 (48 percent). In 2020, average wages in the private sector were higher than in government by \$2,745.

	2000	2010	2020
AVG WAGE	\$29,980	\$51,746	\$76,816
Private	\$30,304	\$51,547	\$76,951
Government	\$24,167	\$60,308	\$74,206

TOTAL ESTABLISHMENTS

From 2000-2020, total establishments in this industry grew by 1,819 (109 percent). From 2010-2020, net growth was 1,127 (48 percent). In 2020, most establishments belonged to the private sector (99 percent).

	2000	2010	2020
TOTAL ESTAB	1,669	2,361	3,488
Private	99%	99%	99%
Government	1%	1%	1%

EMPLOYMENT DEMOGRAPHICS ▪ p. 61

This industry’s employment has shifted from a nearly even split between the genders to a growing majority of male workers in recent years. The majority of employment has consisted of 25-44 year-olds (51 percent in 2010, 52 percent in 2020).

COMPOSITION BY GENDER

In 2020, the employment composition was 56 percent male to 44 percent female. For comparison, in 2010, it was 51 percent male to 49 percent female. Both genders experienced numerical increases, with a much higher increase in male workers.

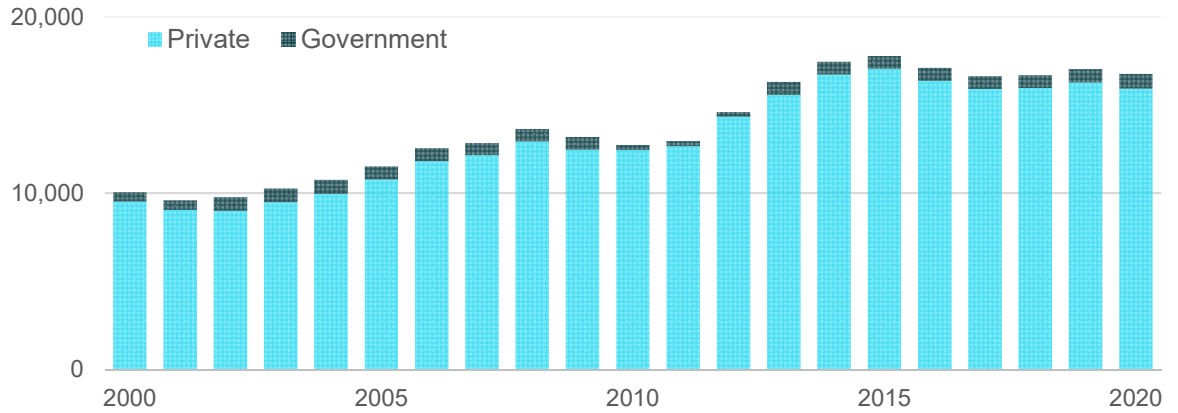
COMPOSITION BY AGE GROUP

Since 2010, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 19-24 year-olds (-2 percent) and 65+ year-olds (+2 percent). The age groups with the largest employment shares in the Professional and Technical Services industry were 25-44 year-olds (52 percent) and 45-64 year-olds (33 percent).

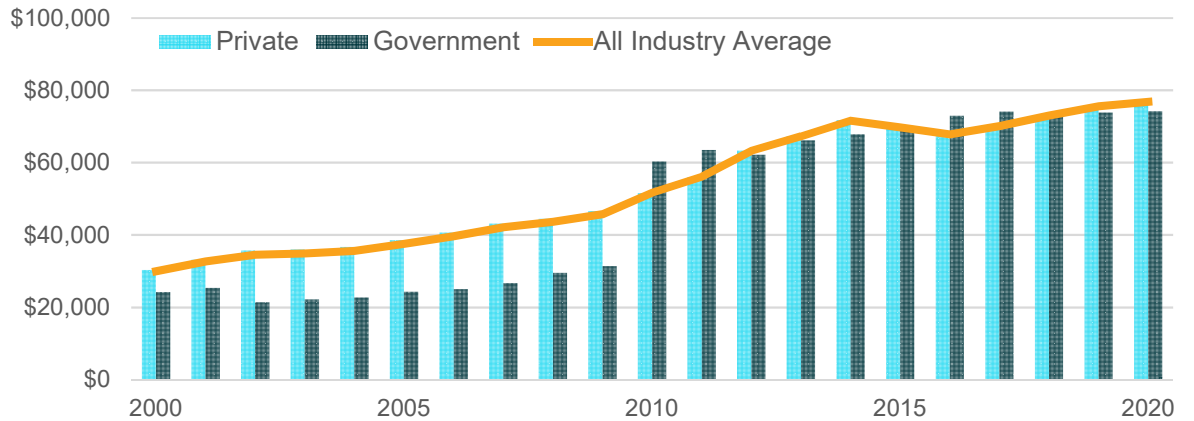
TEN-YEAR CHANGE BY AGE GROUP

From 2010 to 2020, the most significant changes were those among 25-44 year-olds (grew by 35 percent) and 45-64 year-olds (grew by 29 percent); each of these groups grew numerically by over a thousand workers. The largest increase by percent was among 65+ year-olds (grew by 104 percent), which reflects a change of a few hundred workers.

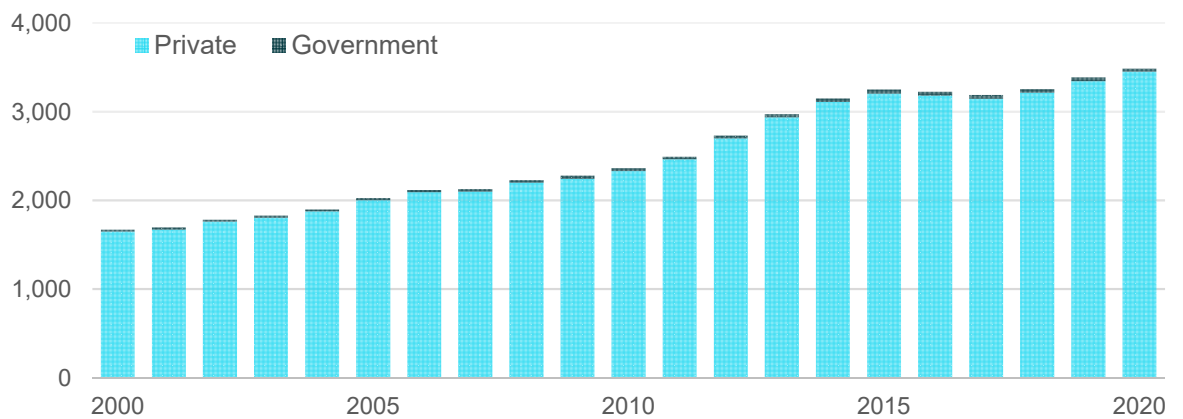
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

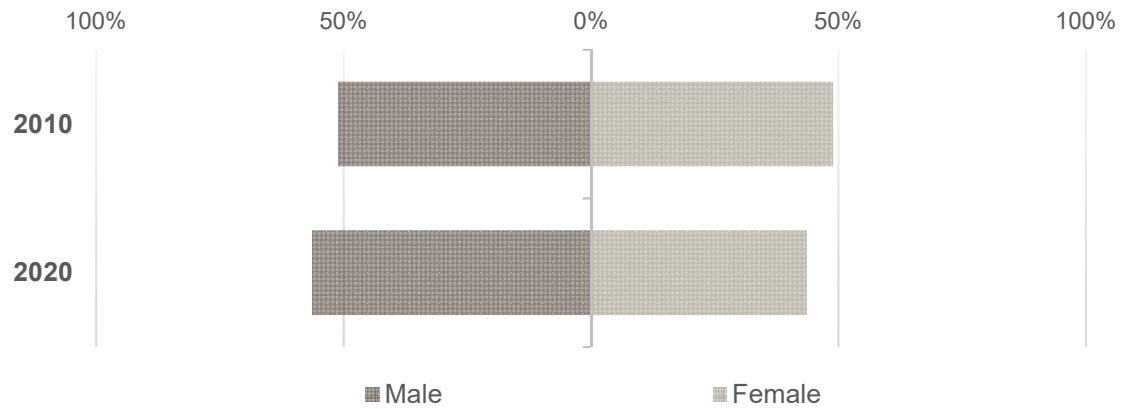


ESTABLISHMENTS

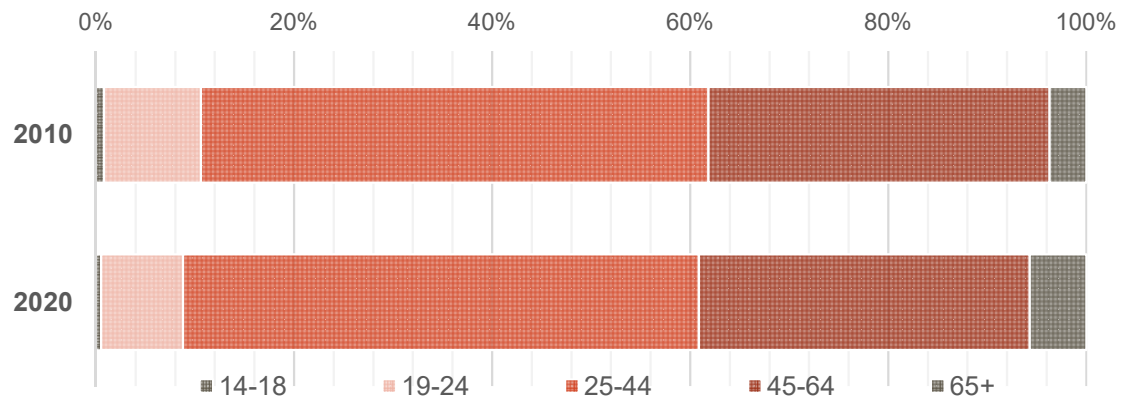


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

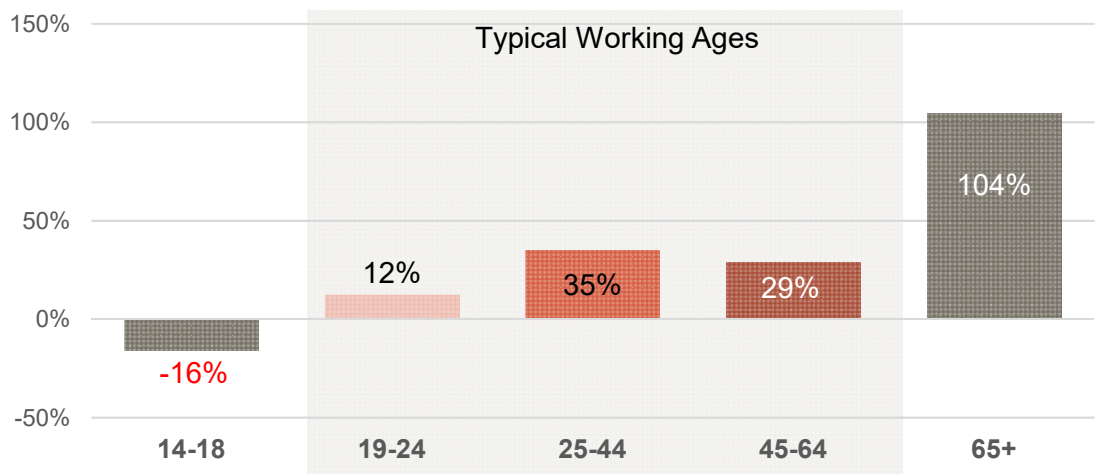
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

MANAGEMENT OF COMPANIES AND ENTERPRISES ■ p. 63

This industry has grown steadily since 2001 and seems to have been insulated from any impact of the major economic events in the last 20 years. This is the only industry where all businesses belonged to the private sector from 2001-2020. Due to a large company's industry reclassification in 2018, the employment numbers in this industry show a drop beginning in 2019.

AVERAGE EMPLOYMENT

From 2000-2020, average employment in this industry fell by 136 (3 percent). From 2010-2020, net employment fell by 511 (12 percent). In 2020, all employment belonged to the private sector.

	2000	2010	2020
AVG EMP	3,954	4,329	3,818
Private	95%	100%	100%
Government	5%	---	---

AVERAGE ANNUAL WAGE

From 2000-2020, the average wage in this industry grew by \$60,304 (153 percent). From 2010-2020, net wage growth was \$36,103 (57 percent).

	2000	2010	2020
AVG WAGE	\$39,522	\$63,723	\$99,826
Private	\$39,872	\$63,723	\$99,826
Government	\$32,231	---	---

TOTAL ESTABLISHMENTS

From 2000-2020, total establishments in this industry grew by 119 (123 percent). From 2010-2020, net growth was 97 (82 percent). In 2020, all establishments belonged to the private sector.

	2000	2010	2020
TOTAL ESTAB	97	119	216
Private	99%	100%	100%
Government	1%	---	---

EMPLOYMENT DEMOGRAPHICS ■ p. 64

This industry has historically been evenly split between both genders, with most workers belonging to either the 25-44 year-old age group (43 percent in 2010, 49 percent in 2020) or the 45-64 year-old age group (46 percent in 2010, 37 percent in 2020).

COMPOSITION BY GENDER

In 2020, the employment composition was 63 percent male to 37 percent female. For comparison, in 2010, it was 54 percent male to 46 percent female. Male workers remained relatively flat over the 10-year period, though female workers decreased by several hundred.

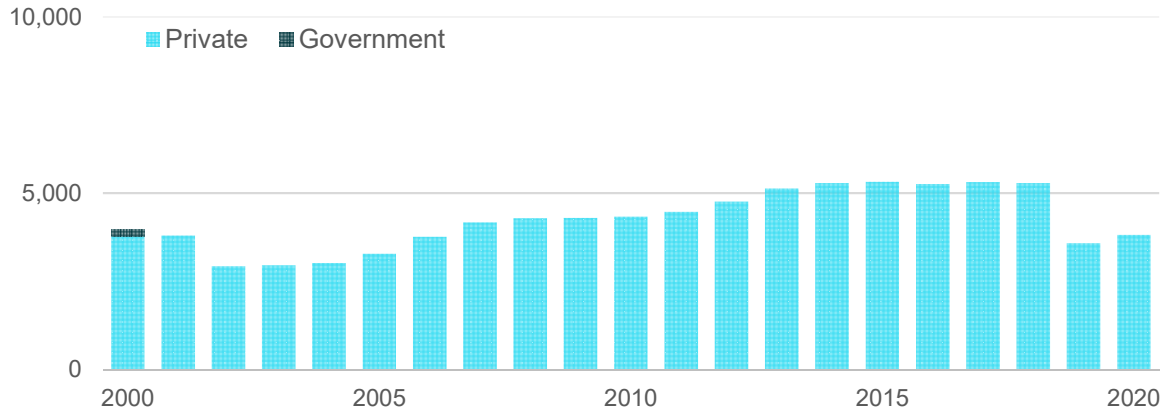
COMPOSITION BY AGE GROUP

Since 2010, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 45-64 year-olds (-8 percent) and 25-44 year-olds (+6 percent). The age groups with the largest employment shares in the Management of Companies and Enterprises industry were 25-44 year-olds (49 percent) and 45-64 year-olds (37 percent).

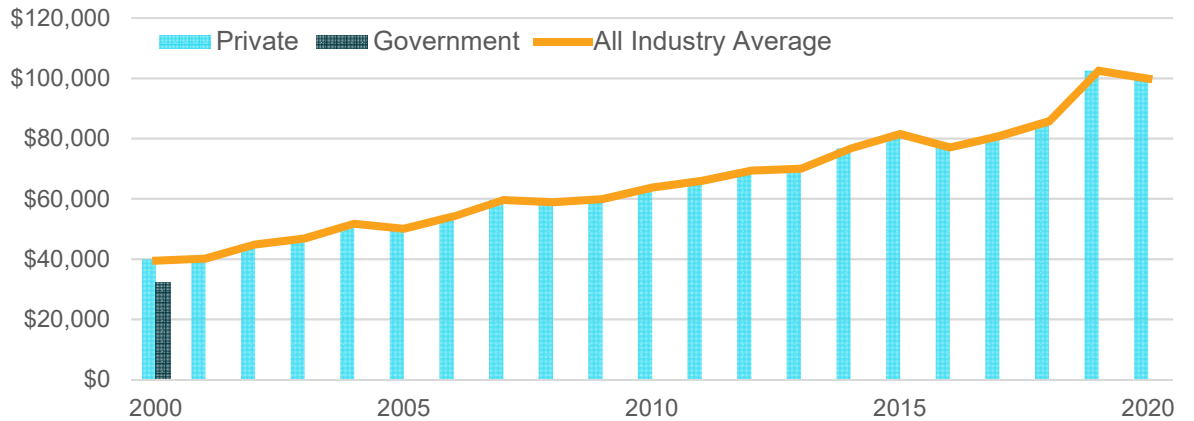
TEN-YEAR CHANGE BY AGE GROUP

From 2010 to 2020, the most significant decrease was among 45-64 year-olds (fell by 30 percent). This group fell numerically by several hundred workers. All other age groups changed numerically by less than a hundred workers each.

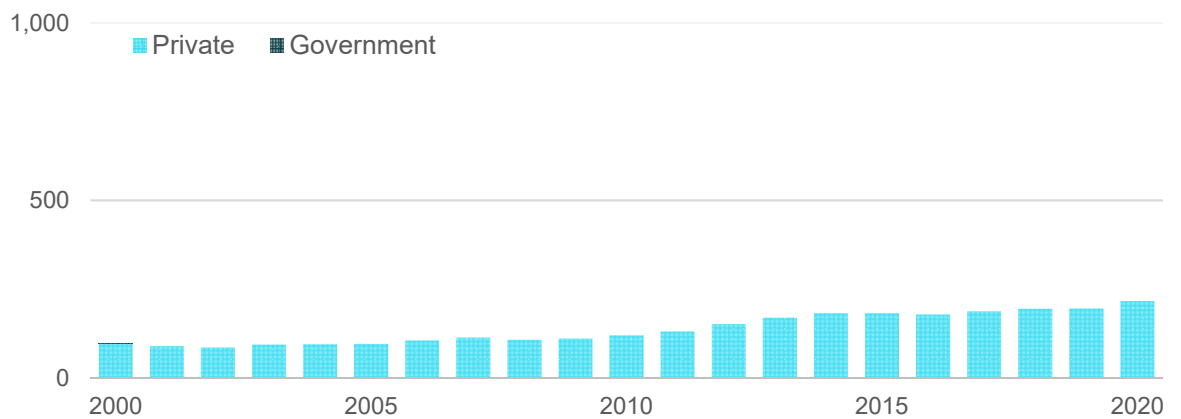
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

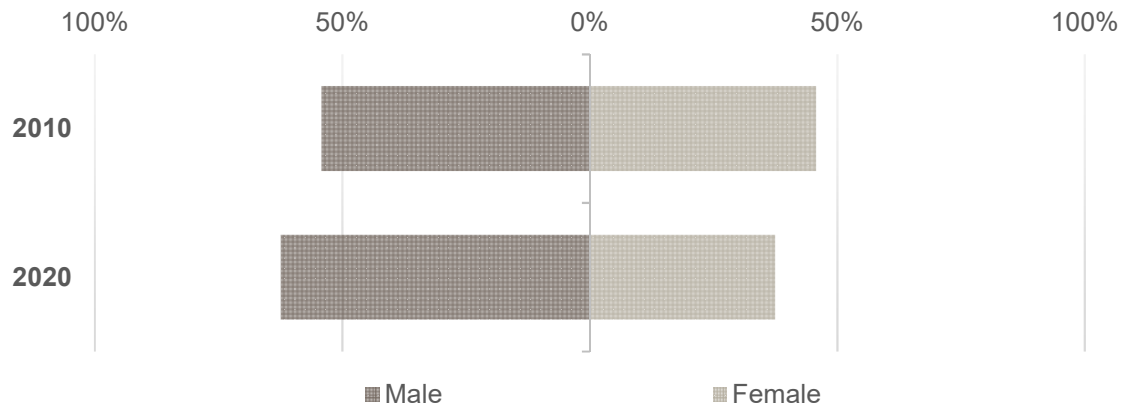


ESTABLISHMENTS

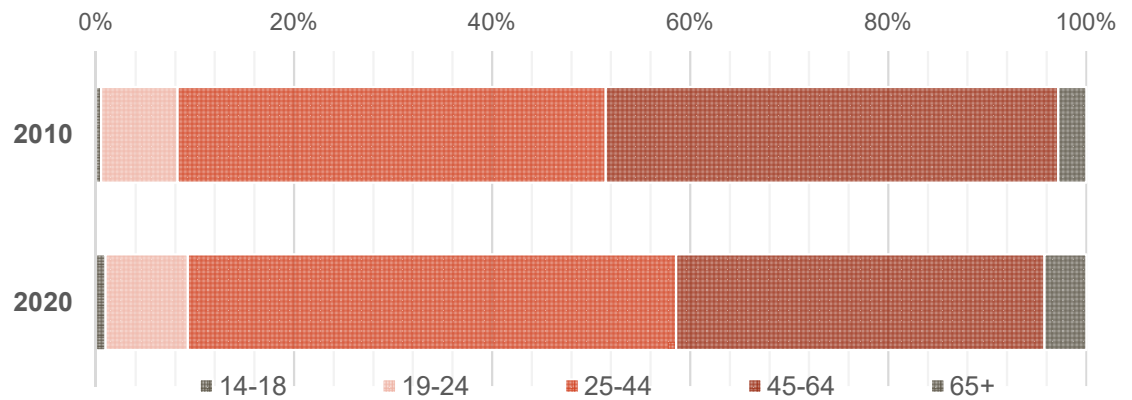


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

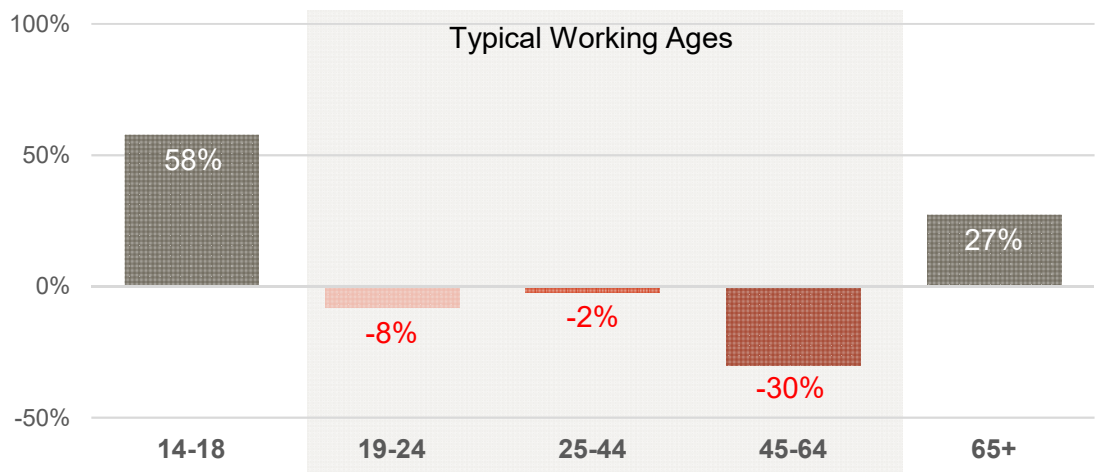
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

ADMINISTRATIVE AND WASTE SERVICES ▪ p. 66

This industry exhibits changes that coincided with the Great Recession, the oil boom, and the COVID-19 pandemic. A likely explanation for the fluctuation could be increased sensitivity to the business cycle, since many businesses in this industry provide business support services (e.g. call centers, staffing agencies, janitorial services).

AVERAGE EMPLOYMENT	From 2000-2020, average employment in this industry grew by 411 (3 percent). From 2010-2020, net employment growth was 388 (3 percent). In 2020, nearly all employment belonged to the private sector (97 percent).		2000	2010	2020
		AVG EMP	11,899	11,922	12,310
		Private	97%	97%	97%
		Government	3%	3%	3%

AVERAGE ANNUAL WAGE	From 2000-2020, the average wage in this industry grew by \$23,691 (146 percent). From 2010-2020, net wage growth was \$14,437 (57 percent). In 2020, average wages in the private sector were higher than in the government by \$6,104.		2000	2010	2020
		AVG WAGE	\$16,265	\$25,520	\$39,957
		Private	\$16,037	\$25,129	\$40,159
		Government	\$24,980	\$38,749	\$34,054

TOTAL ESTABLISHMENTS	From 2000-2020, total establishments in this industry grew by 1,162 (111 percent). From 2010-2020, net growth was 928 (73 percent). In 2020, most establishments belonged to the private sector (99 percent).		2000	2010	2020
		TOTAL ESTAB	1,044	1,278	2,206
		Private	98%	99%	99%
		Government	2%	1%	1%

EMPLOYMENT DEMOGRAPHICS ▪ p. 67

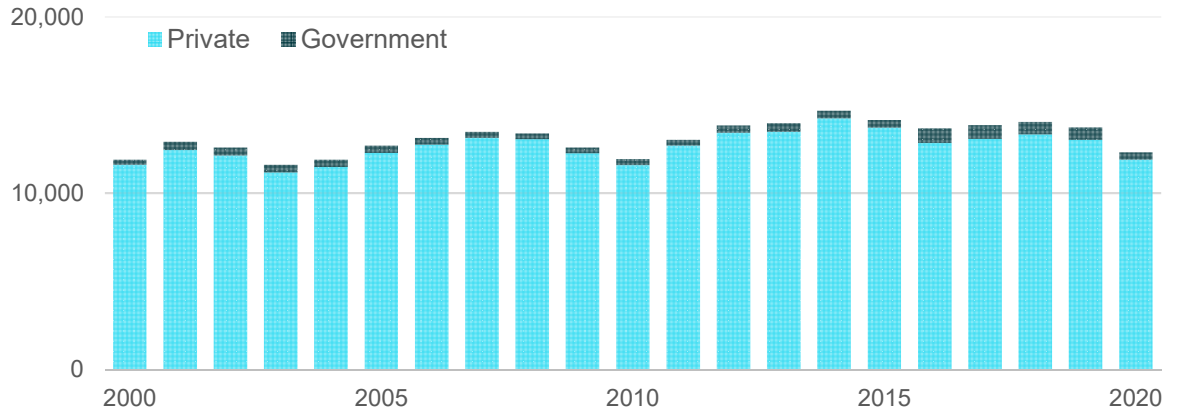
This industry’s employment has shifted from a nearly even split between the genders to a growing majority of male workers in recent years. A majority of employment belongs to the 25-44 year-old age group (44 percent in 2010, 47 percent in 2020).

