



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 (2006-2015). Despite some downturn during the recession, the concurrent effect of the oil boom quickly drove North Dakota's economic growth to surpass its 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 its downturn when oil prices dropped (2015-2016). At the end of the boom, many economic figures initially declined, but employment and wage numbers for most industries remained high and steadily growing.

In 2020, the global COVID-19 pandemic triggered the creation of public health policies, mandates, and guidelines, which affected the economy at every level – globally, nationally, and locally. The impact was reflected in metrics such as higher unemployment numbers, lower total employment across all industries, and a decrease in the labor force in North Dakota. By 2022, though, the number of unemployed people in North Dakota was at a twenty-year low, and statewide employment surpassed pre-pandemic levels. The current numbers indicate the state is continuing to grow slowly, as it had been before the pandemic.

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.