COMPOSITION BY GENDER	In 2020, the employment composition was 58 percent male to 42 percent female. For comparison, in 2010, it was 53 percent male to 47 percent female. Male workers experienced a numerical increase of over a thousand, while female workers grew by about a hundred.
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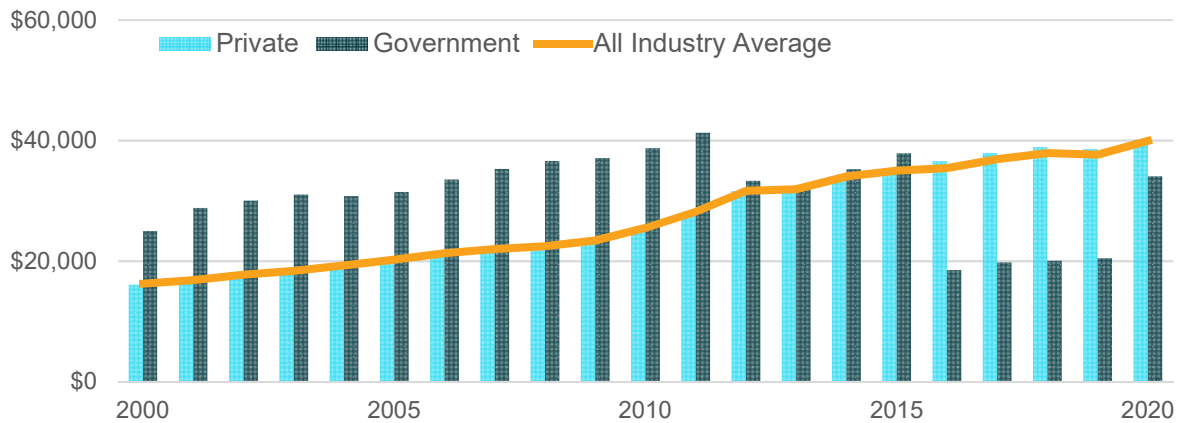
COMPOSITION BY AGE GROUP	Since 2010, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 19-24 year-olds (-3 percent), 25-44 year-olds (+2 percent), and 65+ year-olds (+2 percent). The age groups with the largest employment shares in the Administrative and Waste Services industry were 25-44 year-olds (47 percent) and 45-64 year-olds (34 percent).
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TEN-YEAR CHANGE BY AGE GROUP	From 2010 to 2020, the most significant change was among 25-44 year-olds (grew by 13 percent), which grew by several hundred workers. The largest increase by percent was among 65+ year-olds (grew by 60 percent), which reflects a change of a couple hundred workers.
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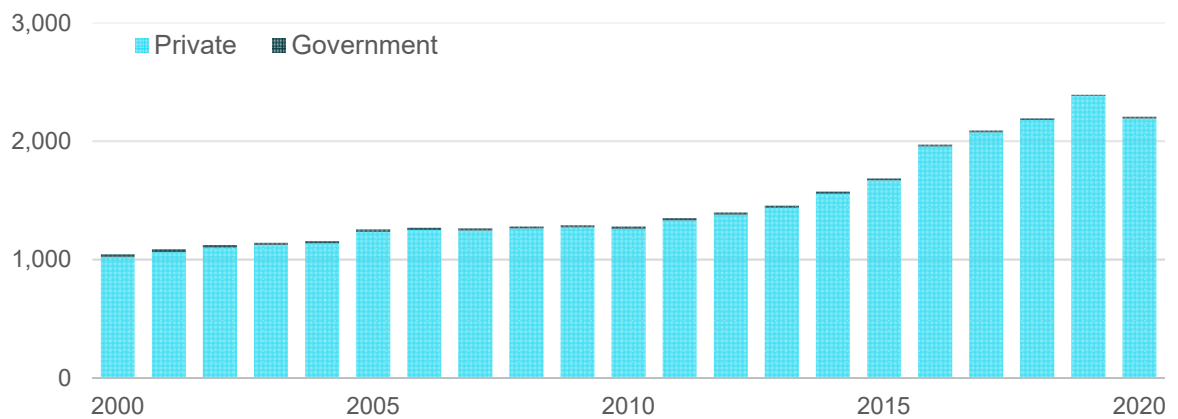
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

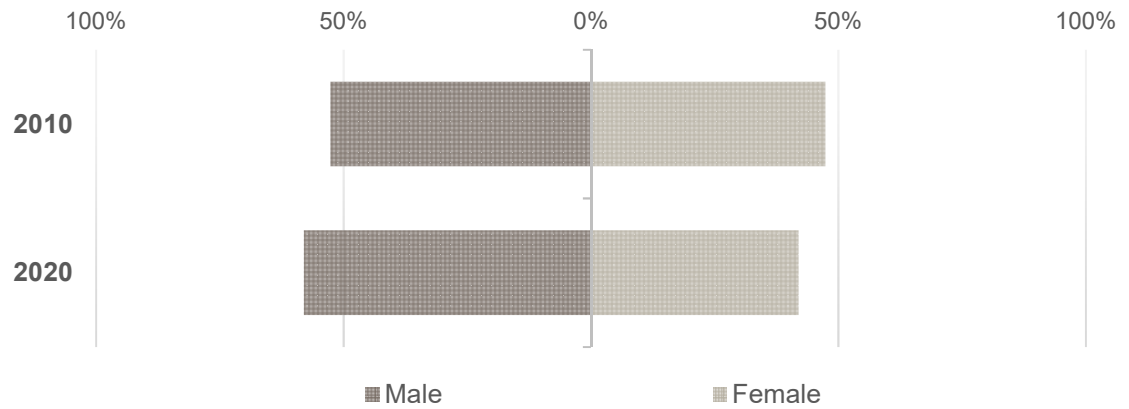


ESTABLISHMENTS

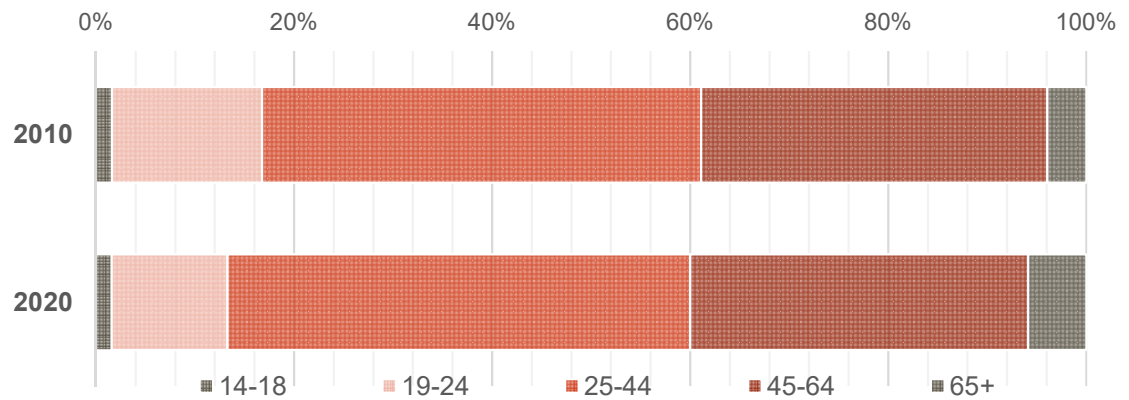


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

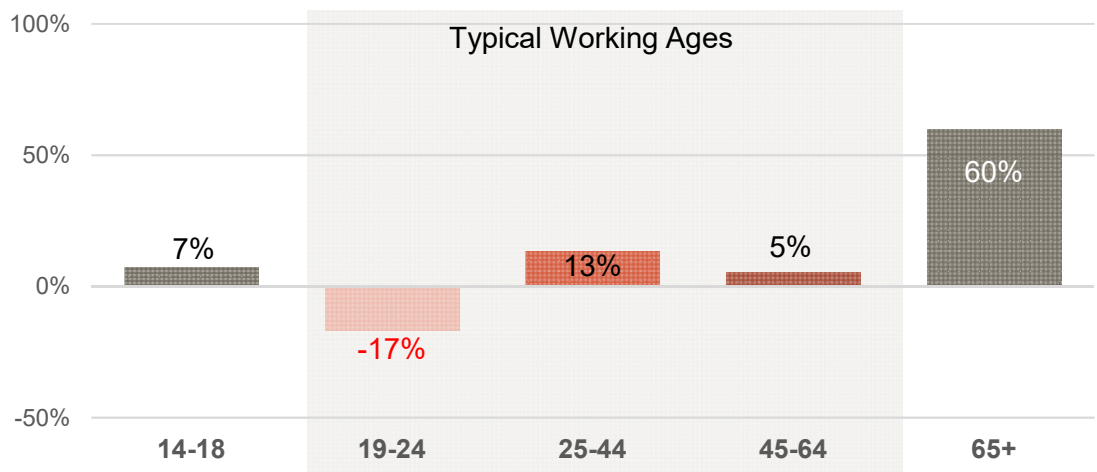
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

EDUCATIONAL SERVICES ■ p. 69

This industry is one of a few dominated by government ownership because it mainly consists of public schools and universities. The figures reflect growth over the past 20 years, with particularly strong growth in the past 10 years. The growth in this industry corresponds with the growing state population in recent years.

AVERAGE EMPLOYMENT

From 2000-2020, average employment in this industry grew by 5,328 (19 percent). From 2010-2020, net employment growth was 1,319 (4 percent). In 2020, nearly all employment belonged to the government (92 percent).

	2000	2010	2020
AVG EMP	28,139	32,148	33,467
Private	8%	6%	8%
Government	92%	94%	92%

AVERAGE ANNUAL WAGE

From 2000-2020, the average wage in this industry grew by \$25,053 (99 percent). From 2010-2020, net wage growth was \$13,192 (36 percent). In 2020, average wages in government were higher than in the private sector by \$10,816.

	2000	2010	2020
AVG WAGE	\$25,217	\$37,078	\$50,270
Private	\$22,601	\$28,109	\$40,331
Government	\$25,456	\$37,627	\$51,147

TOTAL ESTABLISHMENTS

From 2000-2020, total establishments in this industry grew by 145 (37 percent). From 2010-2020, net growth was 140 (35 percent). In 2020, over half of all establishments belonged to the government (54 percent). Despite a growth in private establishments in the past 10 years, most employment belongs to the public sector.

	2000	2010	2020
TOTAL ESTAB	394	399	539
Private	30%	37%	54%
Government	70%	63%	46%

EMPLOYMENT DEMOGRAPHICS ■ p. 70

This industry has historically been female-dominated, with most workers belonging to either the 45-64 year-old age group (50 percent in 2010, 42 percent in 2020) or the 25-44 year-old age group (38 percent in 2010, 43 percent in 2020).

COMPOSITION BY GENDER

In 2020, the employment composition 31 percent male to 69 percent female. For comparison, in 2010, it was 33 percent male to 67 percent female. Both genders experienced numerical increases, with a much higher increase in female workers.

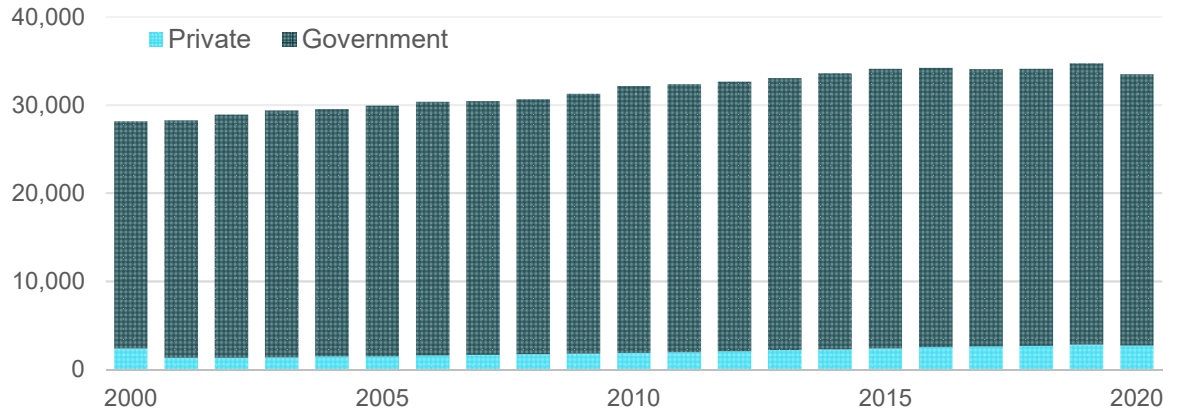
COMPOSITION BY AGE GROUP

Since 2010, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 45-64 year-olds (-8 percent), 25-44 year-olds (+5 percent), and 65+ year-olds (+2 percent). The age groups with the largest employment shares in the Educational Services industry were 45-64 year-olds (42 percent) and 25-44 year-olds (43 percent).

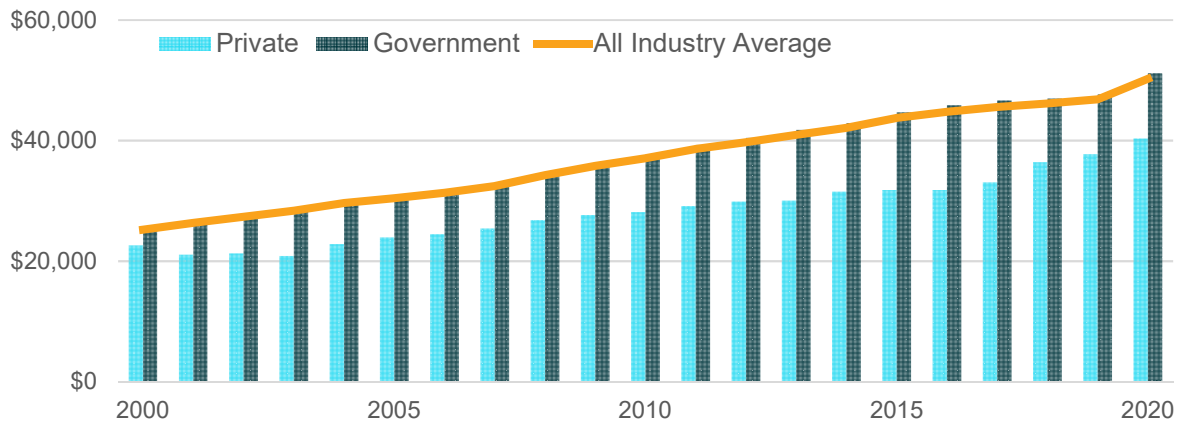
TEN-YEAR CHANGE BY AGE GROUP

From 2010 to 2020, the most significant increase was among 25-44 year-olds (grew by 21 percent), which grew by a couple thousand. The most significant decrease was among 45-64 year-olds (fell by 12 percent), which declined by nearly two thousand workers. All other age groups changed numerically by a few hundred workers or less.

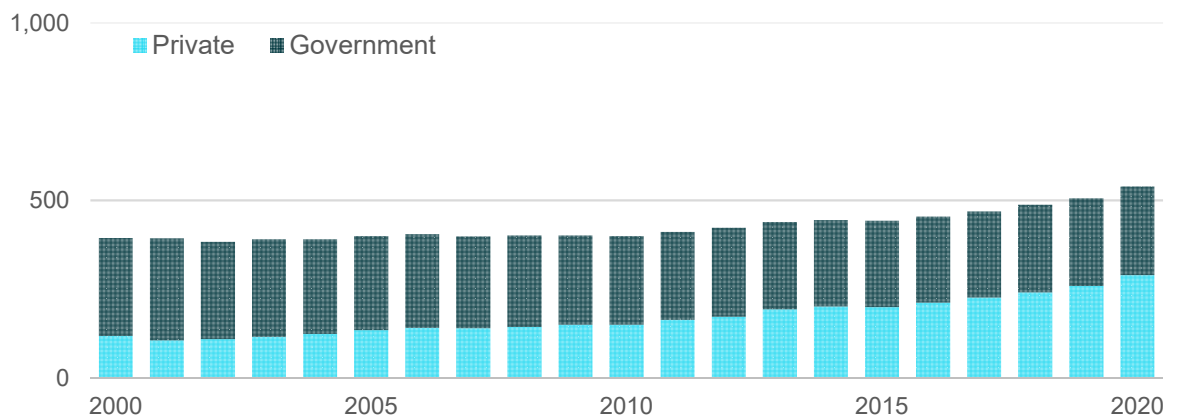
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

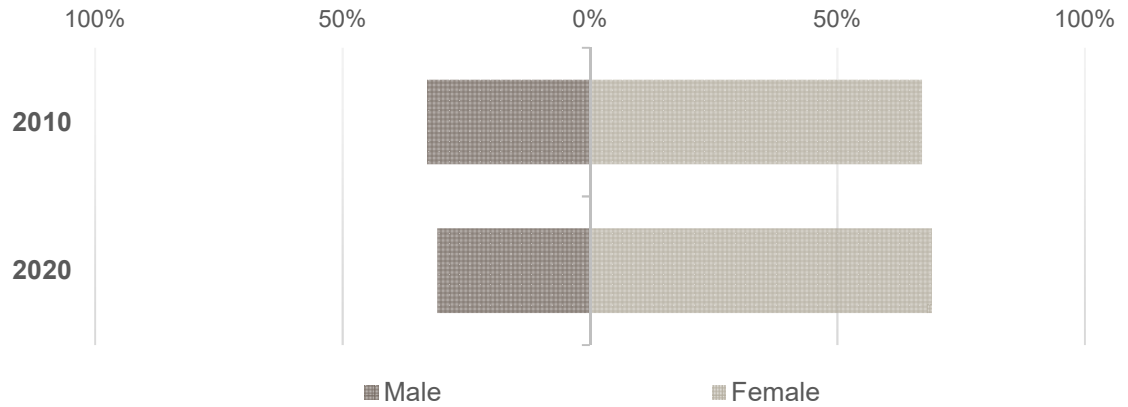


ESTABLISHMENTS

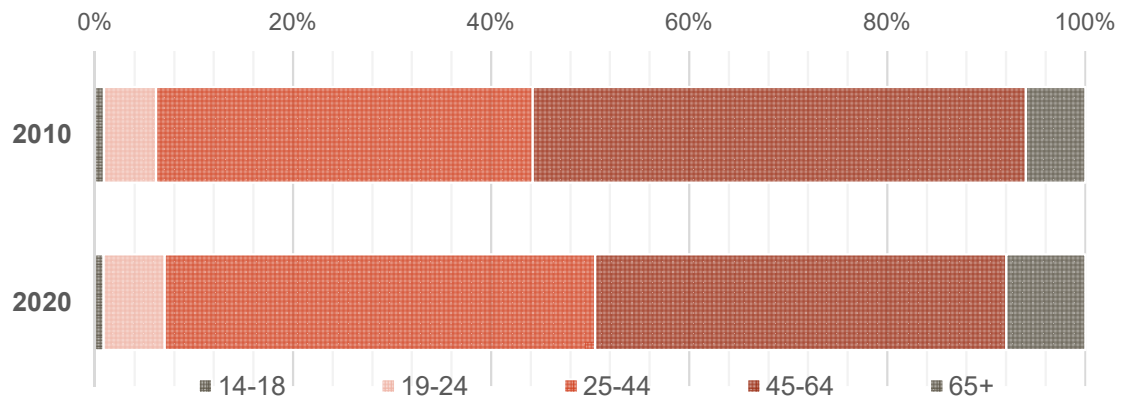


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

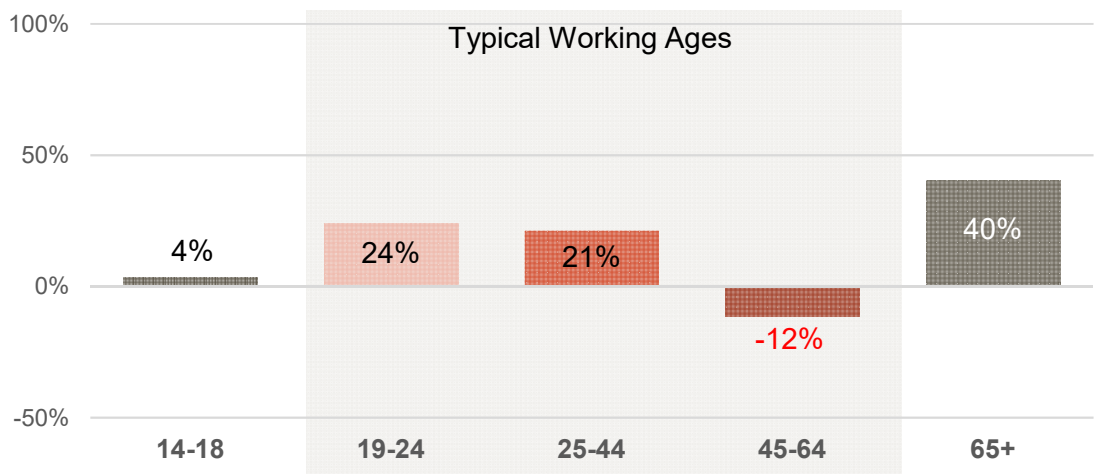
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

HEALTH CARE AND SOCIAL ASSISTANCE ▪ p. 72

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.

AVERAGE EMPLOYMENT

From 2000-2020, average employment in this industry grew by 20,771 (45 percent). From 2010-2020, net employment growth was 11,106 (20 percent). In 2020, nearly all employment belonged to the private sector (93 percent).

	2000	2010	2020
AVG EMP	45,933	55,598	66,704
Private	92%	92%	93%
Government	8%	8%	8%

AVERAGE ANNUAL WAGE

From 2000-2020, the average wage in this industry grew by \$30,146 (116 percent). From 2010-2020, net wage growth was \$16,357 (41 percent). In 2020, average wages in the government were higher than in the private sector by \$4,061.

	2000	2010	2020
AVG WAGE	\$26,050	\$39,838	\$56,195
Private	\$25,886	\$39,561	\$55,890
Government	\$27,847	\$43,012	\$59,951

TOTAL ESTABLISHMENTS

From 2000-2020, total establishments in this industry grew by 1,178 (76 percent). From 2010-2020, net growth was 765 (39 percent). In 2020, most establishments belonged to the private sector (96 percent).

	2000	2010	2020
TOTAL ESTAB	1,542	1,955	2,720
Private	93%	95%	96%
Government	7%	5%	4%

EMPLOYMENT DEMOGRAPHICS ▪ p. 73

This industry has historically been female-dominated, with most workers belonging to either the 25-44 year-old age group (40 percent in 2010, 46 percent in 2020) or the 45-64 year-old age group (41 percent in 2010, 34 percent in 2020).

COMPOSITION BY GENDER

In 2020, the employment composition was 20 percent male to 80 percent female. For comparison, in 2010, it was 17 percent male to 83 percent female. Both genders experienced numerical increases, with a much higher increase in female workers.

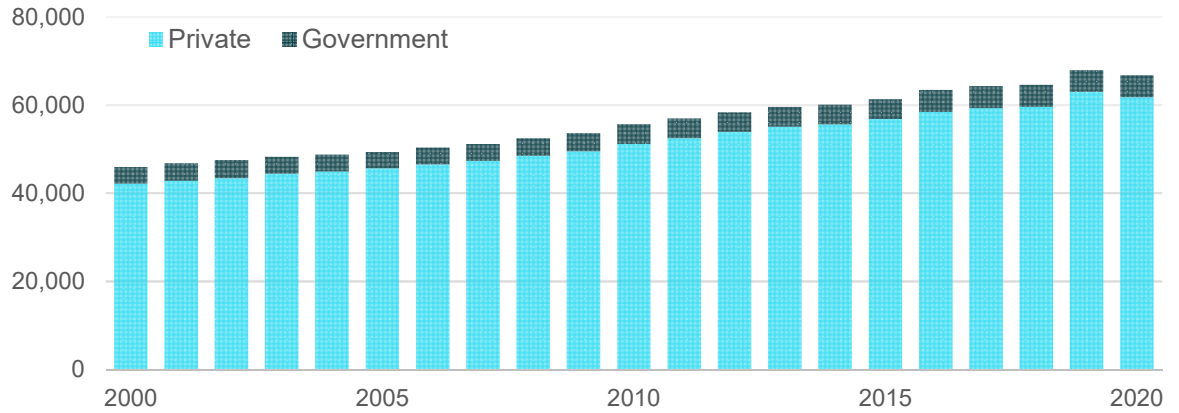
COMPOSITION BY AGE GROUP

Since 2010, the proportions among all age groups changed by relatively small percentages. The largest shifts in proportion were among 45-64 year-olds (-7 percent) and 25-44 year-olds (+6 percent). The age groups with the largest employment shares in the Health Care and Social Assistance industry were 25-44 year-olds (46 percent) and 45-64 year-olds (34 percent).

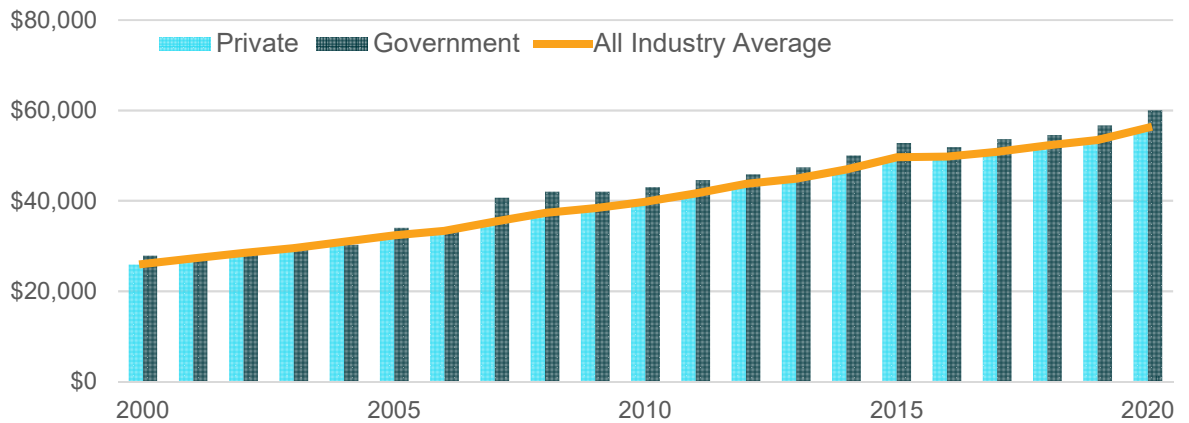
TEN-YEAR CHANGE BY AGE GROUP

From 2010 to 2020, the largest increase by far was among 25-44 year-olds, a group that grew by 41 percent, or about nine thousand workers. Workers in both the 19-24 year-old age group and the 65+ year-old age group grew by about a thousand workers each in the same time period.

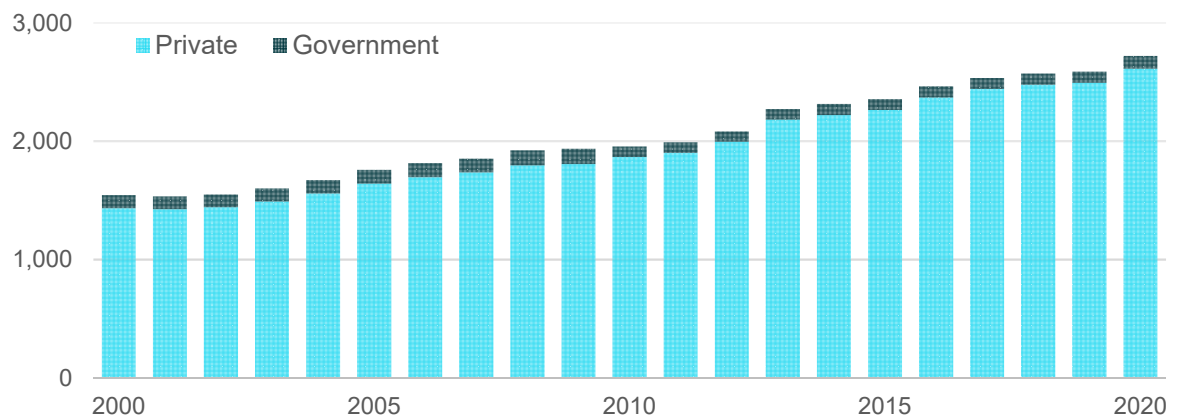
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

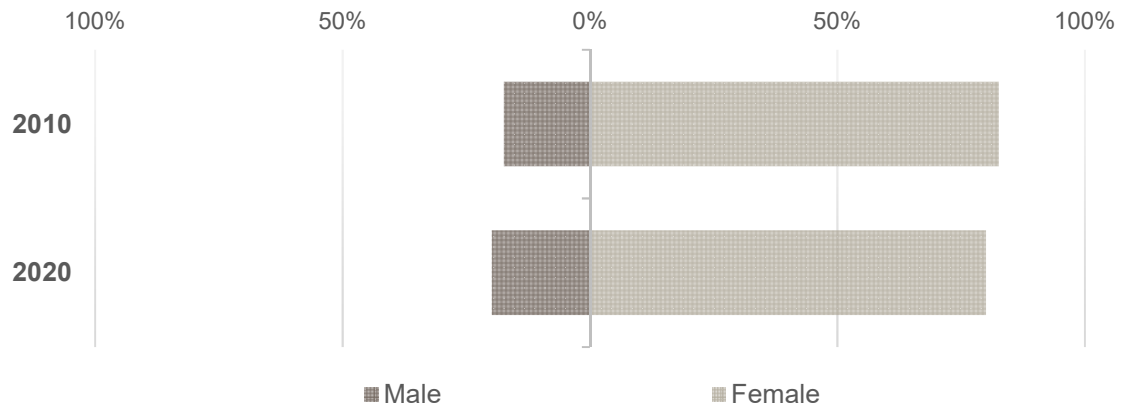


ESTABLISHMENTS

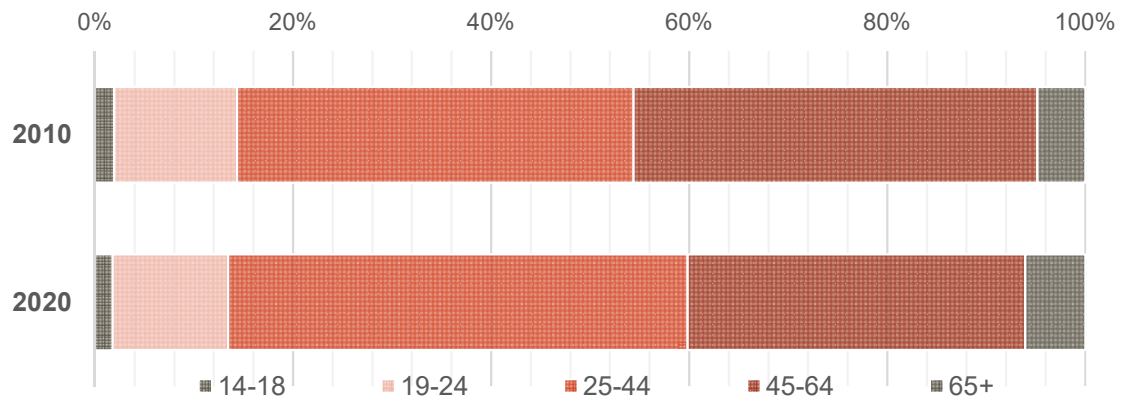


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

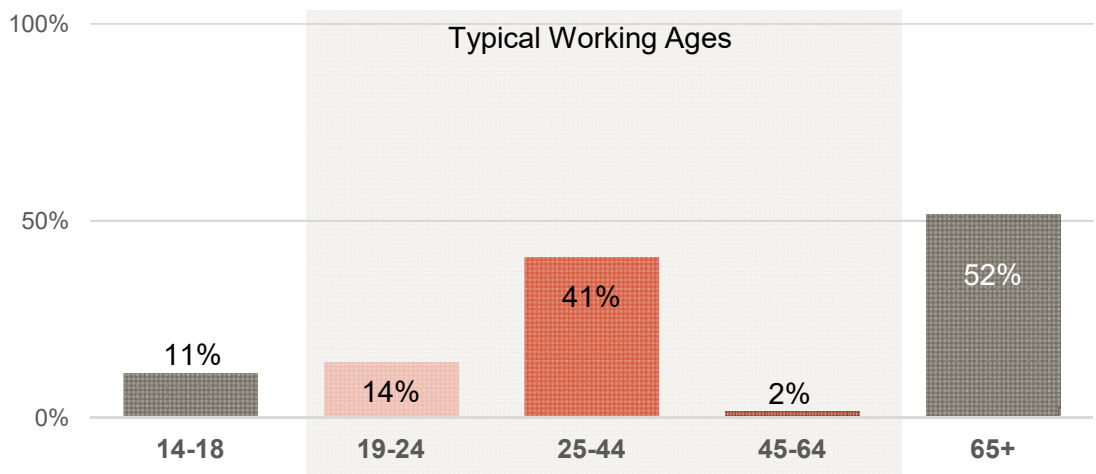
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

ARTS, ENTERTAINMENT, AND RECREATION ■ p. 75

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

AVERAGE EMPLOYMENT

From 2000-2020, average employment in this industry grew 2,383 (35 percent). From 2010-2020, net employment growth was 868 (10 percent). In 2020, just over half of all employment belonged to the private sector (52 percent).

	2000	2010	2020
AVG EMP	6,792	8,307	9,175
Private	70%	46%	52%
Government	30%	54%	48%

AVERAGE ANNUAL WAGE

From 2000-2020, the average wage in this industry grew by \$9,654 (75 percent). From 2010-2020, net wage growth was \$5,884 (35 percent). In 2020, average wages in government were higher than in the private sector by \$7,649.

	2000	2010	2020
AVG WAGE	\$12,814	\$16,584	\$22,468
Private	\$13,978	\$13,843	\$18,788
Government	\$10,157	\$18,877	\$26,437

TOTAL ESTABLISHMENTS

From 2000-2020, total establishments in this industry grew by 188 (39 percent). From 2010-2020, net growth was 89 (15 percent). In 2020, most establishments belonged to the private sector (76 percent).

	2000	2010	2020
TOTAL ESTAB	476	575	664
Private	72%	74%	76%
Government	28%	26%	24%

EMPLOYMENT DEMOGRAPHICS ■ p. 76

This industry has historically been evenly split between both genders, with most workers belonging to the 25-44 year-old age group (38 percent in 2010, 37 percent in 2020). Employment in this industry is distributed among age groups more evenly than in other industries.

COMPOSITION BY GENDER

In 2020, the employment composition was 45 percent male to 55 percent female. For comparison, in 2010, it was 49 percent male to 51 percent female. Both genders experienced numerical increases, but female workers increased by twice as much as male workers over a 10-year period.

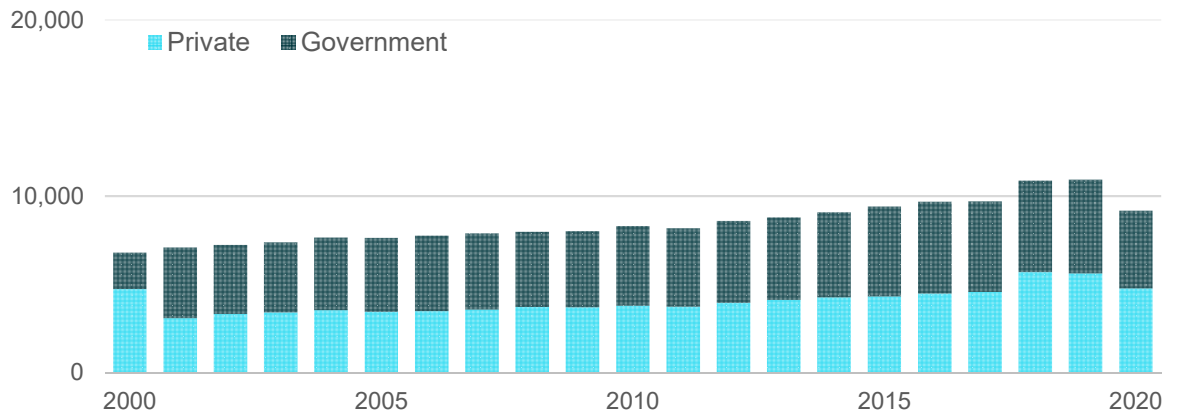
COMPOSITION BY AGE GROUP

Since 2010, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 65+ year-olds (+2 percent), 14-18 year-olds (+2 percent), and 19-24 year-olds (-2 percent). The age groups with the largest employment shares in the Arts, Entertainment, and Recreation industry were 25-44 year-olds (37 percent) and 45-64 year-olds (25 percent).

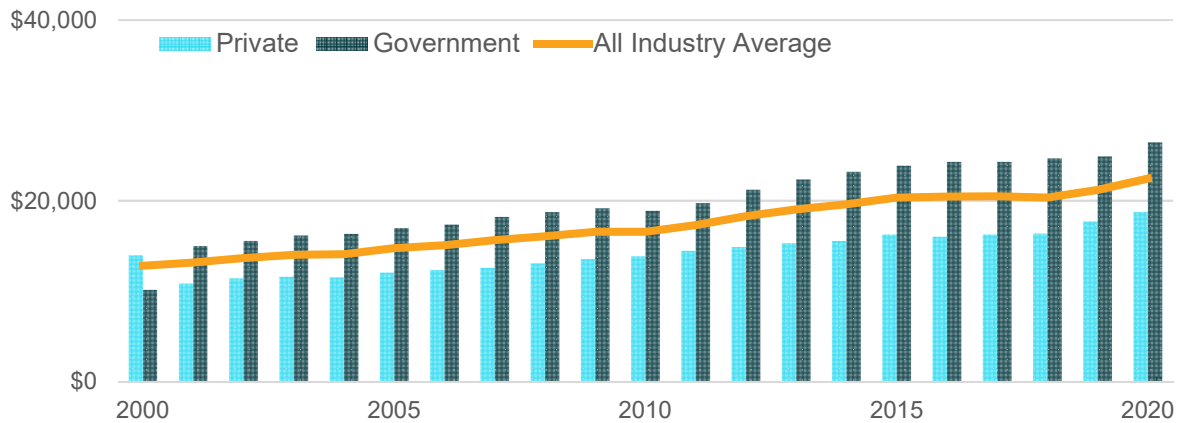
TEN-YEAR CHANGE BY AGE GROUP

From 2010 to 2020, the most significant increases were those among 25-44 year-olds (grew by 25 percent), 45-64 year-olds (grew by 20 percent), and 14-18 year-olds (grew by 49 percent); each of these groups grew numerically by several hundred workers. The largest increase by percent was among 65+ year-olds (72 percent), which reflects a change of a few hundred workers.

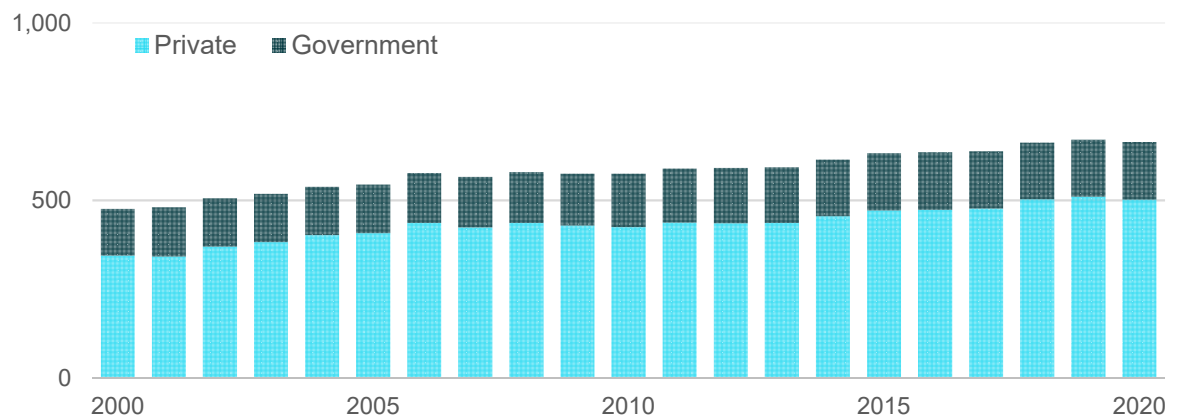
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

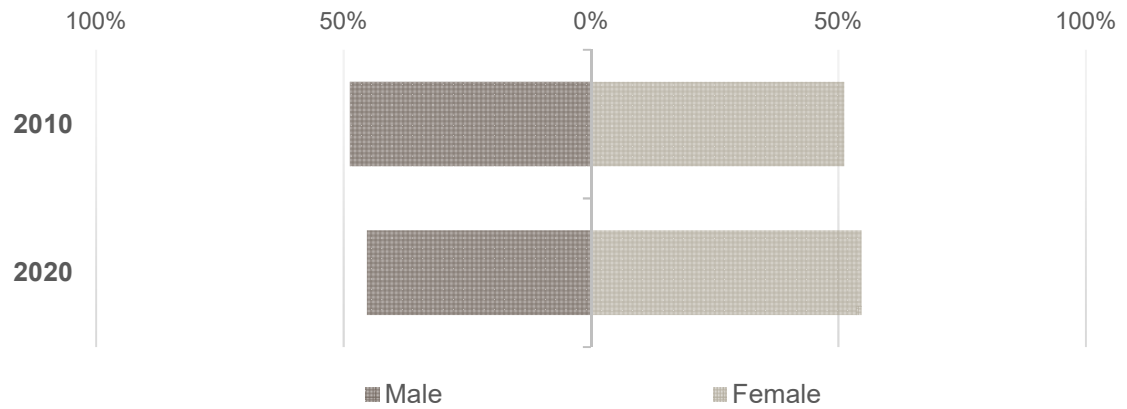


ESTABLISHMENTS

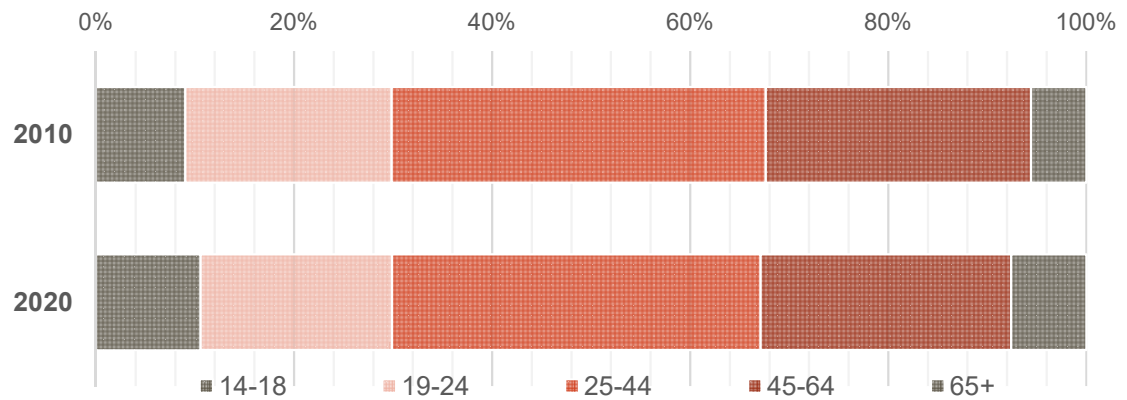


SOURCE: Laor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

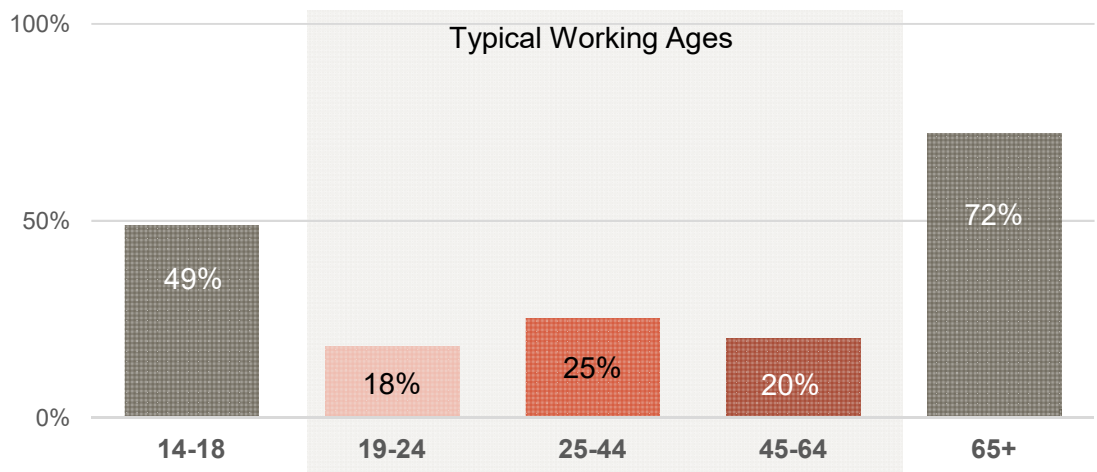
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

ACCOMMODATION AND FOOD SERVICES ■ p. 78

This industry has exhibited moderate growth, particularly within the past 10 years. These figures provide a view of the ancillary economic effects of the oil boom (e.g. increased population, higher wages) and the impact of the COVID-19 pandemic (capacity restrictions, temporary shutdowns), since this industry includes hospitality businesses, like hotels and restaurants.

AVERAGE EMPLOYMENT	From 2000-2020, average employment in this industry grew by 3,151 (12 percent). From 2010-2020, net employment fell by 1,113 (4 percent). In 2020, nearly all employment belonged to the private sector (more than 99 percent).		2000	2010	2020
		AVG EMP	26,375	30,639	29,526
		Private	100%	99%	100%
		Government	0%*	1%	0%*

AVERAGE ANNUAL WAGE	From 2000-2020, the average wage in this industry grew by \$10,471 (119 percent). From 2010-2020, net wage growth was \$6,503 (51 percent). In 2020, average wages in government were higher than in the private sector by \$796.		2000	2010	2020
		AVG WAGE	\$8,790	\$12,758	\$19,260
		Private	\$8,791	\$12,742	\$19,259
		Government	\$8,225	\$15,716	\$20,054

TOTAL ESTABLISHMENTS	From 2000-2020, total establishments in this industry grew by 303 (15 percent). From 2010-2020, growth by 267 (13 percent). In 2020, most establishments belonged to the private sector (more than 99 percent).		2000	2010	2020
		TOTAL ESTAB	1,983	2,019	2,286
		Private	100%	100%	100%
		Government	0%*	0%*	0%*

* More than 0%, less than 1%

EMPLOYMENT DEMOGRAPHICS ■ p. 79

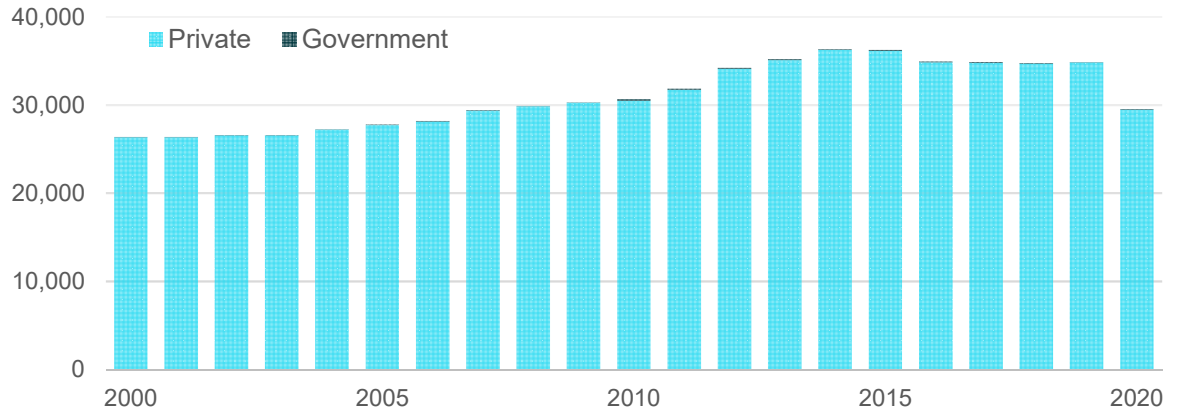
This industry has historically been female-dominated, with most workers belonging to either the 25-44 year-old age group (37 percent in 2010, 43 percent in 2020) or the 19-24 year-old age group (30 percent in 2010, 23 percent in 2020).

COMPOSITION BY GENDER	In 2020, the employment composition was 44 percent male to 56 percent female. For comparison, in 2010, it was 41 percent male to 59 percent female. Both genders experienced significant numerical increases over the past 10 years.
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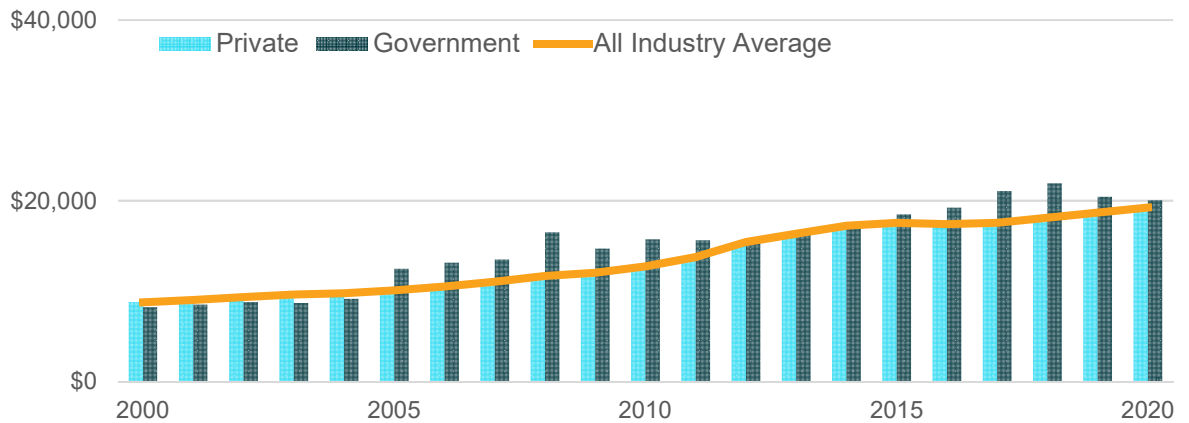
COMPOSITION BY AGE GROUP	Since 2010, the proportions among all age groups changed by widely varying percentages. The largest shifts in proportion were among 25-44 year-olds (+5 percent) and 19-24 year-olds (-7 percent). The age groups with the largest employment shares in the Accommodation and Food Services industry were 25-44 year-olds (43 percent), 19-24 year-olds (23 percent), and 45-64 year-olds (19 percent).
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TEN-YEAR CHANGE BY AGE GROUP	From 2010 to 2020, the most significant changes were those among 25-44 year-olds (grew by 23 percent) and 45-64 year-olds (grew by 22 percent). Each of these groups grew numerically by over a thousand workers. The age group that decreased the most was 19-24 year-olds, which fell by over a thousand workers.
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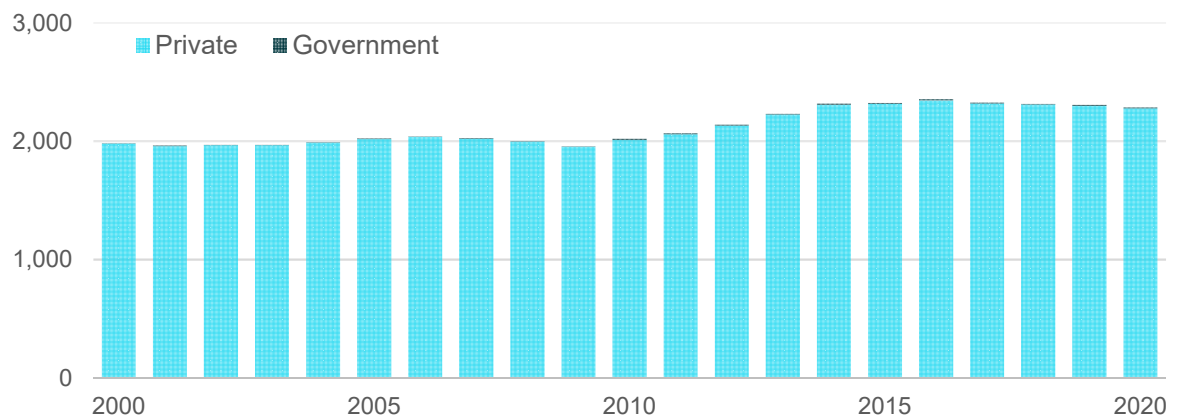
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

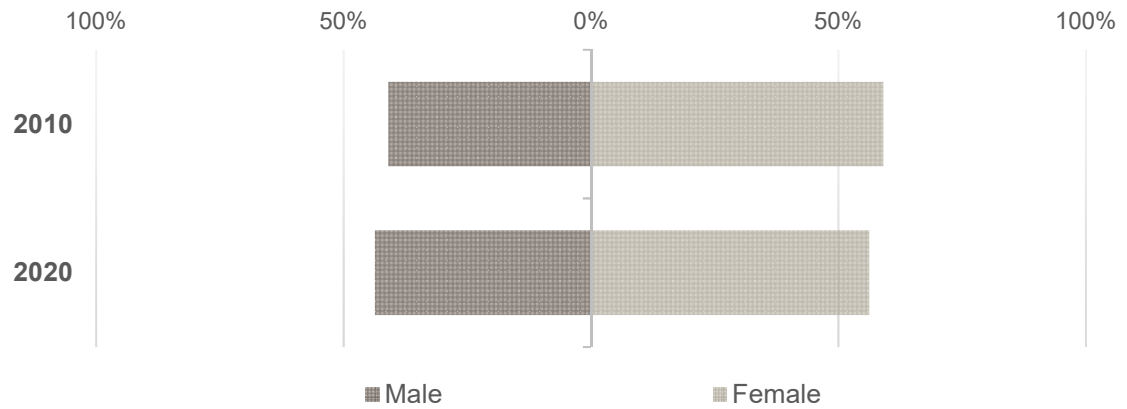


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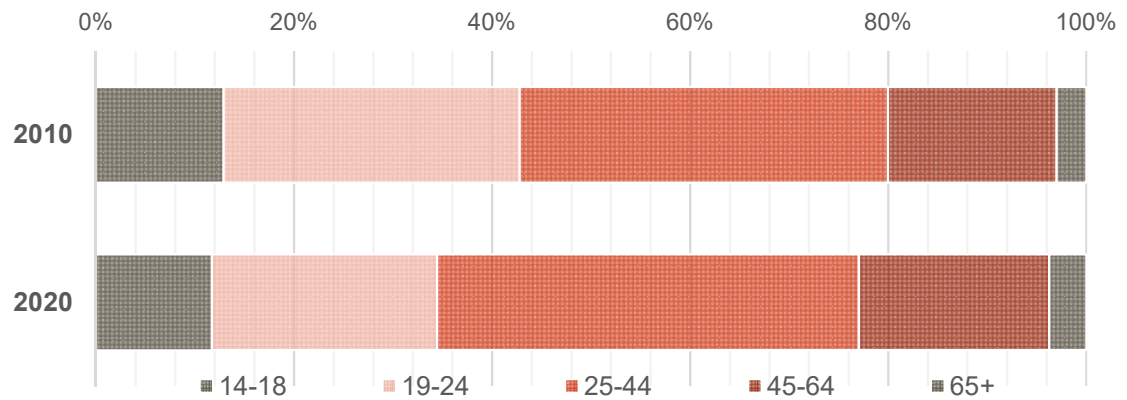


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

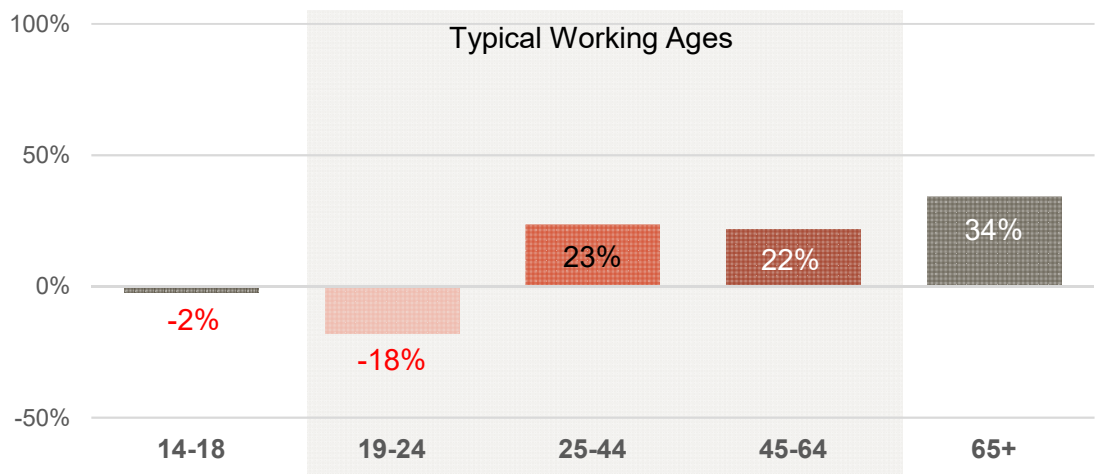
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

OTHER SERVICES ■ p. 81

This industry has remained relatively flat over the past 20 years. Some subcategories like equipment repair and personal services likely saw increased demand from the economic effects of the oil boom. Employment in this industry dipped in 2020 due to the COVID-19 pandemic, which instigated temporary closures of personal service businesses like salons and created consumer hesitancy toward services requiring close contact.

AVERAGE EMPLOYMENT	From 2000-2020, average employment in this industry fell by 639 (6 percent). From 2010-2020, net employment fell by 715 (6 percent). In 2020, nearly all employment belonged to the private sector (97 percent).		2000	2010	2020
		AVG EMP	11,616	11,692	10,977
		Private	96%	97%	97%
		Government	4%	3%	3%

AVERAGE ANNUAL WAGE	From 2000-2020, the average wage in this industry grew by \$23,393 (138 percent). From 2010-2020, net wage growth was \$16,147 (67 percent). In 2020, average wages in the private sector were higher than in government by \$6,561.		2000	2010	2020
		AVG WAGE	\$16,891	\$24,137	\$40,284
		Private	\$16,332	\$24,005	\$40,479
		Government	\$31,482	\$28,523	\$33,919

TOTAL ESTABLISHMENTS	From 2000-2020, total establishments in this industry grew by 273 (13 percent). From 2010-2020, net growth was 320 (16 percent). In 2020, most establishments belonged to the private sector (more than 99 percent).		2000	2010	2020
		TOTAL ESTAB	2,053	2,006	2,326
		Private	100%	99%	100%
		Government	0%*	1%	0%*

* More than 0%, less than 1%

EMPLOYMENT DEMOGRAPHICS ■ p. 82

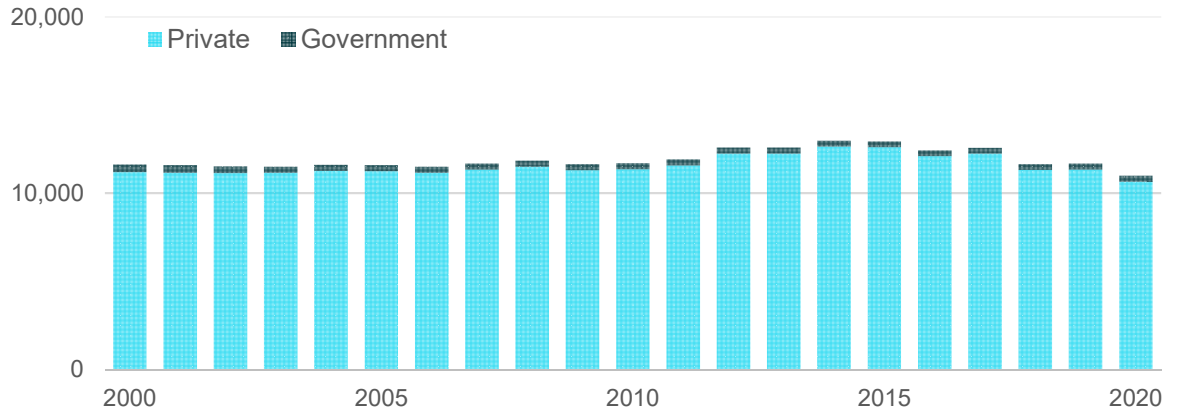
This industry has historically been female-dominated but has been shifting to a near-even split among the genders. Most employment has consisted of working-age adults aged 25-44 years (39 percent in 2010, 43 percent in 2020).

COMPOSITION BY GENDER	In 2020, the employment composition was 50 percent male to 50 percent female. For comparison, in 2010, it was 44 percent male to 56 percent female. Male workers increased over the 10-year period, while female workers decreased.
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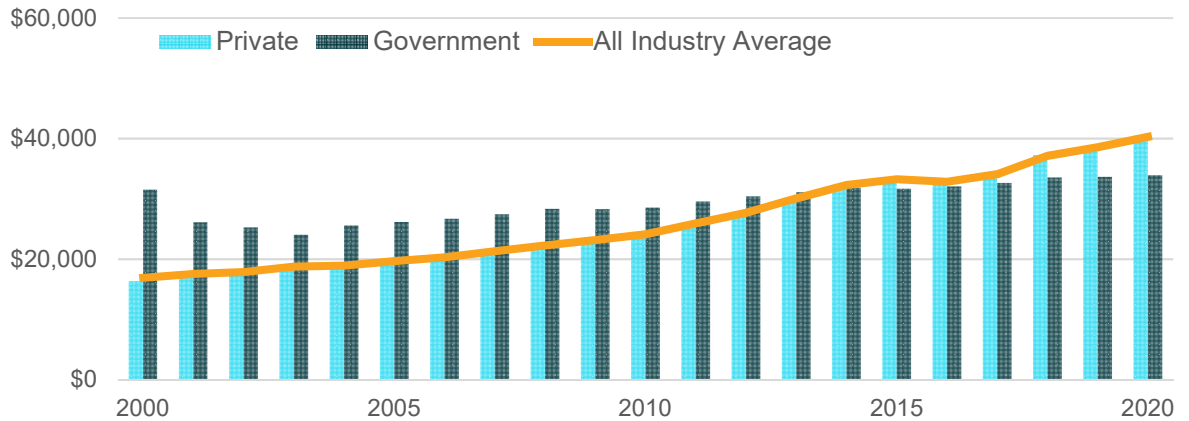
COMPOSITION BY AGE GROUP	Since 2010, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 25-44 year-olds (+4 percent), 19-24 year-olds (-4 percent), 45-64 year-olds (-2 percent), and 65+ year-olds (+2 percent). The age groups with the largest employment shares in the Other Services industry were 25-44 year-olds (43 percent) and 45-64 year-olds (33 percent).
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TEN-YEAR CHANGE BY AGE GROUP	From 2010 to 2020, the most significant changes were those among 25-44 year-olds (grew by 9 percent) and 19-24 year-olds (fell by 24 percent). Each of these groups changed numerically by several hundred workers. All other age groups changed numerically by about a couple hundred workers or less.
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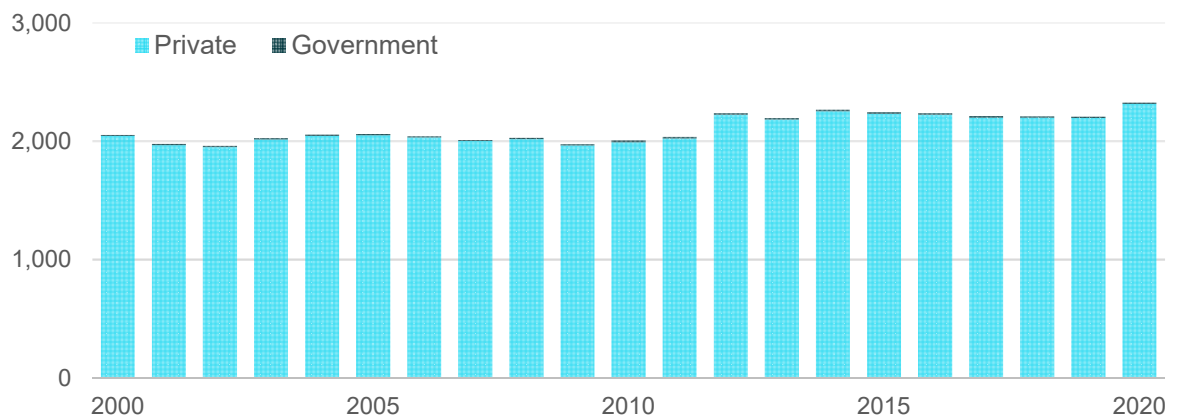
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

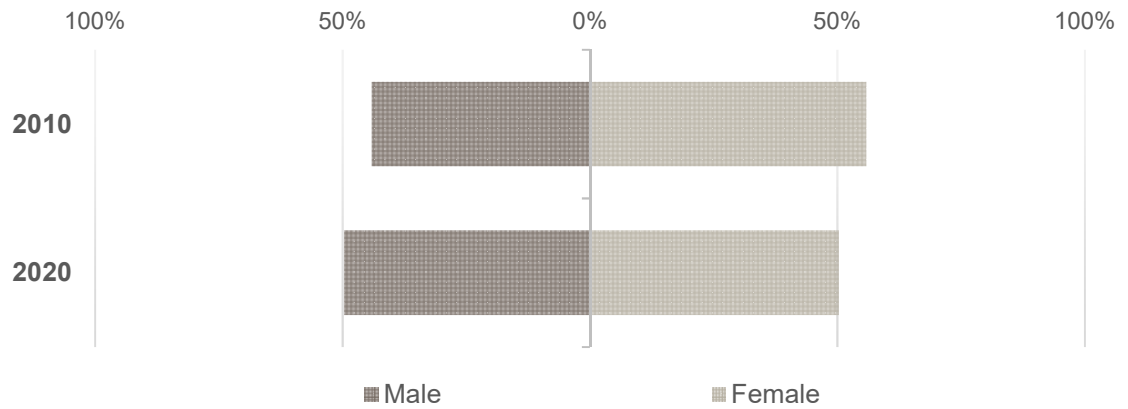


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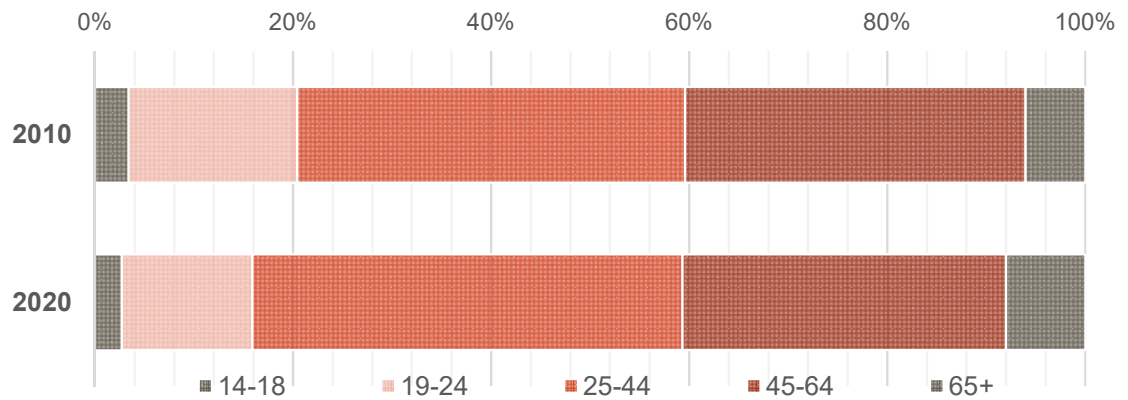


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

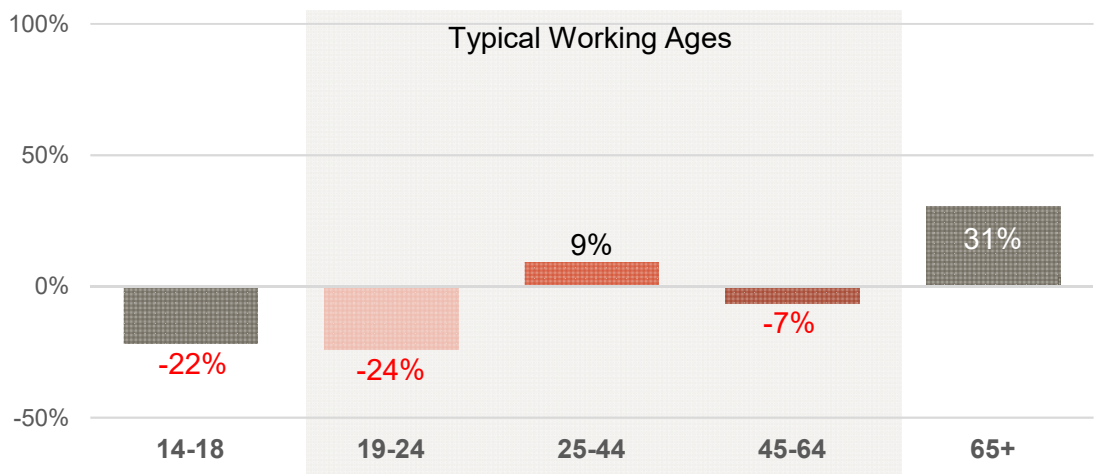
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

PUBLIC ADMINISTRATION ■ p. 84

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

AVERAGE EMPLOYMENT	From 2000-2020, average employment in this industry grew by 4,941 (27 percent). From 2010-2020, net employment growth was 1,355 (6 percent). In 2020, all employment belonged to the government.		2000	2010	2020
		AVG EMP	18,325	21,911	23,266
		Private	8%	---	---
		Government	92%	100%	100%

AVERAGE ANNUAL WAGE	From 2000-2020, the average wage in this industry grew by \$29,688 (108 percent). From 2010-2020, net wage growth was \$15,197 (36 percent).		2000	2010	2020
		AVG WAGE	\$27,485	\$41,977	\$57,173
		Private	\$23,675	---	---
		Government	\$27,814	\$41,977	\$57,173

TOTAL ESTABLISHMENTS	From 2000-2020, total establishments in this industry grew by 9 (1 percent). From 2010-2020, net establishments fell by 87 (7 percent). In 2020, all establishments belonged to the government.		2000	2010	2020
		TOTAL ESTAB	1,089	1,185	1,098
		Private	0%*	---	---
		Government	100%	100%	100%

* More than 0%, less than 1%

EMPLOYMENT DEMOGRAPHICS ■ p. 85

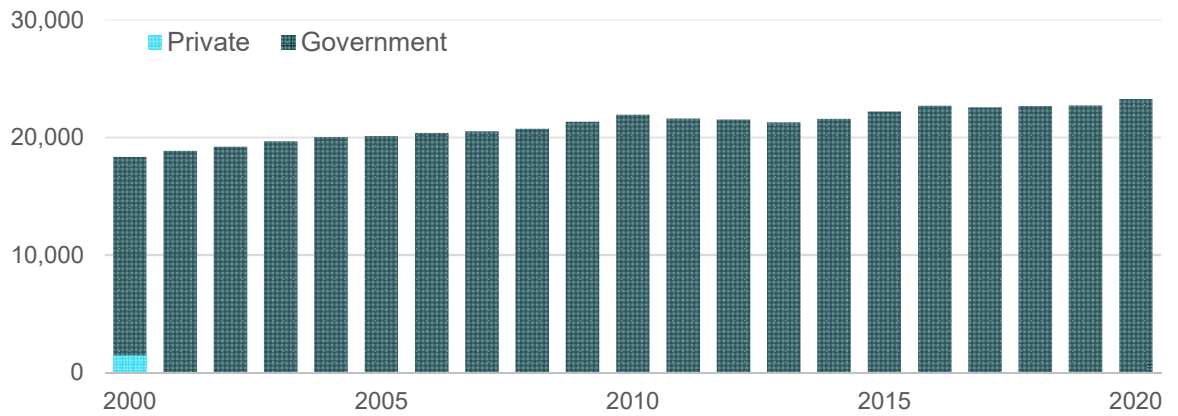
This industry has historically had a slight majority of male workers compared to female workers. The majority of employment has consisted of 45-64 year-olds (50 percent in 2010, 43 percent in 2020) and 25-44 year-olds (39 percent in 2010, 43 percent in 2020).

COMPOSITION BY GENDER	In 2020, the employment composition was 53 percent male to 47 percent female. For comparison, in 2010, it was 54 percent male to 46 percent female. Both genders experienced relatively similar and moderate numerical increases.
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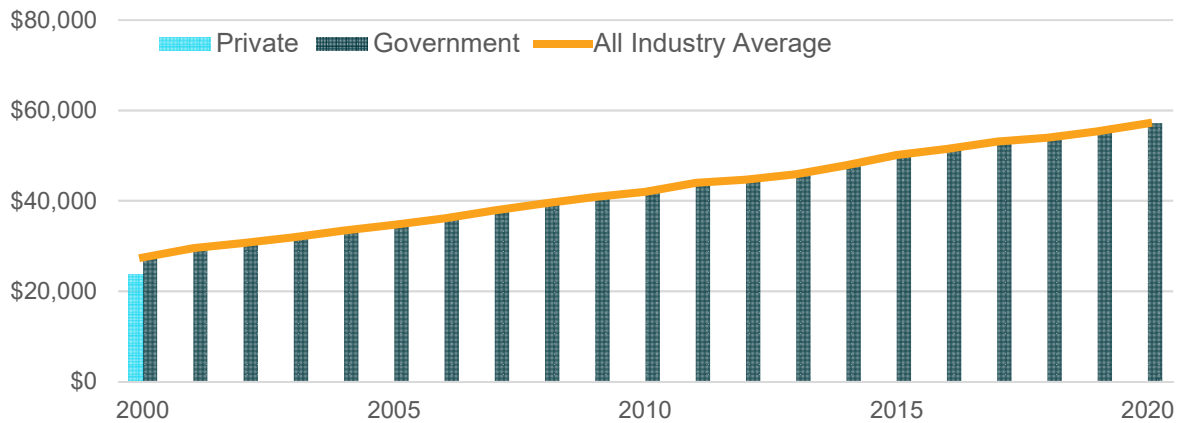
COMPOSITION BY AGE GROUP	Since 2010, the proportions among all age groups changed by varying percentages. The largest shifts in proportion were among 45-64 year-olds (-7 percent), 25-44 year-olds (+5 percent), and 65+ year-olds (+2 percent). The age groups with the largest employment shares in the Public Administration industry were 45-64 year-olds (43 percent) and 25-44 year-olds (43 percent).
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TEN-YEAR CHANGE BY AGE GROUP	From 2010 to 2020, the most significant increase was among 25-44 year-olds (grew by 27 percent), which grew numerically by over a thousand workers. All other age groups changed numerically by a couple hundred workers or less.
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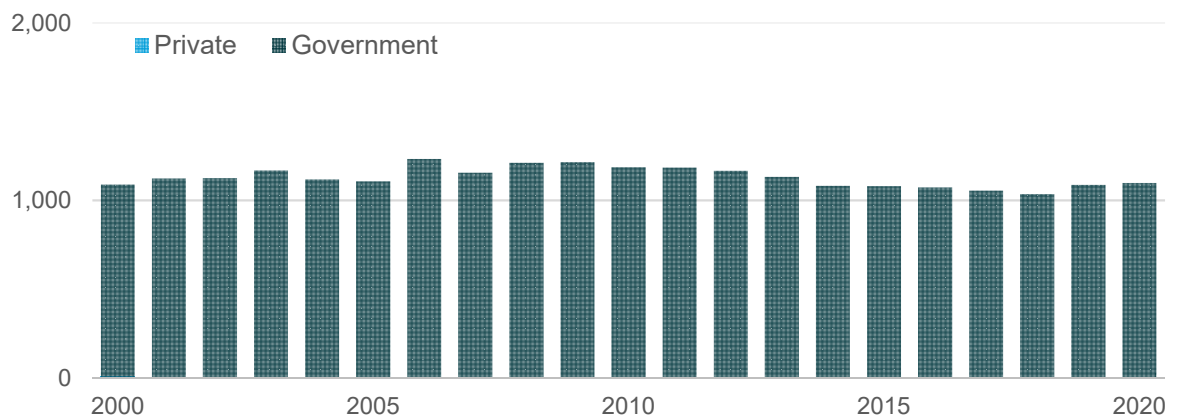
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

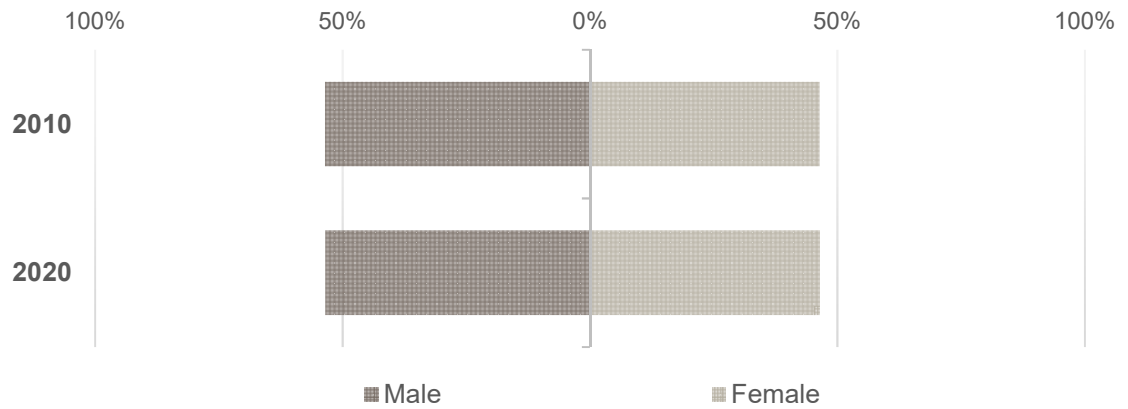


ESTABLISHMENTS

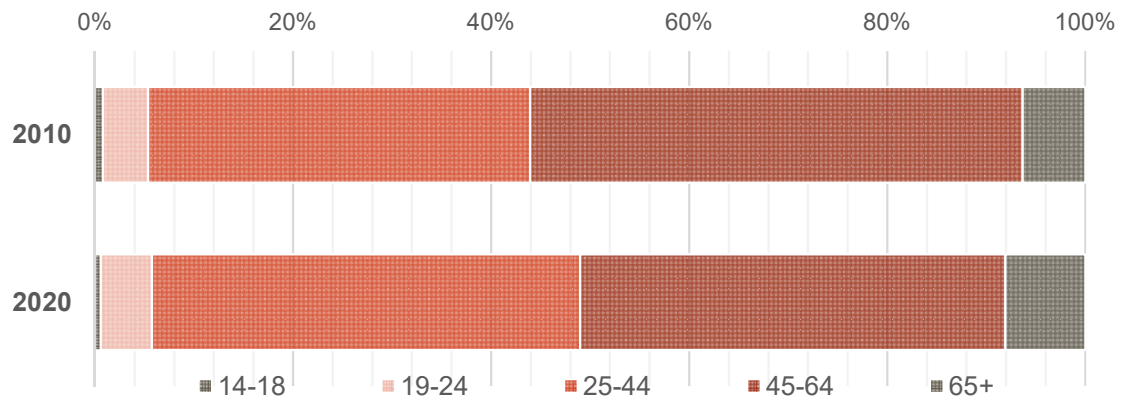


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2000-2020.

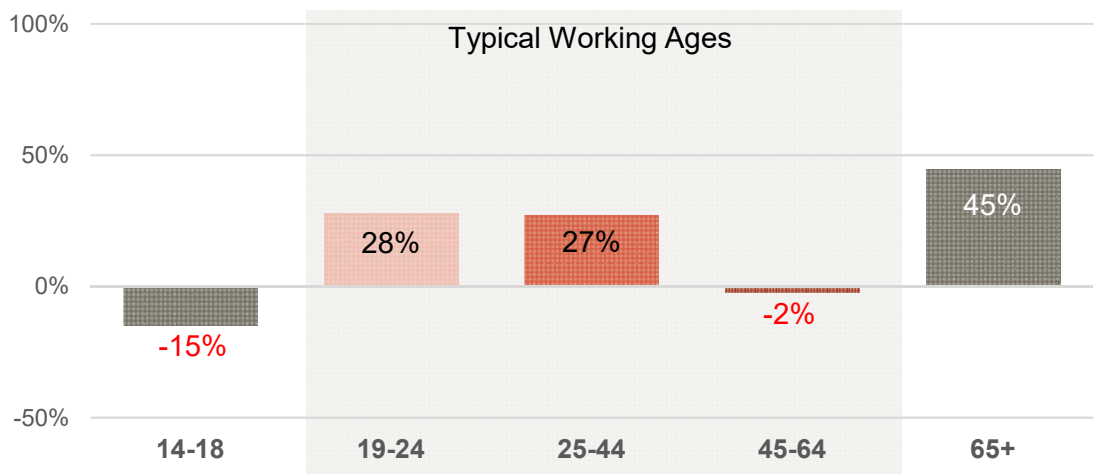
COMPOSITION BY GENDER



COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2010-2020



SOURCE: US Census Bureau, Local Employment Dynamics, 2010-2020.

REGIONAL BREAKOUT OVERVIEW

The preceding sections of this publication featured data that reflected statewide trends and changes via traditional economic measures and industry profiles. The following sections break out that data geographically into North Dakota's eight planning regions, which consist of groups of counties surrounding a city center that exhibits great economic influence. These regional breakouts provide more detailed information that underlie statewide economic trends. For example, because oil and gas activity is concentrated in the western and northwestern area of the state, the data in Regions 1, 2, and 8 especially display the growth and dynamism associated with the oil boom and its subsequent decline.

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

In 2020, the regional data reflects both the enduring stability of the two biggest regions (Regions 5 and 7), and sustained oil boom-driven growth in the western regions (Regions 1, 2, and 8). The remaining three regions (Regions 3, 4, and 6) have remained relatively flat, with economic changes that bear comparatively less weight on the state's economy as a whole. For nearly all the regions (except western oil-producing regions—1 and 8), Health Care and Social Assistance was the biggest industry for employment, corresponding with it being the largest industry for North Dakota as a whole.

INDUSTRIES ACROSS ALL REGIONS 2020

The chart below displays all industries, ordered from largest total employment in 2020 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 2010.

Predictably, Regions 5 and 7 stand out as having the largest shares of most industries in 2020, as these are the biggest regions by population and contain the metropolitan areas of Fargo-Moorhead and Bismarck-Mandan, respectively. When compared with 2010, it seems that the overall concentration of employment by industry in 2020 is disbursed more across regions, likely because the oil boom increased both population and business growth in previously less-active regions.

INDUSTRY	TOTAL EMP	REGIONS							
		1	2	3	4	5	6	7	8
Health Care and Social Assistance	66,704	3%	9%	4%	13%	37%	7%	23%	4%
Retail Trade	44,055	7%	13%	4%	13%	31%	6%	21%	6%
Educational Services	33,467	5%	12%	6%	18%	27%	8%	19%	5%
Accommodation and Food Services	29,526	8%	13%	3%	13%	31%	5%	20%	6%
Construction	26,403	15%	9%	3%	10%	32%	4%	18%	8%
Manufacturing	25,490	2%	4%	2%	16%	55%	9%	7%	6%
Public Administration	23,266	12%	11%	9%	10%	15%	6%	31%	6%
Wholesale Trade	23,090	9%	11%	4%	9%	38%	8%	15%	7%
Transportation and Warehousing	18,211	19%	12%	2%	10%	33%	4%	12%	8%
Finance and Insurance	17,787	3%	9%	3%	7%	51%	5%	18%	3%
Professional and Technical Services	16,751	6%	8%	1%	11%	41%	4%	25%	4%
Mining, Quarrying, and Oil and Gas Extraction	15,158	51%	18%	0%	1%	0%	0%	10%	19%
Administrative and Waste Services	12,310	7%	11%	2%	12%	39%	3%	21%	3%
Other Services (except Public Administration)	10,977	7%	11%	4%	10%	33%	6%	22%	7%
Arts, Entertainment, and Recreation	9,175	5%	12%	7%	11%	30%	5%	24%	7%
Information	6,013	3%	10%	4%	7%	49%	6%	17%	4%
Real Estate and Rental and Leasing	5,404	21%	9%	4%	9%	35%	2%	13%	6%
Agriculture, Forestry, Fishing and Hunting	4,805	3%	7%	6%	28%	25%	15%	10%	6%
Management of Companies and Enterprises	3,818	1%	11%	1%	7%	45%	3%	38%	1%
Utilities	3,632	10%	9%	3%	10%	7%	5%	50%	5%

 Represents top industry leader(s) in 2020

 Represents secondary industry leader(s) in 2020

INDUSTRIES ACROSS ALL REGIONS 2010

The chart below displays all industries, ordered from largest total employment in 2010 to smallest for easy comparison with the chart on the previous page. As with the 2020 industry shares, highlighted regions have the highest share of employment in the given industry, with darker shades indicating the largest share(s).

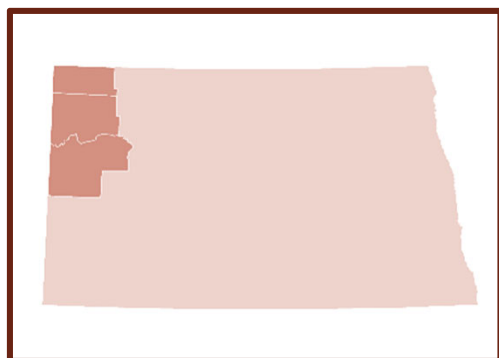
As with the data for 2020, this chart also shows the dominance of Regions 5 and 7 holding the largest shares of most industries in 2010. The main difference, though, is the degree to which employment is concentrated in these two regions. In 2010, only a couple regions outside Regions 5 and 7 had a large share of employment for certain industries, namely the Mining, Quarrying, and Oil and Gas Extraction industry, which had large pools of employment in regions 1, 2, and 8.

INDUSTRY	TOTAL EMP	REGIONS							
		1	2	3	4	5	6	7	8
Health Care and Social Assistance	55,598	3%	11%	4%	14%	30%	9%	23%	5%
Retail Trade	43,800	4%	13%	4%	16%	31%	6%	20%	5%
Educational Services	32,148	***	12%	6%	***	27%	7%	18%	5%
Accommodation and Food Services	30,639	4%	14%	3%	15%	33%	6%	20%	5%
Construction	22,378	6%	12%	4%	12%	29%	6%	24%	7%
Manufacturing	22,895	2%	5%	3%	14%	50%	11%	9%	6%
Public Administration	21,911	6%	12%	10%	12%	16%	7%	33%	5%
Wholesale Trade	21,060	8%	12%	3%	10%	37%	9%	14%	6%
Transportation and Warehousing	12,949	10%	11%	3%	14%	33%	6%	15%	9%
Finance and Insurance	16,644	3%	13%	4%	8%	42%	6%	20%	4%
Professional and Technical Services	12,727	4%	7%	1%	11%	40%	6%	28%	3%
Mining, Quarrying, and Oil and Gas Extraction	10,661	51%	19%	0%	***	1%	***	11%	17%
Administrative and Waste Services	11,922	3%	13%	2%	13%	42%	3%	22%	2%
Other Services (except Public Administration)	11,692	4%	11%	5%	12%	33%	7%	23%	6%
Arts, Entertainment, and Recreation	8,307	3%	10%	14%	12%	30%	5%	20%	6%
Information	7,580	3%	10%	5%	8%	48%	6%	16%	5%
Real Estate and Rental and Leasing	4,090	12%	13%	6%	10%	38%	3%	15%	4%
Agriculture, Forestry, Fishing and Hunting	3,667	***	5%	6%	36%	24%	13%	9%	4%
Management of Companies and Enterprises	4,329	***	13%	2%	***	62%	***	29%	1%
Utilities	3,676	4%	8%	4%	9%	8%	6%	59%	4%

 Represents top industry leader(s) in 2010

 Represents secondary industry leader(s) in 2010

***Data not available due to confidentiality restrictions



REGION 1 OVERVIEW

LARGEST CITY: Williston (29,033*)

Region 1 is in the northwest corner of the state. This region had relatively flat population growth for several years, grew dramatically during the oil boom (2006-2014), and has been growing again in recent years. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 1 experienced extreme growth during the oil boom, stabilized in the years after, and then dipped during the COVID-19 pandemic, which precipitated a decline in oil demand.

* 2019 population number

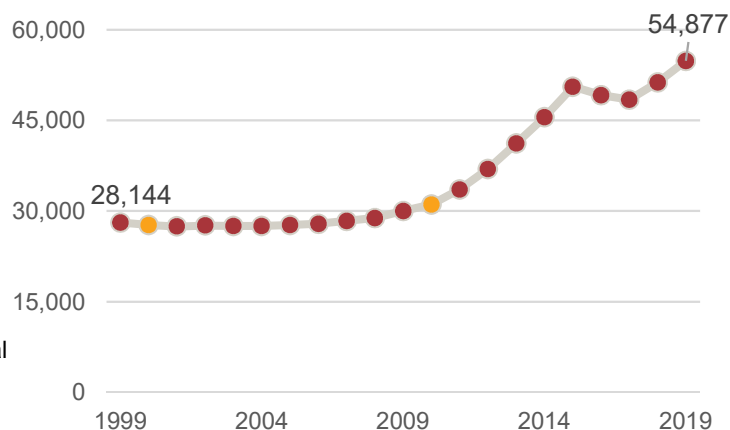
REGION 1 POPULATION 1999-2019

As of this publication, 2020 substate population data has not been released.

In 2019, the population in Region 1 was 54,877, and had increased by 3,550, or 7 percent, from 2019.

From 1999 to 2009, the population had a net increase of 1,855, with an average annual growth rate of 0.4 percent. From 2009 to 2019, the population had a net increase of 24,878, with an average annual growth rate of 6 percent.

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



Census years are indicated by gold markers on the graph.

REGION 1 EMPLOYMENT ▪ p. 90

EMPLOYMENT COMPOSITION BY GENDER

In 2020, the employment composition was 68 percent male to 32 percent female. For comparison, in 2010, it was 63 percent male, 37 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, which attracted workers in male-dominated industries.

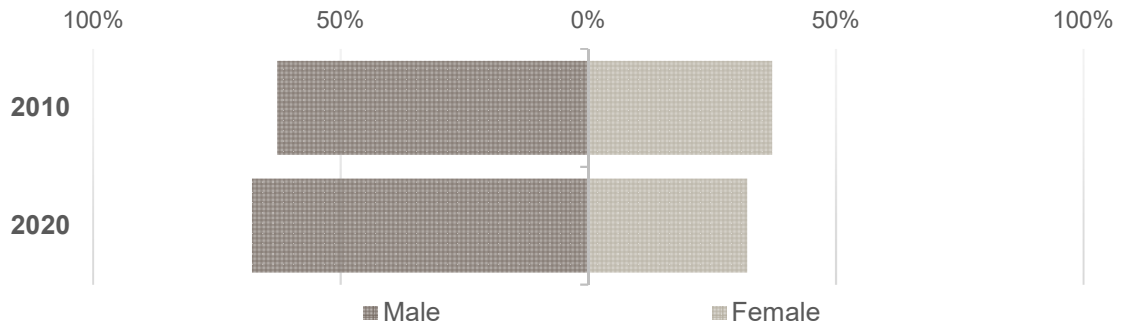
EMPLOYMENT COMPOSITION BY AGE

Since 2010, 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 (+9 percent) and 45-64 year-olds (-6 percent). The age groups with the largest employment in Region 1 were 25-44 year-olds (53 percent) and 45-64 year-olds (31 percent).

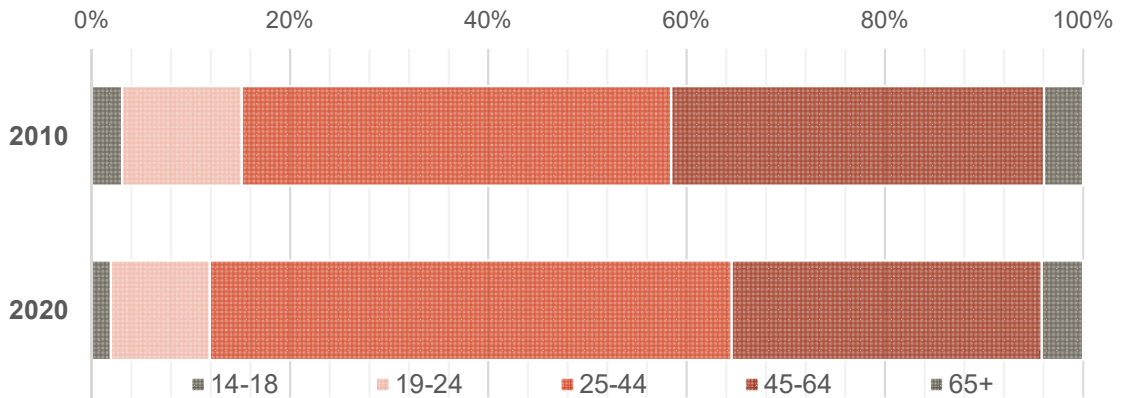
UNEMPLOYMENT RATE

In 2020, Region 1 had an unemployment rate of 8.8 percent, which was higher than all other regions and higher than the state's unemployment rate. In 2020, unemployment rates spiked nationally due to the COVID-19 pandemic. This rate reflects an increase of 7.1 percent from 2019.

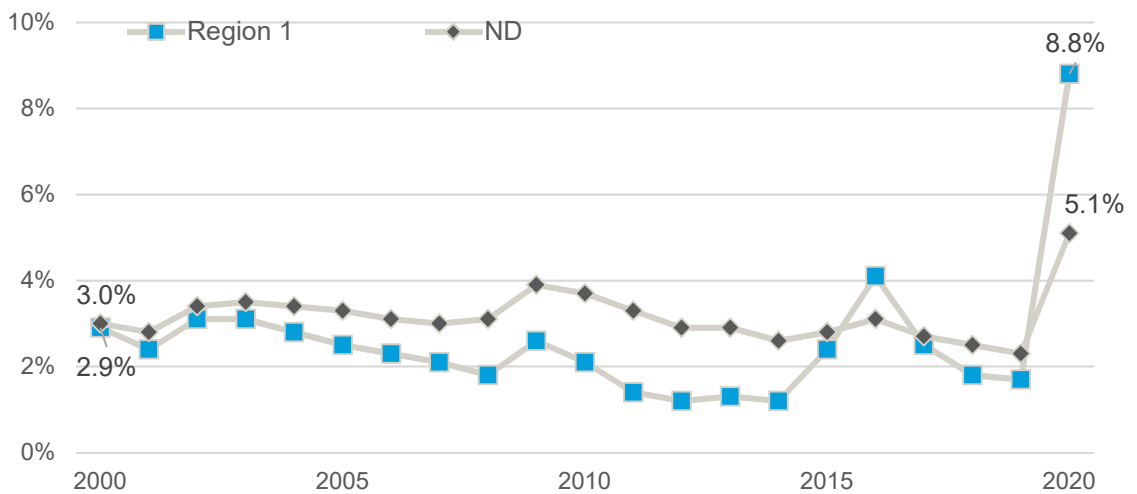
REGION 1 COMPOSITION BY GENDER



REGION 1 COMPOSITION BY AGE GROUP



REGION 1 UNEMPLOYMENT RATE



REGION 1 TOP INDUSTRIES

TOTAL EMPLOYMENT: 34,914

In 2020, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest share of employment in Region 1, with 7,707 employees out of a total 34,914 (22 percent). The top five industries for this region accounted for 20,767 employees (59 percent) of the total.

TOP INDUSTRIES 2020

22%	1. Mining, Quarrying, and Oil and Gas Extraction
12%	2. Construction
10%	3. Transportation and Warehousing
8%	4. Retail Trade
8%	5. Public Administration
41%	All Other Industries

7,707	Mining, Quarrying, and Oil and Gas Extraction
4,036	Construction
3,417	Transportation and Warehousing
2,926	Retail Trade
2,681	Public Administration
14,147	All Other Industries

REGION 1 INDUSTRY PROFILES

In 2020, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest share of employment in Region 1. The Construction industry had the highest employment growth from 2010-2020. In the same time period, Administrative and Waste Services industry had the highest wage growth.

MINING, QUARRYING, AND OIL AND GAS EXTRACTION • Largest Employment 2020

In 2020, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest employment in Region 1 with 7,707 workers. From 2000-2020, average employment grew by 6,726 (or 686 percent); from 2010-2020 employment growth was 2,326 (or 43 percent).

	2000	2010	2020
AVG EMP	981	5,381	7,707
AVG WAGE	\$39,060	\$80,933	\$109,276
TOTAL ESTAB	80	163	401

CONSTRUCTION • High Growth Industry 2010-2020

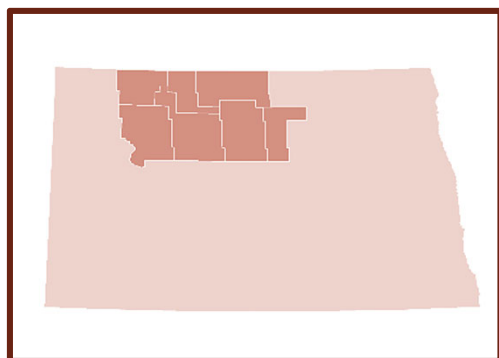
In 2020, the Construction industry had the highest employment growth by percent since 2010 in Region 1. From 2000-2020, average employment grew by 3,564 (or 755 percent); from 2010-2020 employment growth was 2,723 (or 207 percent).

	2000	2010	2020
AVG EMP	472	1,313	4,036
AVG WAGE	\$25,158	\$57,476	\$84,734
TOTAL ESTAB	135	218	484

ADMINISTRATIVE AND WASTE SERVICES • High Growth Wages 2010-2020

In 2020, the Administrative and Waste Services industry with the highest wage growth by percent since 2010 in Region 1. From 2000-2020, average annual wages grew by \$39,818 (or 279 percent); from 2010-2020 wage growth was \$23,424 (or 76 percent).

	2000	2010	2020
AVG EMP	466	392	835
AVG WAGE	\$14,248	\$30,642	\$54,066
TOTAL ESTAB	44	53	176



REGION 2 OVERVIEW

LARGEST CITY: Minot (47,382*)

Region 2 is in the northwest central part of the state. This region had relatively flat population growth, grew moderately with the oil boom, and has since declined. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Region 2 contains some counties located in the Bakken Oil Field, so overall economic measures have been influenced somewhat by the boom and decline of oil activity in recent years.

* 2019 population number

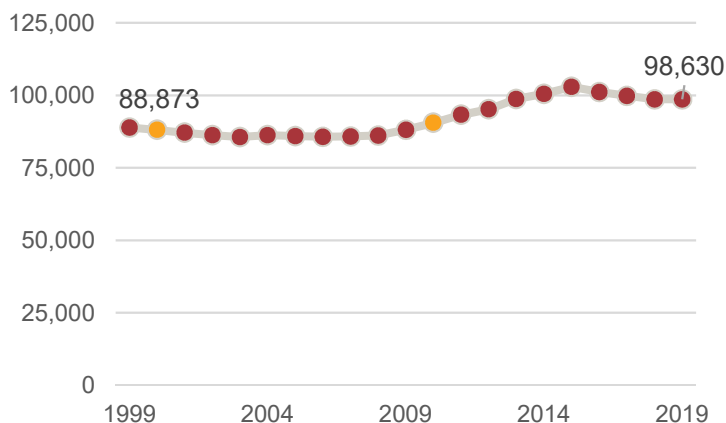
REGION 2 POPULATION 1999-2019

As of this publication, 2020 substate population data has not been released.

In 2019, the population in Region 2 was 98,630, and had decreased by 50, or 0.1 percent, from 2018.

From 1999 to 2009, the population had a net decrease of 735, with an average annual growth rate of -0.1 percent. From 2009 to 2019, the population had a net increase of 10,492, with an average annual growth rate of 1.2 percent.

The population in Region 2 grew moderately during the oil boom because the region was so close to the oil activity in Regions 1 and 8. Since the end of the boom, population has declined.



Census years are indicated by gold markers on the graph.

REGION 2 EMPLOYMENT ▪ p. 93

EMPLOYMENT COMPOSITION BY GENDER

In 2020, the employment composition was 51 percent male to 49 percent female. For comparison, in 2010, it was 48 percent male, 52 percent female. Both sexes experienced high numerical increases, with a significantly higher increase in male workers. This shift corresponds with the effect of the oil boom on this region, which attracted workers in male-dominated industries.

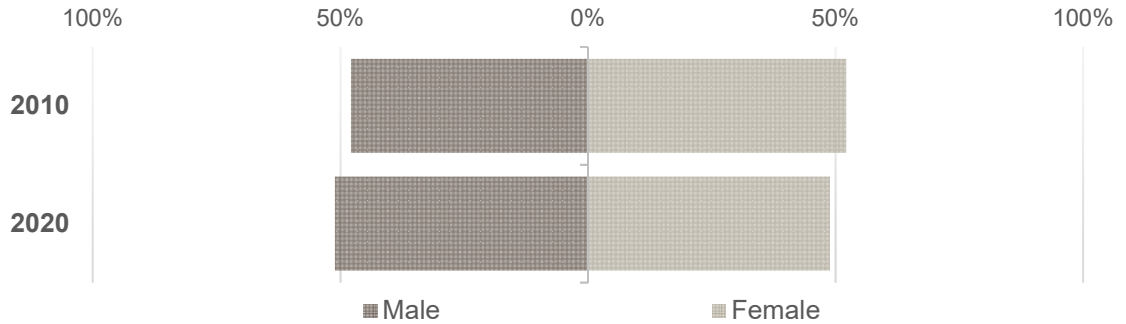
EMPLOYMENT COMPOSITION BY AGE

Since 2010, the proportions among most age groups employed in Region 2 changed by moderate percentages, skewing in favor of younger workers. The biggest proportional changes were among 25-44 year-olds (+4 percent), 45-64 year-olds (-3 percent), and 19-24 year-olds (-2 percent). The age groups with the largest employment in Region 2 were 25-44 year-olds (44 percent) and 45-64 year-olds (35 percent).

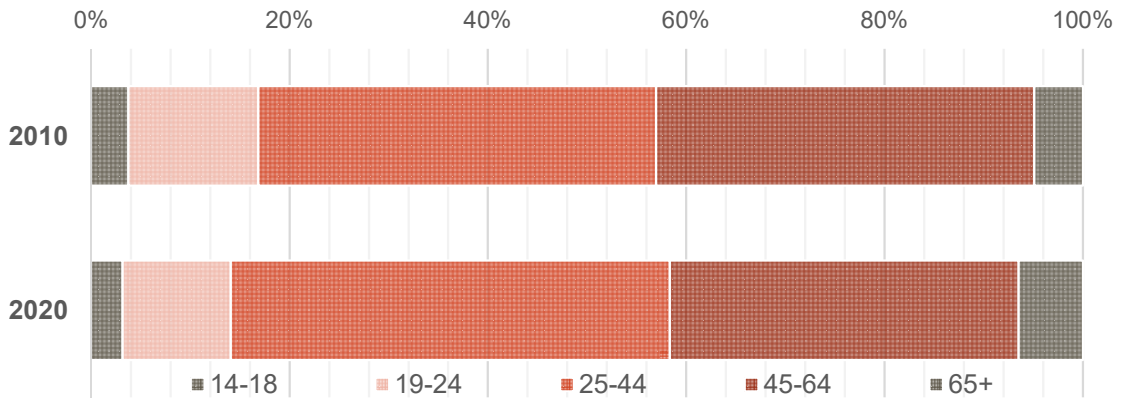
UNEMPLOYMENT RATE

In 2020, Region 2 had an unemployment rate of 5.7 percent, which was higher than many other regions and slightly higher than the statewide unemployment rate. In 2020, unemployment rates spiked nationally due to the COVID-19 pandemic. This rate reflects an increase of 3.4 percent from 2019.

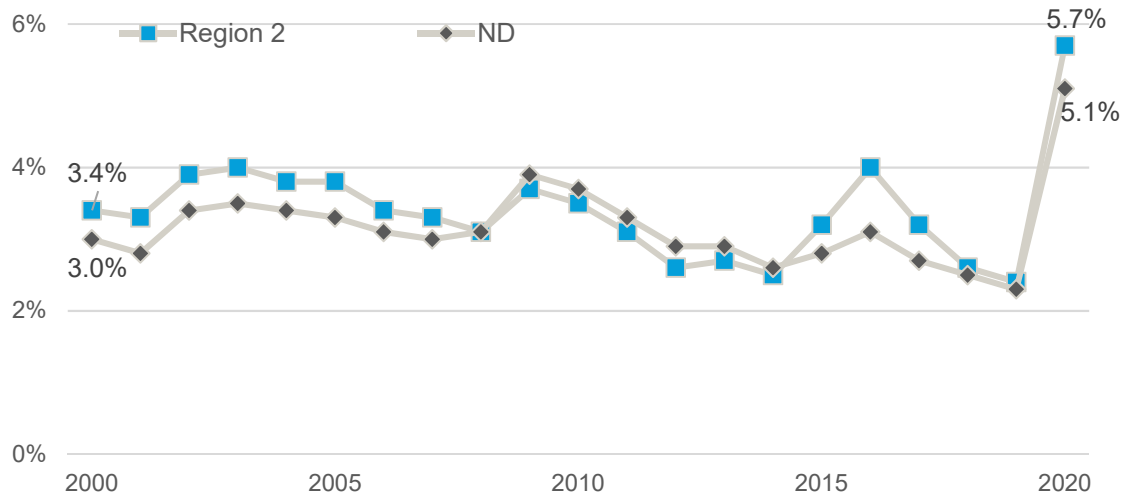
REGION 2 COMPOSITION BY GENDER



REGION 2 COMPOSITION BY AGE GROUP



REGION 2 UNEMPLOYMENT RATE



REGION 2 TOP INDUSTRIES

TOTAL EMPLOYMENT: 41,308

In 2020, the Health Care and Social Assistance industry had the largest share of employment in Region 2, with 6,183 employees out of a total 41,308 (15 percent). The top five industries for this region accounted for 22,447 employees (54 percent) of the total.

6,183	Health Care and Social Assistance
5,841	Retail Trade
3,917	Educational Services
3,836	Accommodation and Food Services
2,670	Mining, Quarrying, and Oil and Gas Extraction
18,861	All Other Industries

TOP INDUSTRIES 2020

15%	1. Health Care and Social Assistance
14%	2. Retail Trade
9%	3. Educational Services
9%	4. Accommodation and Food Services
6%	5. Mining, Quarrying, and Oil and Gas Extraction
46%	All Other Industries

REGION 2 INDUSTRY PROFILES

In 2020, the Health Care and Social Assistance industry had the largest share of employment in Region 2. The Management of Companies and Enterprises industry had the highest employment growth from 2010-2020. For the same period, the Finance and Insurance industry had the highest wage growth.

HEALTH CARE AND SOCIAL ASSISTANCE ▪ Largest Employment 2020

In 2020, the Health Care and Social Assistance industry had the largest employment in Region 2 with 6,183 workers. From 2000-2020, average employment grew by 394 (or 7 percent). From 2010-2020 employment fell by 58 (or 1 percent).

	2000	2010	2020
AVG EMP	5,789	6,241	6,183
AVG WAGE	\$25,896	\$38,754	\$60,393
TOTAL ESTAB	206	242	287

MANAGEMENT OF COMPANIES AND ENTERPRISES ▪ High Growth Industry 2010-2020

In 2020, the Management of Companies and Enterprises industry had the highest employment growth by percent since 2010 in Region 2. For 2000, average employment information is not available due to confidentiality restrictions. From 2010-2020 employment growth was 96 (or 600 percent).

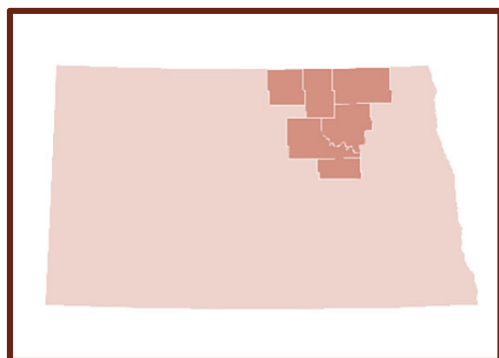
	2000	2010	2020
AVG EMP	***	16	112
AVG WAGE	***	\$41,545	\$85,010
TOTAL ESTAB	3	8	18

FINANCE AND INSURANCE ▪ High Growth Wages 2010-2020

In 2020, the Finance and Insurance industry had the highest wage growth by percent since 2010 in Region 2. From 2000-2020, average annual wages grew by \$41,112 (or 155 percent). From 2010-2020 growth was \$30,183 (or 81 percent).

	2000	2010	2020
AVG EMP	1,841	2,171	1,561
AVG WAGE	\$26,490	\$37,418	\$67,601
TOTAL ESTAB	199	224	242

*** Data not available due to confidentiality restrictions



REGION 3 OVERVIEW

LARGEST CITY: Devils Lake (7,320*)

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

* 2019 population number

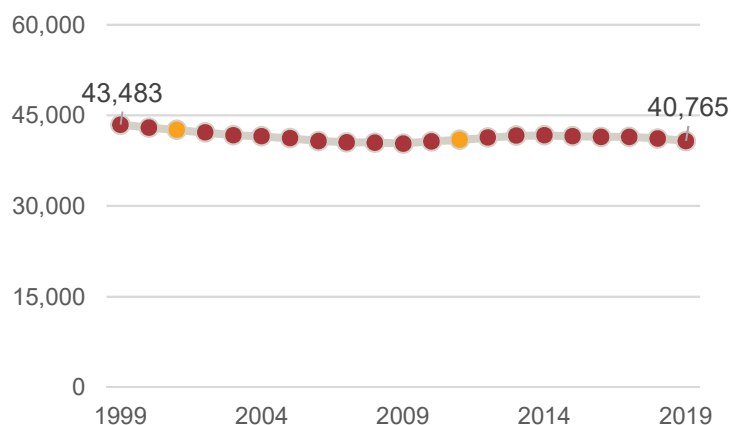
REGION 3 POPULATION 1999-2019

As of this publication, 2020 substate population data has not been released.

In 2019, the population in Region 3 was 40,765, and had decreased by 427, or 1 percent, from 2018.

From 1999 to 2009, the population had a net decrease of 3,144, with an average annual growth rate of -0.8 percent. From 2009 to 2019, the population had a net increase of 426, with an average annual growth rate of 0.1 percent.

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



Census years are indicated by gold markers on the graph.

REGION 3 EMPLOYMENT • p. 96

EMPLOYMENT COMPOSITION BY GENDER

In 2020, the employment composition was 45 percent male to 55 percent female. For comparison, in 2010, it was also 45 percent male, 55 percent female. Both male and female workers experienced a similar, relatively small, numerical decrease. The small movement within employment composition aligns with the relatively flat population over time in this region.

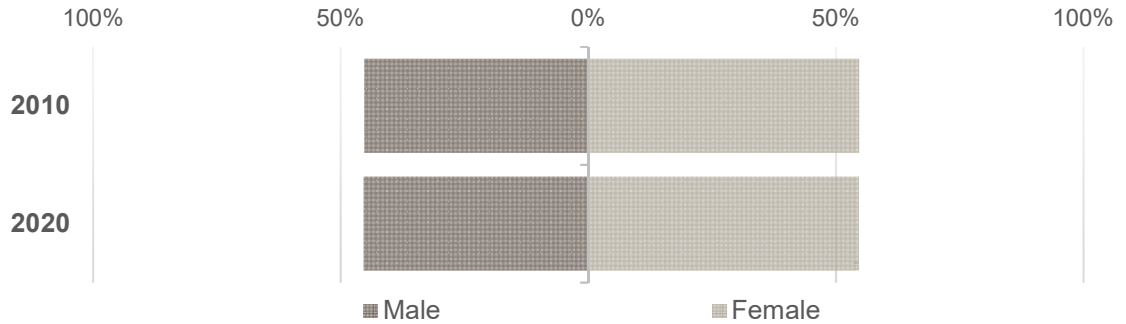
EMPLOYMENT COMPOSITION BY AGE

Since 2010, 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 65+ year-olds (+3 percent) and 45-64 year-olds (-4 percent). The age groups with the largest employment in Region 3 were 45-64 year-olds (40 percent) and 25-44 year-olds (39 percent).

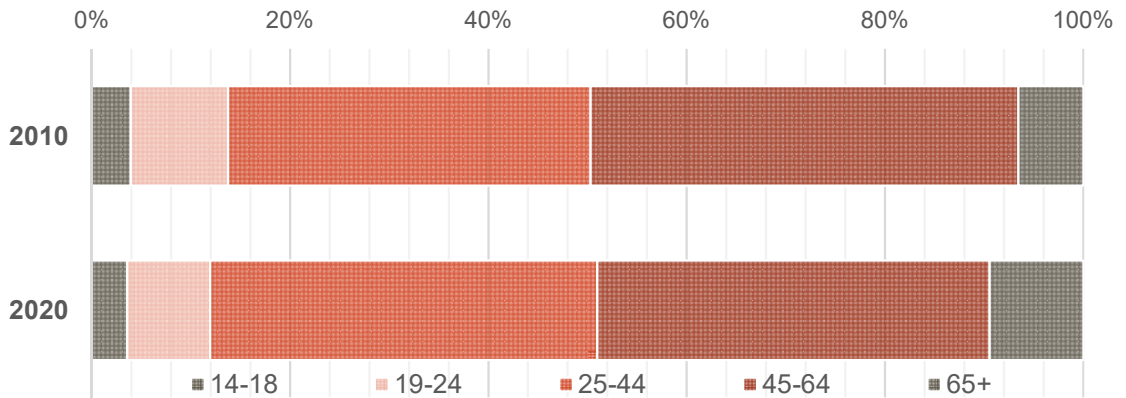
UNEMPLOYMENT RATE

In 2020, Region 3 had an unemployment rate of 7.1 percent, which was higher than most other regions, and higher than the statewide unemployment rate. In 2020, unemployment rates spiked nationally due to the COVID-19 pandemic. This rate reflects an increase of 2.6 percent from 2019.

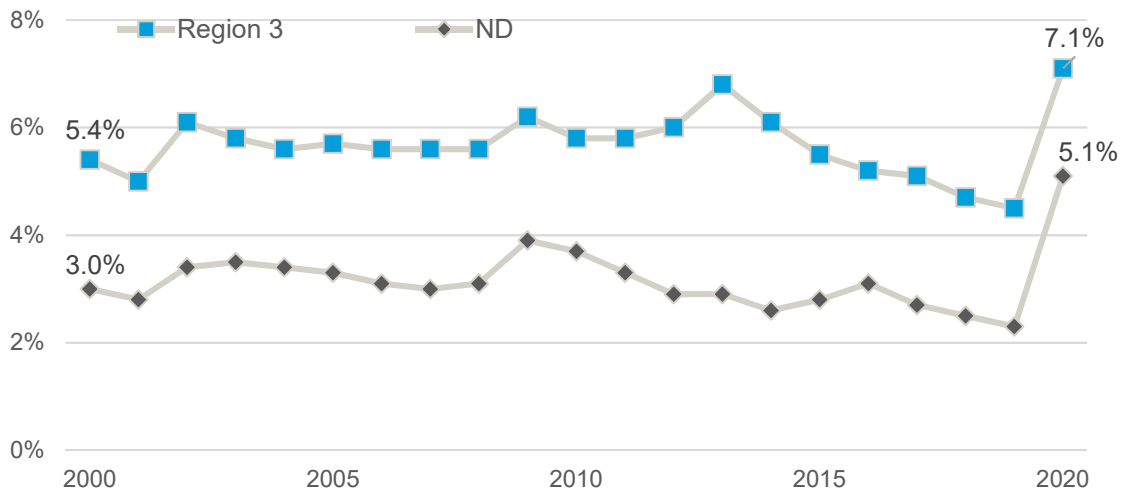
REGION 3 COMPOSITION BY GENDER



REGION 3 COMPOSITION BY AGE GROUP



REGION 3 UNEMPLOYMENT RATE



REGION 3 TOP INDUSTRIES

TOTAL EMPLOYMENT: 14,102

In 2020, the Health Care and Social Assistance industry had the largest share of employment in Region 3, with 2,341 employees out of a total 14,102 (17 percent). The top five industries for this region accounted for 8,953 employees (63 percent) of the total.

TOP INDUSTRIES 2020

17%	1. Health Care and Social Assistance
15%	2. Educational Services
14%	3. Public Administration
11%	4. Retail Trade
7%	5. Accommodation and Food Services
37%	All Other Industries

2,341	Health Care and Social Assistance
2,059	Educational
2,028	Public Administration
1,555	Retail Trade
970	Accommodation and Food Services
5,149	All Other Industries

REGION 3 INDUSTRY PROFILES

In 2020, the Health Care and Social Assistance industry had the largest share of employment in Region 3. The Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth from 2010-2020. For the same period, the Management of Companies and Enterprises industry had the highest wage growth.

HEALTH CARE AND SOCIAL ASSISTANCE • Largest Employment 2020

In 2020, the Health Care and Social Assistance industry had the largest employment in Region 3 with 2,341 workers. From 2000-2020, average employment fell by 237 (or 9 percent). From 2010-2020 employment fell by 7 (or 0 percent).

	2000	2010	2020
AVG EMP	2,578	2,348	2,341
AVG WAGE	\$21,716	\$34,022	\$48,183
TOTAL ESTAB	98	109	141

AGRICULTURE, FORESTRY, FISHING AND HUNTING • High Growth Industry 2010-2020

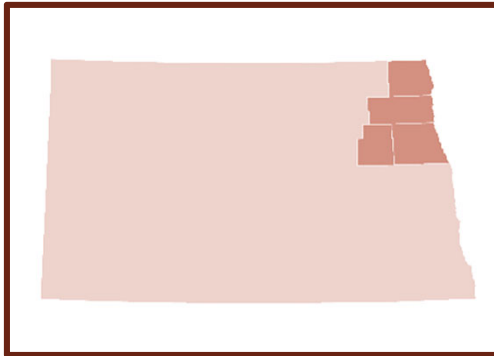
In 2020, the Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth by percent since 2010 in Region 3. From 2000-2020, average employment grew by 168 (or 141 percent). From 2010-2020 employment growth was 84 (or 41 percent).

	2000	2010	2020
AVG EMP	119	203	287
AVG WAGE	\$18,188	\$28,457	\$43,699
TOTAL ESTAB	45	42	65

MANAGEMENT OF COMPANIES AND ENTERPRISES • High Growth Wages 2010-2020

In 2020, the Management of Companies and Enterprises industry had the highest wage growth by percent since 2010 in Region 3. From 2000-2020, average annual wages grew by \$87,315 (or 254 percent). From 2010-2020 growth was \$65,997 (or 118 percent).

	2000	2010	2020
AVG EMP	35	70	38
AVG WAGE	\$34,413	\$55,731	\$121,728
TOTAL ESTAB	3	3	3



REGION 4 OVERVIEW

LARGEST CITY: Grand Forks (55,839*)

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

* 2019 population number

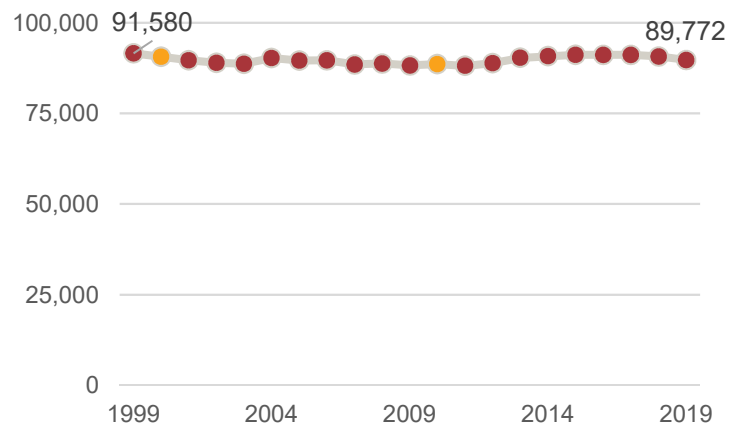
REGION 4 POPULATION 1999-2019

As of this publication, 2020 substate population data has not been released.

In 2019, the population in Region 4 was 89,772, and had decreased by 1,008, or 1 percent, from 2018.

From 1999 to 2009, the population had a net decrease of 3,330, with an average annual growth rate of -0.6 percent. From 2009 to 2019, the population had a net increase of 1,522, with an average annual growth rate of 0.1 percent.

Region 4 has maintained its population in recent years, which may be an effect of the state's economic health and the continued vitality within the region itself.



Census years are indicated by gold markers on the graph.

REGION 4 EMPLOYMENT ▪ p. 99

EMPLOYMENT COMPOSITION BY GENDER

In 2020, the employment composition was 50 percent male to 50 percent female. For comparison, in 2010, it was 49 percent male, 51 percent female. Both sexes experienced numerical increases, with a significantly higher increase in male workers. This region has the most evenly balanced composition by sex among workers when compared with all other regions.

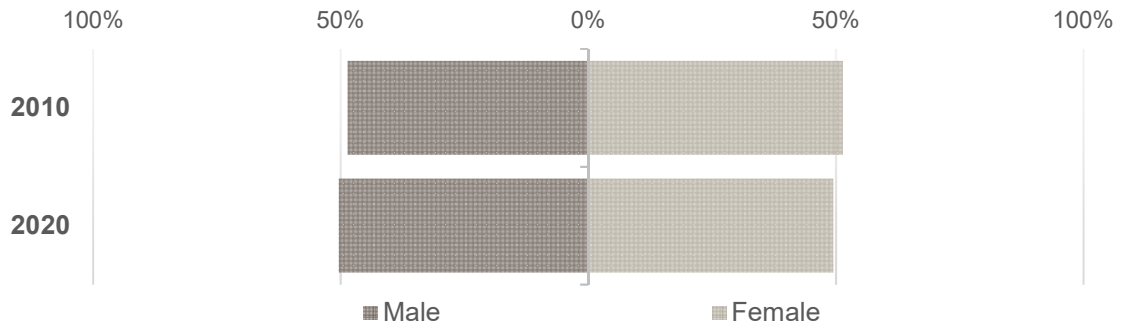
EMPLOYMENT COMPOSITION BY AGE

Since 2010, 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 25-44 year-olds (+4 percent), 19-24 year-olds (-3 percent), and 45-64 year-olds (-3 percent). The age groups with the largest employment in Region 4 were 25-44 year-olds (43 percent) and 45-64 year-olds (35 percent).

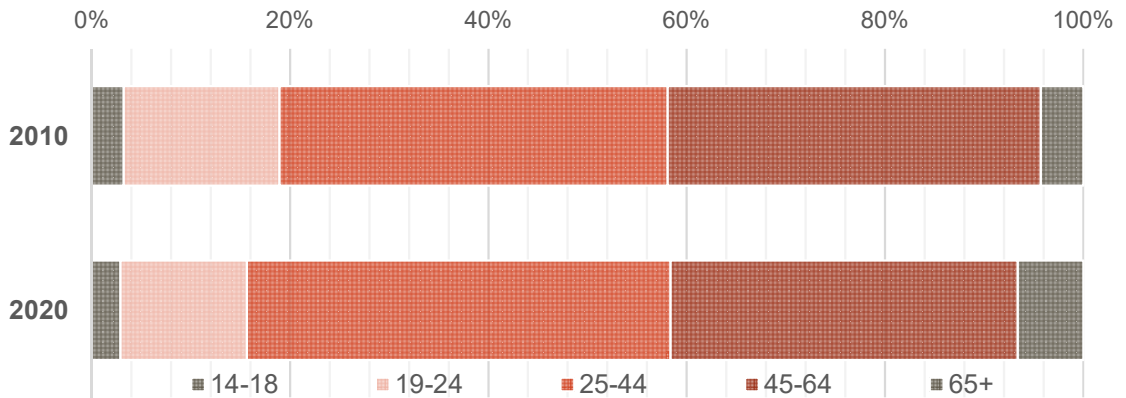
UNEMPLOYMENT RATE

In 2020, Region 4 had an unemployment rate of 4.7 percent, which was lower than many other regions as well as the statewide unemployment rate. In 2020, unemployment rates spiked nationally due to the COVID-19 pandemic. This rate reflects an increase of 2.4 percent from 2019.

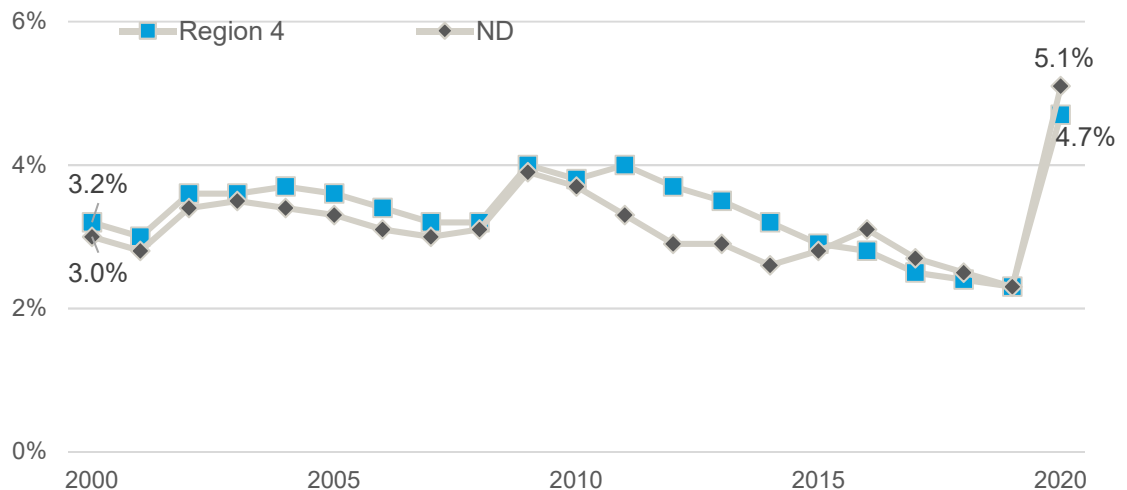
REGION 4 COMPOSITION BY GENDER



REGION 4 COMPOSITION BY AGE GROUP



REGION 4 UNEMPLOYMENT RATE



REGION 4 TOP INDUSTRIES

TOTAL EMPLOYMENT: 46,627

In 2020, the Health Care and Social Assistance industry had the largest share of employment in Region 4, with 8,480 employees out of a total 46,627 (18 percent). The top five industries for this region accounted for 28,307 employees (61 percent) of the total.

TOP INDUSTRIES 2020

18%	1. Health Care and Social Assistance
13%	2. Educational Services
13%	3. Retail Trade
9%	4. Manufacturing
8%	5. Accommodation and Food Services
39%	All Other Industries

8,480	Health Care and Social Assistance
6,100	Educational Services
5,904	Retail Trade
4,005	Manufacturing
3,818	Accommodation and Food Services
18,320	All Other Industries

REGION 4 INDUSTRY PROFILES

In 2020, the Health Care and Social Assistance industry had the largest share of employment in Region 4. The Real Estate and Rental and Leasing industry had the highest employment growth from 2010-2020. In the same time period, Administrative and Waste Services industry had the highest wage growth.

HEALTH CARE AND SOCIAL ASSISTANCE • Largest Employment 2020

In 2020, the Health Care and Social Assistance industry had the largest employment in Region 4 with 8,480 workers. From 2000-2020, average employment grew by 1,992 (or 31 percent). From 2010-2020 employment growth was 588 (7 percent).

	2000	2010	2020
AVG EMP	6,488	7,892	8,480
AVG WAGE	\$26,021	\$39,400	\$56,572
TOTAL ESTAB	172	220	314

REAL ESTATE AND RENTAL AND LEASING • High Growth Industry 2010-2020

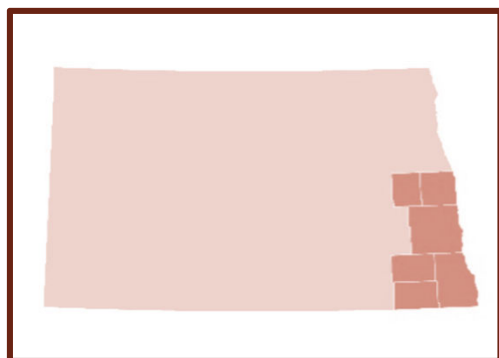
In 2020, the Real Estate and Rental and Leasing industry had the highest employment growth by percent since 2010 in Region 4. From 2000-2020, average employment grew by 97 (or 24 percent). From 2010-2020 employment growth was 113 (or 29 percent).

	2000	2010	2020
AVG EMP	407	391	504
AVG WAGE	\$13,983	\$24,438	\$37,507
TOTAL ESTAB	92	82	98

ADMINISTRATIVE AND WASTE SERVICES • High Growth Wages 2010-2020

In 2020, the Administrative and Waste Services industry had the highest wage growth by percent since 2010 in Region 4. From 2000-2020, average annual wages grew by \$21,947 (or 117 percent). From 2010-2020 growth was \$16,036 (or 65 percent).

	2000	2010	2020
AVG EMP	1,617	1,521	1,513
AVG WAGE	\$18,693	\$24,604	\$40,640
TOTAL ESTAB	149	174	208



REGION 5 OVERVIEW

LARGEST CITIES: Fargo (124,662*), West Fargo (37,058*)

Region 5 is in the southeastern corner of the state. This region has grown steadily in population over the past 20 years without much variance. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 5 has remained consistently strong in its economic measures over time.

* 2019 population numbers

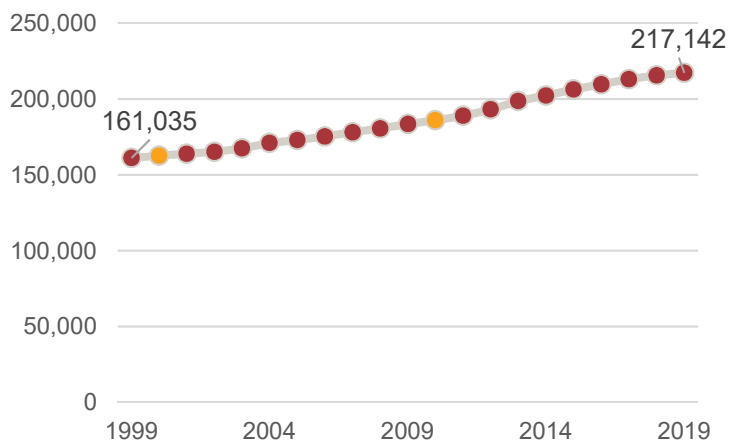
REGION 5 POPULATION 1999-2019

As of this publication, 2020 substate population data has not been released.

In 2019, the population in Region 5 was 217,142, and had increased by 1,632, or 0.8 percent, from 2018.

From 1999 to 2009, the population had a net increase of 22,490, with an average annual growth rate of 1.3 percent. From 2009 to 2019, the population increased by 33,617, with an average annual growth rate of 1.7 percent.

Region 5 exhibits strong economic growth outside the influence of the oil boom in the west. This region has historically demonstrated steady growth, suggesting long-term stability.



Census years are indicated by gold markers on the graph.

REGION 5 EMPLOYMENT ▪ p. 102

EMPLOYMENT COMPOSITION BY GENDER

In 2020, the employment composition was 53 percent male to 47 percent female. For comparison, in 2010, it was 52 percent male to 48 percent female. Both sexes experienced high numerical increases. The upward movement within employment composition aligns with the steady growth over time in this region.

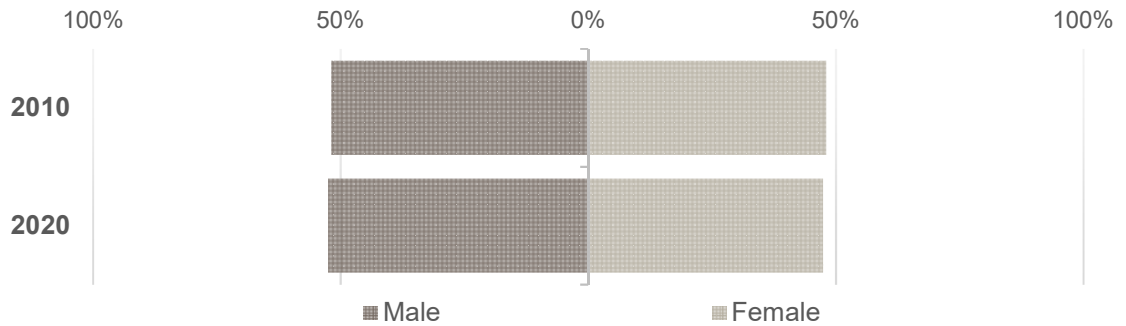
EMPLOYMENT COMPOSITION BY AGE

Since 2010, the proportions among age groups employed in Region 5 changed by varying percentages. Nearly all age groups a proportional change of +/- 2 percent, the exception being among 14-18 year-olds (0 percent change). The age groups with the largest employment in Region 5 were 25-44 year-olds (47 percent) and 45-64 year-olds (32 percent).

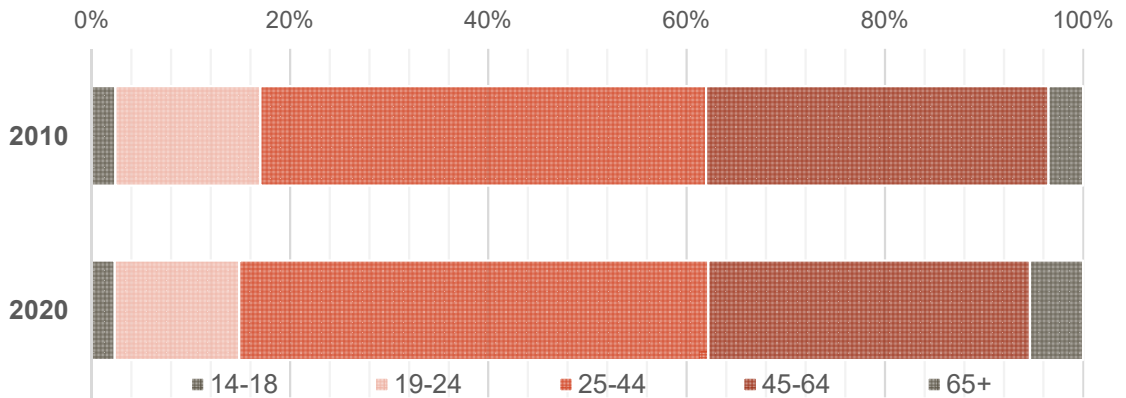
UNEMPLOYMENT RATE

In 2020, Region 5 had an unemployment rate of 4.3 percent, which was lower than most other regions, and lower than the statewide unemployment rate. In 2020, unemployment rates spiked nationally due to the COVID-19 pandemic. This rate reflects an increase of 2.3 percent from 2019.

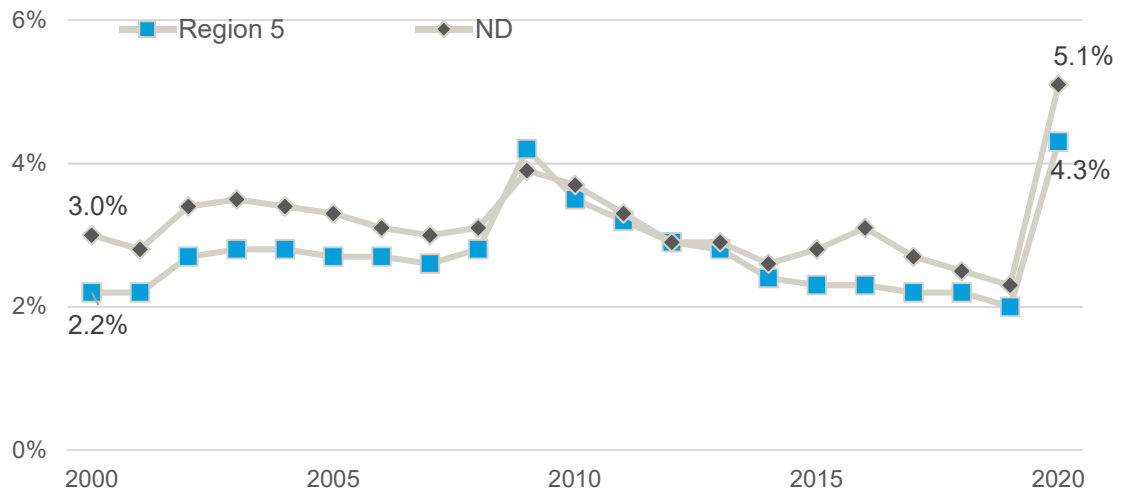
REGION 5 COMPOSITION BY GENDER



REGION 5 COMPOSITION BY AGE GROUP



REGION 5 UNEMPLOYMENT RATE



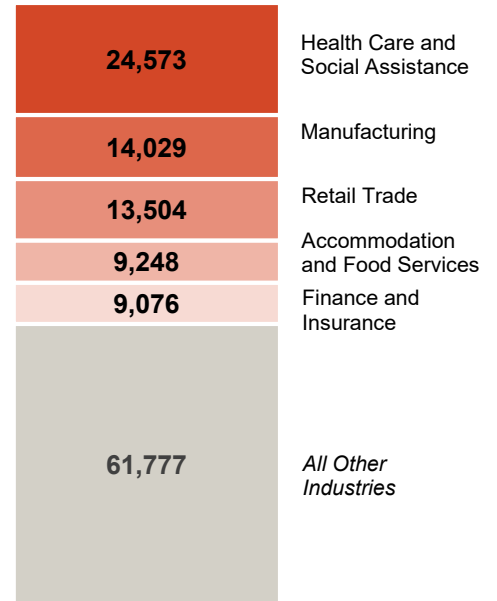
REGION 5 TOP INDUSTRIES

TOTAL EMPLOYMENT: 132,207

In 2020, the Health Care and Social Assistance industry had the largest share of employment in Region 5, with 24,573 employees out of a total 132,207 (19 percent). The top five industries for this region accounted for 70,430 employees (53 percent) of the total.

TOP INDUSTRIES 2020

19%	1. Health Care and Social Assistance
11%	2. Manufacturing
10%	3. Retail Trade
7%	4. Accommodation and Food Services
7%	5. Finance and Insurance
47%	All Other Industries



REGION 5 INDUSTRY PROFILES

In 2020, the Health Care and Social Assistance industry had the largest share of employment in Region 5. The Transportation and Warehousing industry had the second highest employment growth* from 2010-2020. In the same time period, Management of Companies and Enterprises industry had the highest wage growth.

HEALTH CARE AND SOCIAL ASSISTANCE ▪ Largest Employment 2020

In 2020, the Health Care and Social Assistance industry had the largest employment in Region 5 with 24,573 workers. From 2000-2020, average employment grew by 12,055 (or 96 percent). From 2010-2020 employment growth was 8,196 (or 50 percent).

	2000	2010	2020
AVG EMP	12,518	16,377	24,573
AVG WAGE	\$30,014	\$45,473	\$58,887
TOTAL ESTAB	387	544	796

TRANSPORTATION AND WAREHOUSING ▪ High Growth Industry 2010-2020

In 2020, the Transportation and Warehousing industry had the highest employment growth by percent since 2010 in Region 5. From 2000-2020, average employment grew by 2,130 (or 55 percent). From 2010-2020 employment growth was 1,712 (or 40 percent).

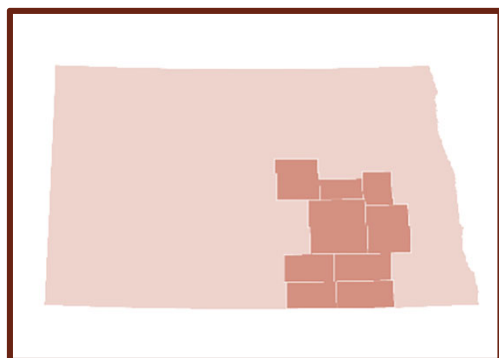
	2000	2010	2020
AVG EMP	3,898	4,316	6,028
AVG WAGE	\$31,347	\$38,004	\$50,396
TOTAL ESTAB	310	429	434

MANAGEMENT OF COMPANIES AND ENTERPRISES ▪ High Growth Wages 2010-2020

In 2020, the Management of Companies and Enterprises industry had the highest wage growth by percent since 2010 in Region 5. From 2000-2020, average annual wages grew by \$58,067 (or 163 percent). From 2010-2020 wage growth was \$39,874 (or 74 percent).

	2000	2010	2020
AVG EMP	2,487	2,703	1,704
AVG WAGE	\$35,661	\$53,854	\$93,728
TOTAL ESTAB	35	49	78

*The Health Care and Social Assistance industry had the highest employment growth by percent, but it is profiled for largest total employment.



REGION 6 OVERVIEW

LARGEST CITY: Jamestown (15,084*)

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

* 2019 population number

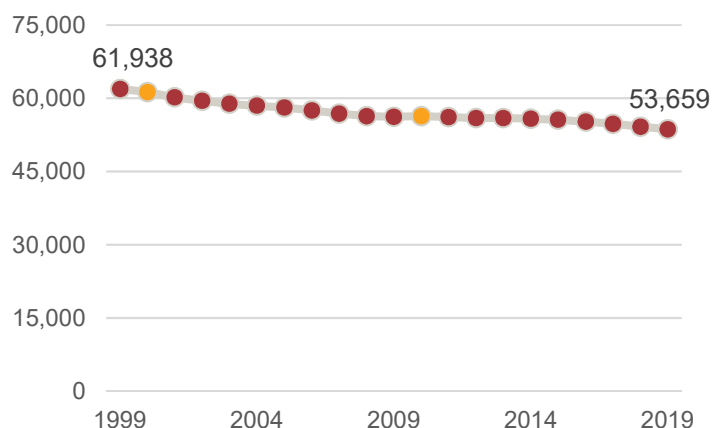
REGION 6 POPULATION 1999-2019

As of this publication, 2020 substate population data has not been released.

In 2019, the population in Region 6 was 53,659, and had decreased by 545, or 1.0 percent, from 2018.

From 1999 to 2009, the population had a net decrease of 5,739, with an average annual growth rate of -0.9 percent. From 2009 to 2019, the population had a net decrease of 2,540, with an average annual growth rate of -0.4 percent.

The population in Region 6 has decreased in recent years, albeit at a relatively flat rate.



Census years are indicated by gold markers on the graph.

REGION 6 EMPLOYMENT ▪ p. 105

EMPLOYMENT COMPOSITION BY GENDER

In 2020, the employment composition was 47 percent male to 53 percent female. For comparison, in 2010, it was 46 percent male to 54 percent female. The numbers of both male and female workers have slightly declined over the 10-year period. The small movement within employment composition aligns with the relatively flat population over time in this region.

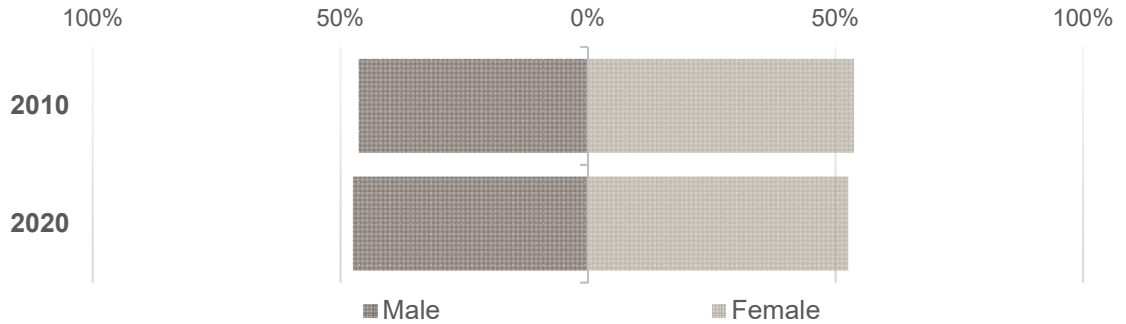
EMPLOYMENT COMPOSITION BY AGE

Since 2010, 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 (-4 percent), 25-44 year-olds (+2 percent), and 65+ year-olds (+2 percent). The age groups with the largest employment in Region 6 were 45-64 year-olds (39 percent) and 25-44 year-olds (38 percent).

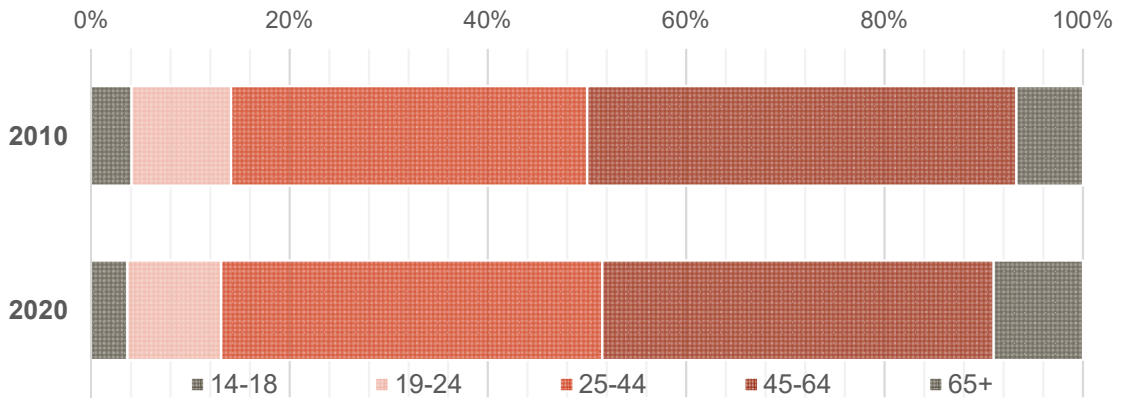
UNEMPLOYMENT RATE

In 2020, Region 6 had an unemployment rate of 3.5 percent, which was the lowest among North Dakota's regions and lower than the state unemployment rate. In 2020, unemployment rates spiked nationally due to the COVID-19 pandemic. This rate reflects an increase of 1.2 from 2019.

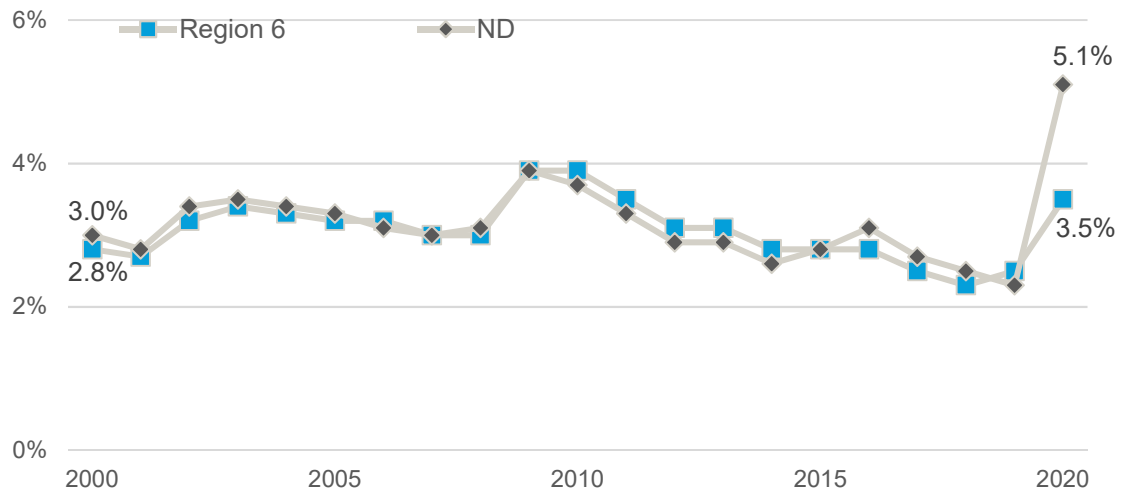
REGION 6 COMPOSITION BY GENDER



REGION 6 COMPOSITION BY AGE GROUP



REGION 6 UNEMPLOYMENT RATE



REGION 6 TOP INDUSTRIES

TOTAL EMPLOYMENT: 23,122

In 2020, the Health Care and Social Assistance industry had the largest share of employment in Region 6, with 4,719 employees out of a total 23,122 (20 percent). The top five industries for this region accounted for 14,024 employees (61 percent) of the total.

TOP INDUSTRIES 2020

20%	1. Health Care and Social Assistance
12%	2. Educational Services
11%	3. Retail Trade
9%	4. Manufacturing
8%	5. Wholesale Trade
39%	All Other Industries

4,719	Health Care and Social Assistance
2,669	Educational Services
2,600	Retail Trade
2,162	Manufacturing
1,874	Wholesale Trade
9,098	All Other Industries

REGION 6 INDUSTRY PROFILES

In 2020, the Health Care and Social Assistance industry had the largest share of employment in Region 6. The Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth from 2010-2020. In the same time period, the Real Estate and Rental and Leasing industry had the highest wage growth.

HEALTH CARE AND SOCIAL ASSISTANCE • Largest Employment 2020

In 2020, the Health Care and Social Assistance industry had the largest employment in Region 6 with 4,719 workers. From 2000-2020, average employment grew by 108 (or 2 percent). From 2010-2020 employment decreased by 331 (or 7 percent).

	2000	2010	2020
AVG EMP	4,611	5,050	4,719
AVG WAGE	\$20,385	\$29,208	\$42,467
TOTAL ESTAB	167	186	218

AGRICULTURE, FORESTRY, FISHING AND HUNTING • High Growth Industry 2010-2020

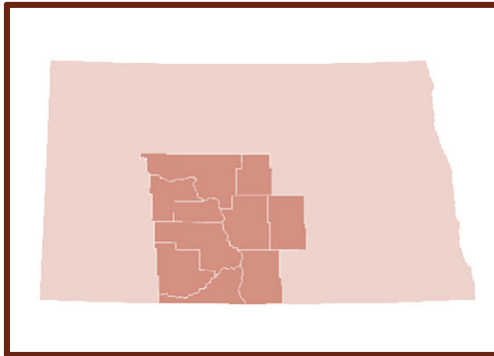
In 2020, Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth by percent since 2010 in Region 6. From 2000-2020, average employment grew by 481 (or 204 percent); from 2010-2020 employment growth was 253 (or 55 percent).

	2000	2010	2020
AVG EMP	236	464	717
AVG WAGE	\$19,572	\$29,421	\$43,320
TOTAL ESTAB	47	91	181

REAL ESTATE AND RENTAL AND LEASING • High Growth Wages 2010-2020

In 2020, the Real Estate and Rental and Leasing industry had the highest wage growth by percent since 2010 in Region 6. From 2000-2020, average annual wages grew by \$19,051 (or 143 percent). From 2010-2020 growth was \$13,541 (or 72 percent).

	2000	2010	2020
AVG EMP	184	139	117
AVG WAGE	\$13,298	\$18,807	\$32,348
TOTAL ESTAB	74	66	57



REGION 7 OVERVIEW

LARGEST CITIES: Bismarck (73,529*), Mandan (22,752*)

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

* 2019 population numbers

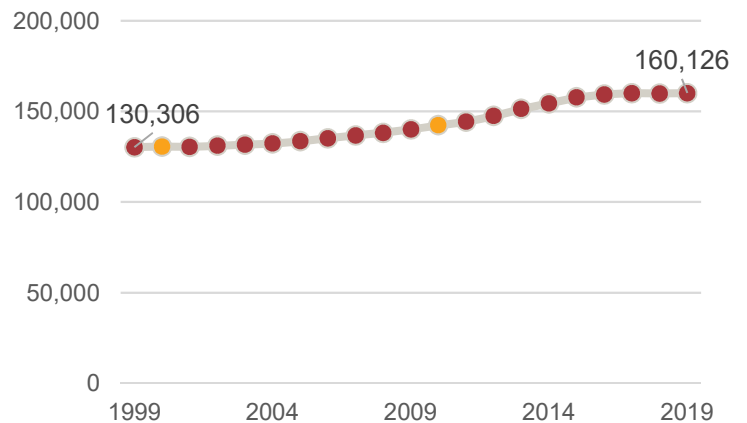
REGION 7 POPULATION 1999-2019

As of this publication, 2020 substate population data has not been released.

In 2019, the population in Region 7 was 160,126, and had decreased by 248, or 0.2 percent, from 2018.

From 1999 to 2009, the population had a net increase of 9,799, with an average annual growth rate of 0.7 percent. From 2009 to 2019, the population increased by 20,021, with an average annual growth rate of 1.3 percent.

Region 7 exhibits strong economic growth, and, because of its proximity to the western regions, seems to have been affected by the oil boom and decline.



Census years are indicated by gold markers on the graph.

REGION 7 EMPLOYMENT ▪ p. 108

EMPLOYMENT COMPOSITION BY GENDER

In 2020, the employment composition was 49 percent male to 51 percent female. For comparison, in 2010, it was 48 percent male, 52 percent female. Both sexes experienced high numerical increases, with a higher increase in male workers.

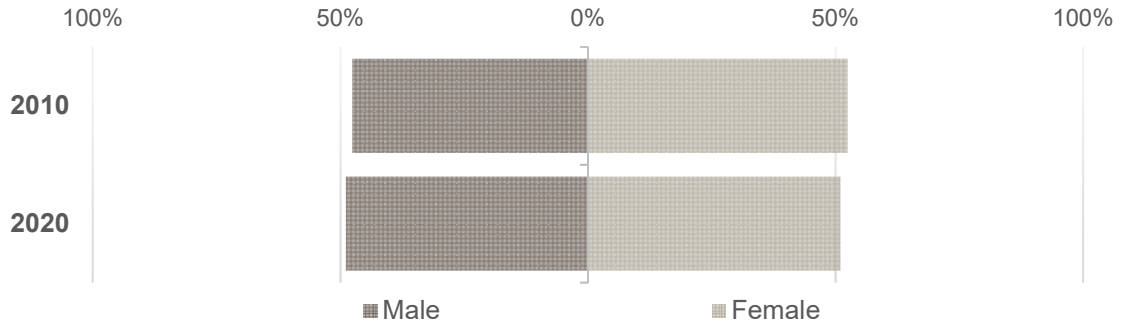
EMPLOYMENT COMPOSITION BY AGE

Since 2010, the proportions among age groups employed in Region 7 changed by varying percentages. Nearly all age groups experienced moderate proportional changes, though the greatest shifts were among 25-44 year-olds (+4 percent), 45-64 year-olds (-4 percent), and 65+ year-olds (+2 percent). The age groups with the largest employment in Region 7 were 25-44 year-olds (44 percent) and 45-64 year-olds (36 percent).

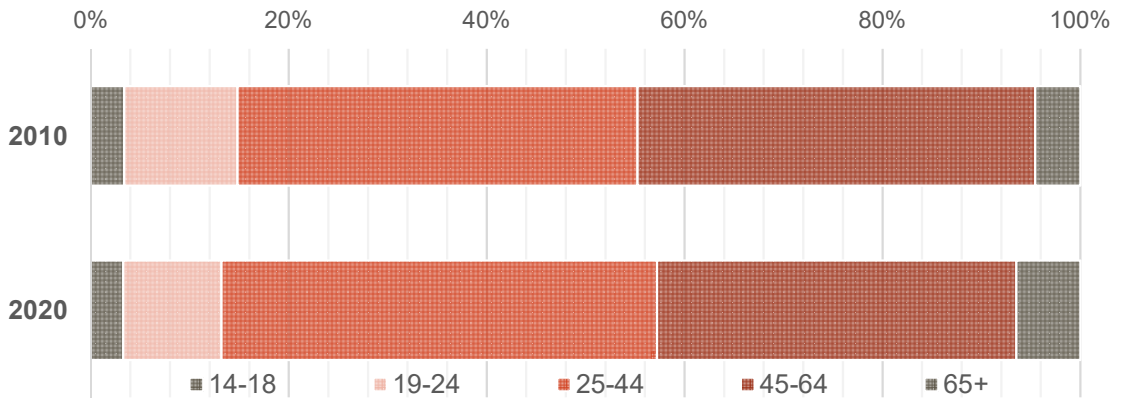
UNEMPLOYMENT RATE

In 2020, Region 7 had an unemployment rate of 4.6 percent, which was lower than the statewide unemployment rate. In 2020, unemployment rates spiked nationally due to the COVID-19 pandemic. This rate reflects an increase of 1.9 percent from 2019.

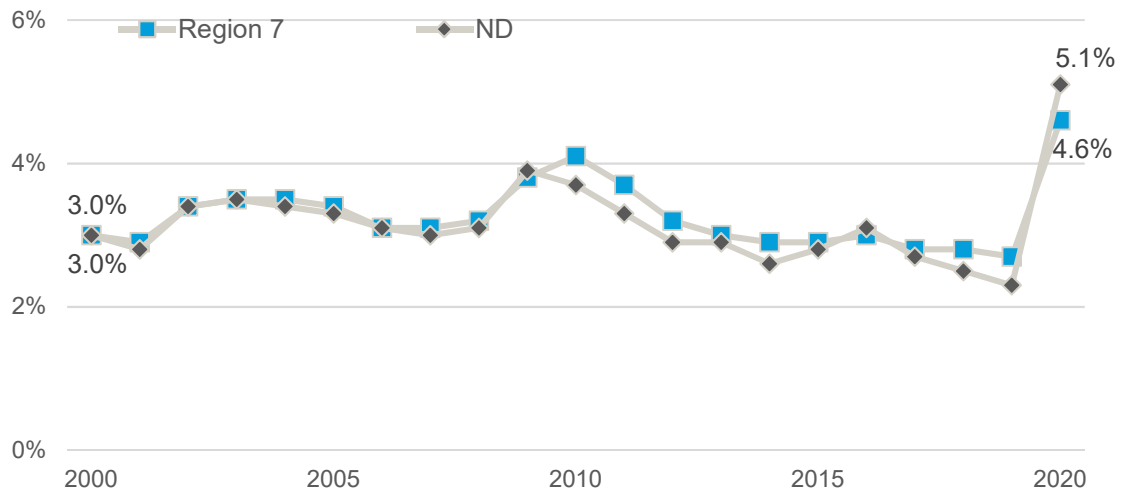
REGION 7 COMPOSITION BY GENDER



REGION 7 COMPOSITION BY AGE GROUP



REGION 7 UNEMPLOYMENT RATE



REGION 7 TOP INDUSTRIES

TOTAL EMPLOYMENT: 77,477

In 2020, the Health Care and Social Assistance industry had the largest share of employment in Region 7, with 15,327 employees out of a total 77,477 (20 percent). The top five industries for this region accounted for 43,681 employees (56 percent) of the total.

TOP INDUSTRIES 2020

20%	1. Health Care and Social Assistance
12%	2. Retail Trade
9%	3. Public Administration
8%	4. Educational Services
8%	5. Accommodation and Food Services
44%	All Other Industries

15,327	Health Care and Social Assistance
9,040	Retail Trade
7,098	Public Administration
6,257	Educational Services
5,959	Accommodation and Food Services
33,796	All Other Industries

REGION 7 INDUSTRY PROFILES

In 2020, the Health Care and Social Assistance industry had the largest share of employment in Region 7. The Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth from 2010-2020. In the same time period, the Finance and Insurance industry had the highest wage growth.

HEALTH CARE AND SOCIAL ASSISTANCE • Largest Employment 2020

In 2020, the Health Care and Social Assistance industry had the largest employment in Region 7 with 15,327 workers. From 2000-2020, average employment grew by 5,858 (or 62 percent). From 2010-2020 employment growth was 2,320 (or 18 percent).

	2000	2010	2020
AVG EMP	9,469	13,007	15,327
AVG WAGE	\$27,271	\$41,161	\$56,674
TOTAL ESTAB	304	408	589

AGRICULTURE, FORESTRY, FISHING AND HUNTING • High Growth Industry 2010-2020

In 2020, the Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth by percent since 2010 in Region 7. For 2000, average employment information is not available due to confidentiality restrictions. From 2010-2020 employment growth was 166 (or 50 percent).

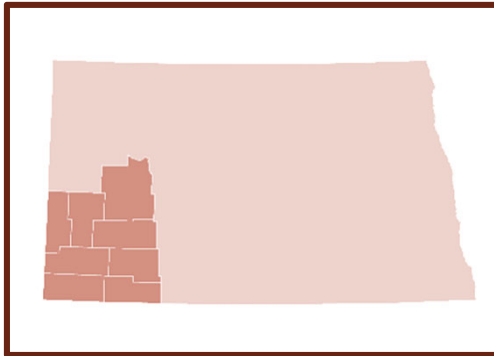
	2000	2010	2020
AVG EMP	***	329	495
AVG WAGE	***	\$31,174	\$46,627
TOTAL ESTAB	35	62	126

FINANCE AND INSURANCE • High Growth Wages 2010-2020

In 2020, the Finance and Insurance industry had the highest wage growth by percent since 2010 in Region 7. From 2000-2020, average annual wages grew by \$43,300 (or 136 percent). From 2010-2020 growth was \$30,129 (or 67 percent).

	2000	2010	2020
AVG EMP	2,553	3,390	3,161
AVG WAGE	\$31,939	\$45,110	\$75,239
TOTAL ESTAB	313	393	424

*** Data not available due to confidentiality restrictions



REGION 8 OVERVIEW

LARGEST CITY: Dickinson (23,133*)

Region 8 is in the southwestern corner of the state. This region had relatively flat population growth for several years, grew dramatically during the oil boom, and has been relatively flat since the end of the boom. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 8 experienced extreme employment and population growth during the oil boom but is now showing the effect of lessened oil and gas activity.

* 2019 population number

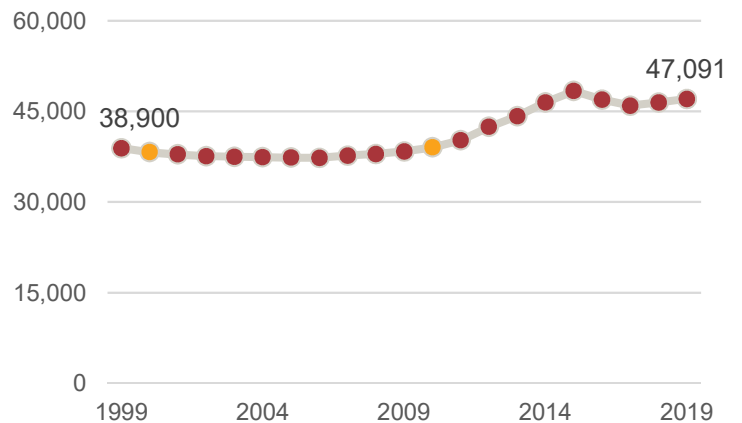
REGION 8 POPULATION 1999-2019

As of this publication, 2020 substate population data has not been released.

In 2019, the population in Region 8 was 47,091, and had decreased by 582, or 1.3 percent, from 2018.

From 1999 to 2009, the population had decreased by 487, with an average annual growth rate of -0.2 percent. From 2009 to 2019, the population increased by 8,678, with an average annual growth rate of 2.0 percent.

The population in Region 8 clearly grew because of the oil boom, and these figures suggest that residences in this region increased with overall employment increases.



Census years are indicated by gold markers on the graph.

REGION 8 EMPLOYMENT ▪ p. 111

EMPLOYMENT COMPOSITION BY GENDER

In 2020, the employment composition was 58 percent male to 42 percent female. For comparison, in 2010, it was 49 percent male, 51 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, which attracted workers in male-dominated industries.

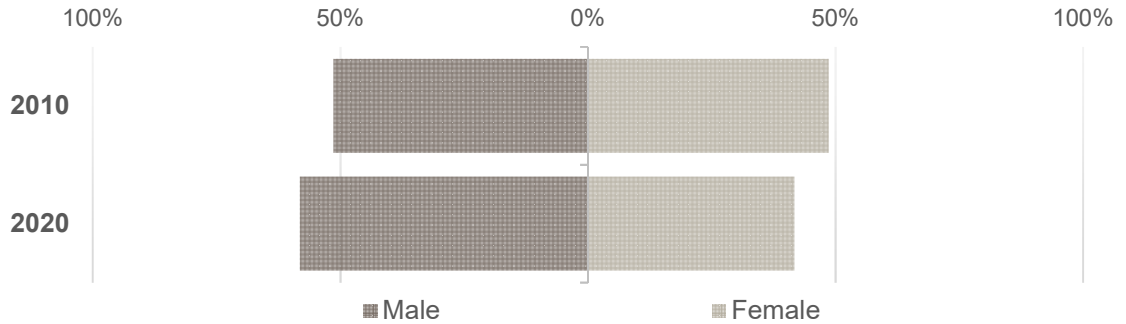
EMPLOYMENT COMPOSITION BY AGE

Since 2010, 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 (+9 percent) and 45-64 year-olds (-6 percent). The age groups with the largest employment in Region 8 were 25-44 year-olds (47 percent) and 45-64 year-olds (34 percent).

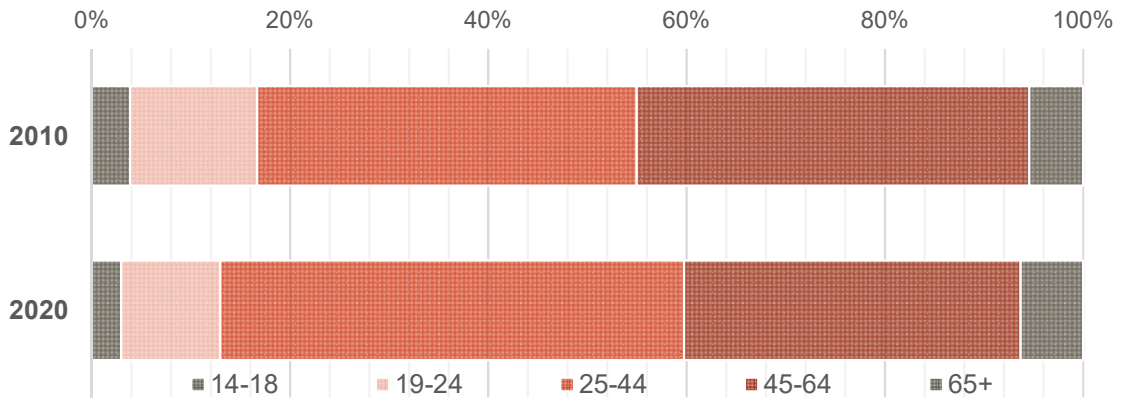
UNEMPLOYMENT RATE

In 2020, Region 8 had an unemployment rate of 6.1 percent, which was higher than the statewide unemployment rate. In 2020, unemployment rates spiked nationally due to the COVID-19 pandemic. This rate reflects an increase of 4.2 percent from 2019.

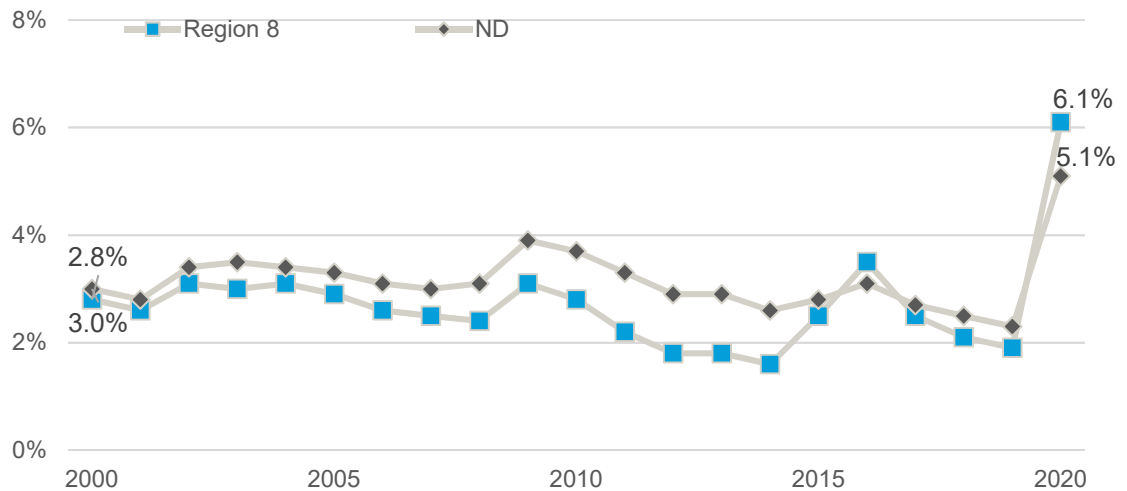
REGION 8 COMPOSITION BY GENDER



REGION 8 COMPOSITION BY AGE GROUP



REGION 8 UNEMPLOYMENT RATE



REGION 8 TOP INDUSTRIES

TOTAL EMPLOYMENT: 23,869

In 2020, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest share of employment in Region 8, with 2,932 employees out of a total 23,869 (12 percent). The top five industries for this region accounted for 12,357 employees (52 percent) of the total.

TOP INDUSTRIES 2020

12%	1. Mining, Quarrying, and Oil and Gas Extraction
12%	2. Health Care and Social Assistance
11%	3. Retail Trade
9%	4. Construction
8%	5. Accommodation and Food Services
48%	All Other Industries

2,932	Mining, Quarrying, and Oil and Gas Extraction
2,860	Health Care and Social Assistance
2,623	Retail Trade
2,110	Construction
1,832	Accommodation and Food Services
11,512	All Other Industries

REGION 8 INDUSTRY PROFILES

In 2020, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest share of employment in Region 8. The Real Estate and Rental and Leasing industry had the second highest employment growth* from 2010-2020. In the same period, the Other Services industry had the highest wage growth.

MINING, QUARRYING, AND OIL AND GAS EXTRACTION ▪ Largest Employment 2020

In 2020, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest employment in Region 8 with 2,932 workers. From 2000-2020, average employment grew by 2,505 (or 587 percent). From 2010-2020 employment growth was 1,168 (or 66 percent).

	2000	2010	2020
AVG EMP	427	1,764	2,932
AVG WAGE	\$41,867	\$87,265	\$102,838
TOTAL ESTAB	54	85	171

REAL ESTATE AND RENTAL AND LEASING ▪ High Growth Industry 2010-2020

In 2020, the Real Estate and Rental and Leasing industry had the second highest employment growth* by percent since 2010 in Region 8. From 2000-2020, average employment grew by 223 (or 232 percent). From 2010-2020 employment growth was 146 (or 84 percent).

	2000	2010	2020
AVG EMP	96	173	319
AVG WAGE	\$14,389	\$49,954	\$64,195
TOTAL ESTAB	29	46	62

OTHER SERVICES ▪ High Growth Wages 2010-2020

In 2020, the Other Services industry had the highest wage growth by percent since 2010 in Region 8. From 2000-2020, average annual wages grew by \$35,389 (or 285 percent). From 2010-2020 growth was \$24,642 (or 106 percent).

	2000	2010	2020
AVG EMP	655	694	721
AVG WAGE	\$12,396	\$23,143	\$47,785
TOTAL ESTAB	136	142	168

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

This publication was produced either in whole or in part with Department of Labor-funded Workforce Information Grants (WIGS).

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 12 th 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 12 th 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 AND WAGE STATISTICS (OEWS)

The OEWS 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. OEWS categorizes workers into nearly 800 detailed occupations based on the 2010 Standard Occupational Classification (SOC) system; together, these detailed occupations make up 22 of the 23 SOC major occupational groups.

The OEWS 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.

Occupational employment is the estimate of total wage and salary employment in an occupation. OEWS 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. OEWS employment does not include the self-employed, owners and partners in unincorporated firms, household workers, or unpaid family workers.

OEWS 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. OEWS wage rates do not include the self-employed, owners and partners in unincorporated firms, household workers, or unpaid family workers.

EMPLOYMENT RATE

WAGE DATA

OCCUPATIONAL PROJECTIONS (LONG-TERM)

Each State Employment Security Agency, in cooperation with the Bureau of Labor Statistics, uses the Occupational Employment and Wage Statistics (OEWS) report to gather occupational employment data. These OEWS 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 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.

NUMERIC EMPLOYMENT CHANGE

(Occupational Projections notes continue on next page)

OCCUPATIONAL PROJECTIONS (LONG-TERM)

PERCENT EMPLOYMENT CHANGE

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

INDUSTRY PROJECTIONS (LONG-TERM)

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

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

QUARTERLY CENSUS OF EMPLOYMENT AND WAGES (QCEW)

The Quarterly Census of Employment and Wages (QCEW) program produces quarterly and annual establishment, employment, and wage data by industry for North Dakota and its 53 counties by place of work. The source of the data is workers covered by state unemployment insurance (UI) laws and federal workers covered by the Unemployment Compensation for Federal Employees (UCFE) program, which covers at least 95 percent of all North Dakota workers. The QCEW program is a federal-state cooperative effort between the Job Service North Dakota Labor Market Information Center and the Bureau of Labor Statistics (BLS) of the U.S. Department of Labor. BLS is responsible for the concepts, definitions, technical procedures, validation, and publication of the estimates that the Job Service North Dakota Labor Market Information Center prepares under agreement with the BLS. Data are subject to confidentiality restrictions.

EMPLOYMENT

A near-census count of employed persons during the reference week (week that includes the 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.

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

QUARTERLY CENSUS OF EMPLOYMENT AND WAGES (QCEW)

AVERAGE WEEKLY WAGES

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

BUSINESS ESTABLISHMENTS

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

DEFINITIONS OF OCCUPATION GROUPS

Occupation Groups are based on the titles and type of work of an employee. The information is collected by the Occupational Employment and Wage Statistics (OEWS) 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 occupation groups give an idea of the type of work conducted by the employees in the category, but the occupations vary widely.

110000 MANAGEMENT

Chief Executives, Legislators, Marketing Managers, Sales Managers, Financial Managers, Human Resource Managers, Food Service Managers, Education Administrators, Gaming Managers, Emergency Management Directors.

130000 BUSINESS AND FINANCIAL OPERATIONS

Agents and Business Managers of Artists, Performers, and Athletes, Purchasing Agents, Claims Adjusters, Compliance Officers, Human Resource Workers, Event Planners, Fundraisers, Market Research Analysts, Budget Analysts, Credit Analysts, Loan Officers, Tax Preparers.

150000 COMPUTER AND MATHEMATICAL

Information Security Analysts, Computer Programmers, Software Developers, Web Developers, Database Administrators, Computer Network Architects, Actuaries, Mathematicians.

170000 ARCHITECTURE AND ENGINEERING

Architects, Cartographers, Surveyors, Engineers, Drafters, Engineering Technicians, Surveying and Mapping Technicians.

190000 LIFE, PHYSICAL, AND SOCIAL SCIENCE

Animal Scientists, Soil and Plant Scientists, Biochemists, Microbiologists, Zoologists, Foresters, Epidemiologists, Astronomers, Physicists, Chemists, Economists, Psychologists, Sociologists, Urban and Regional Planners, Anthropologists, Geographers, Historians, Social Science Research Assistants.

210000 COMMUNITY AND SOCIAL SERVICE

Marriage and Family Therapists, Mental Health Counselors, Rehabilitation Counselors, Social Workers, Health Educators, Probation Officers, Clergy.

230000 LEGAL

Lawyers, Judicial Law Clerks, Arbitrators, Judges, Paralegals, Court Reporters, Title Examiners.

250000 EDUCATION, TRAINING, AND LIBRARY

Postsecondary Teachers, Graduate Teaching Assistants, Preschool and Kindergarten Teachers, Elementary and Middle School Teachers, Secondary School Teachers, Special Education Teachers, Self-Enrichment Education Teachers, Archivists, Curators, Librarians.

270000 ARTS, DESIGN, ENTERTAINMENT, SPORTS, AND MEDIA

Art Directors, Fine Artists, Fashion Designers, Graphic Designers, Interior Designers, Actors, Producers and Directors, Athletes, Coaches and Scouts, Dancers, Musicians and Singers, Radio Announcers, Reporters and Correspondents, Editors, Writers and Authors, Interpreters and Translators, Audio and Video Equipment Technicians, Photographers.

290000 HEALTHCARE PRACTITIONERS AND TECHNICAL

Chiropractors, Dentists, Dietitians, Optometrists, Pharmacists, Anesthesiologists, Family and General Practitioners, Pediatricians, Psychiatrists, Surgeons, Physical Therapists, Speech-Language Therapists, Veterinarians, Registered Nurses, Nurse Practitioners, Emergency Medical Technicians, Dental Hygienists, Athletic Trainers.

310000 HEALTHCARE SUPPORT

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

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

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

Supervisors of Law Enforcement Workers, Firefighters, Fire Inspectors, Bailiffs, Correctional Officers, Detectives, Fish and Game Wardens, Police Officers, Animal Control Workers, Security Guards, Crossing Guards, Lifeguards, Transportation Security Screeners.

350000 FOOD PREPARATION AND SERVING RELATED

Chefs and Head Cooks, Cooks, Bartenders, Fast Food Workers, Waiters and Waitresses, Dishwashers.

370000 BUILDING AND GROUNDS CLEANING AND MAINTENANCE

Janitors, Maids, Building Cleaning Workers, Pest Control Workers, Groundskeeping Workers, Pesticide Handlers, Grounds Maintenance Workers.

390000 PERSONAL CARE AND SERVICE

Gaming Supervisors, Animal Trainers, Nonfarm Animal Caretakers, Gaming Dealers, Ushers, Amusement and Recreation Attendants, Embalmers, Morticians, Barbers, Hairdressers, Manicurists, Skincare Specialists, Concierges, Tour Guides and Escorts, Childcare Workers, Fitness Trainers and Aerobics Instructors, Residential Advisors.

410000 SALES AND RELATED

Supervisors of Retail Sales Workers, Cashiers, Counter and Rental Clerks, Retail Salespersons, Advertising Sales Agents, Insurance Sales Agents, Travel Agents, Wholesale Sales Representatives, Models, Real Estate Brokers, Telemarketers.

430000 OFFICE AND ADMINISTRATIVE SUPPORT

Switchboard Operators, Bill and Account Collectors, Bookkeeping Clerks, Tellers, Customer Service Representatives, Credit Authorizers, File Clerks, Hotel Desk Clerks, Library Assistants (Clerical), Receptionists, Cargo and Freight Agents, Dispatchers, Postal Service Carriers, Data Entry Keyers, Office Clerks, Proofreaders.

450000 FARMING, FISHING, AND FORESTRY

Agricultural Inspectors, Animal Breeders, Farmworkers and Laborers, Fishers, Hunters, Forest and Conservation Workers, Logging Workers.

470000 CONSTRUCTION AND EXTRACTION

Boilermakers, Brickmasons, Carpenters, Floor Layers, Construction Laborers, Electricians, Painters, Plumbers, Roofers, Highway Maintenance Workers, Mining Machine Operators, Rock Splitters (Quarry), Roustabouts (Oil & Gas).

490000 INSTALLATION, MAINTENANCE, AND REPAIR

Computer and Office Machine Repairers, Cellular Equipment Installers and Repairers, Aircraft Mechanics, Automotive Technicians and Repairers, Bicycle Repairers, Heating/Air Conditioning Mechanics and Installers, Wind Turbine Service Technicians, Commercial Divers, Locksmiths.

510000 PRODUCTION

Aircraft Structure Assemblers, Coil Winders, Engine Assemblers, Fiberglass Laminators, Bakers, Butchers, Machinists, Pourers and Casters (Metal), Tool and Die Makers, Welders, Laundry and Dry-Cleaning Workers, Shoe and Leather Repairers, Tailors, Dressmakers, Cabinetmakers, Power Plant Operators, Jewelers, Etchers and Engravers.

530000 TRANSPORTATION AND MATERIAL MOVING

Commercial Pilots, Air Traffic Controllers, Flight Attendants, Bus Drivers, Taxi Drivers and Chauffeurs, Railroad Conductors, Captains, Ship Engineers, Parking Lot Attendants, Traffic Technicians, Crane and Tower Operators, Loading Machine Operators (Underground Mining), Wellhead Pumpers, Refuse and Recyclable Material Collectors.

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

INDUSTRY DEFINITIONS

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

11 AGRICULTURE, FORESTRY, FISHING AND HUNTING

Establishments are primarily engaged in growing crops, raising animals, harvesting timber, and harvesting fish and other animals from a farm, ranch, or their natural habitats.

21 MINING, QUARRYING, AND OIL AND GAS EXTRACTION

Establishments are engaged in extracting naturally occurring mineral solids, such as coal and ores; liquid minerals, such as crude petroleum; and gases, such as natural gas. The term mining is used in the broad sense to include quarrying, well operations, beneficiating (e.g., crushing, screening, washing, and flotation), and other preparation customarily performed at the mine site, or as a part of mining activity.

22 UTILITIES

Establishments are engaged in the provision of the following utility services: electric power, natural gas, steam supply, water supply, and sewage removal.

23 CONSTRUCTION

Establishments primarily engaged in the construction of buildings or engineering projects (e.g., highways and utility systems). This sector includes establishments primarily engaged in the preparation of sites for new construction and those primarily engaged in subdividing land for sale as building sites.

31-33 MANUFACTURING

Establishments are engaged in the mechanical, physical, or chemical transformation of materials, substances, or components into new products.

42 WHOLESALE TRADE

Establishments are engaged in wholesaling merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. Wholesalers are organized to sell or arrange the purchase or sale of (a) goods for resale (i.e., goods sold to other wholesalers or retailers), (b) capital or durable nonconsumer goods, and (c) raw and intermediate materials and supplies used in production.

44-45 RETAIL TRADE

Establishments are engaged in retailing merchandise, generally without transformation, and rendering services incidental to the sale of merchandise. The retailing process is the final step in the distribution of merchandise; retailers are, therefore, organized to sell merchandise in small quantities to the general public.

48-49 TRANSPORTATION AND WAREHOUSING

Establishments are engaged in providing transportation of passengers and cargo, warehousing and storage for goods, scenic and sightseeing transportation, and support activities related to modes of transportation. The modes of transportation are air, rail, water, road, and pipeline.

51 INFORMATION

Establishments are engaged in the following processes: (a) producing and distributing information and cultural products, (b) providing the means to transmit or distribute these products as well as data or communications, and (c) processing data.

52 FINANCE AND INSURANCE

Establishments are engaged in three principal types of activities: (1) raising funds by taking deposits and/or issuing securities; (2) underwriting insurance and annuities; (3) providing specialized services facilitating/supporting financial intermediation, insurance, and employee benefit programs.

SOURCE: US Department of Labor, BLS, North American Industry Classification System (NAICS).

INDUSTRY DEFINITIONS (*continued*)**53 REAL ESTATE AND RENTAL AND LEASING**

Establishments are primarily engaged in renting, leasing, or otherwise allowing the use of tangible or intangible assets, and establishments providing related services. The assets may be tangible, as is the case of real estate and equipment, or intangible, as is the case with patents and trademarks.

54 PROFESSIONAL AND TECHNICAL

Establishments are engaged in specialized professional, scientific, and technical activities for others, such as legal advice and representation; accounting, bookkeeping, and payroll services; architectural, engineering, and specialized design services; computer services; consulting services; research services; advertising services; photographic services; translation and interpretation services; veterinary services.

55 MANAGEMENT OF COMPANIES AND ENTERPRISES

Establishments (1) hold the securities of (or other equity interests in) companies and enterprises for the purpose of owning a controlling interest or influencing management decisions and/or (2) administer, oversee, and manage establishments of the company or enterprise and that normally undertake the strategic or organizational planning and decisionmaking role (except government).

56 ADMINISTRATIVE AND WASTE SERVICES

Establishments engaged in performing routine support activities for the day-to-day operations of other organizations. Activities performed include: office administration, hiring and placing of personnel, document preparation and similar clerical services, solicitation, collection, security and surveillance services, cleaning, and waste disposal services.

61 EDUCATIONAL SERVICES

Establishments are engaged in providing instruction and training in a wide variety of subjects (e.g. schools, colleges, universities, and training centers).

62 HEALTH CARE AND SOCIAL ASSISTANCE

Establishments are engaged in providing health care and social assistance for individuals. The sector includes both health care and social assistance because it is sometimes difficult to distinguish between the boundaries of these two activities.

71 ARTS, ENTERTAINMENT, AND RECREATION

Establishments engaged in (1) producing, promoting, or participating in live performances, events, or exhibits intended for public viewing; (2) preserving and exhibiting objects and sites of historical, cultural, or educational interest; and (3) operating facilities or providing services that enable patrons to participate in recreational activities or pursue amusement, hobby, and leisure time interests.

72 ACCOMMODATION AND FOOD SERVICES

Establishments providing customers with lodging and/or preparing meals, snacks, and beverages for immediate consumption. The sector includes both accommodation and food services establishments because the two activities are often combined at the same establishment.

81 OTHER SERVICES

Establishments engaged in activities not otherwise specified in the classification system, such as equipment and machinery repairing, promoting or administering religious activities, grantmaking, advocacy, providing drycleaning and laundry services, personal care services, death care services, pet care services, photofinishing services, temporary parking services, and dating services.

92 PUBLIC ADMINISTRATION

Federal, state, and local government agencies that administer, oversee, and manage public programs and have executive, legislative, or judicial authority over other institutions within a given area.

SOURCE: US Department of Labor, BLS, North American Industry Classification System (NAICS).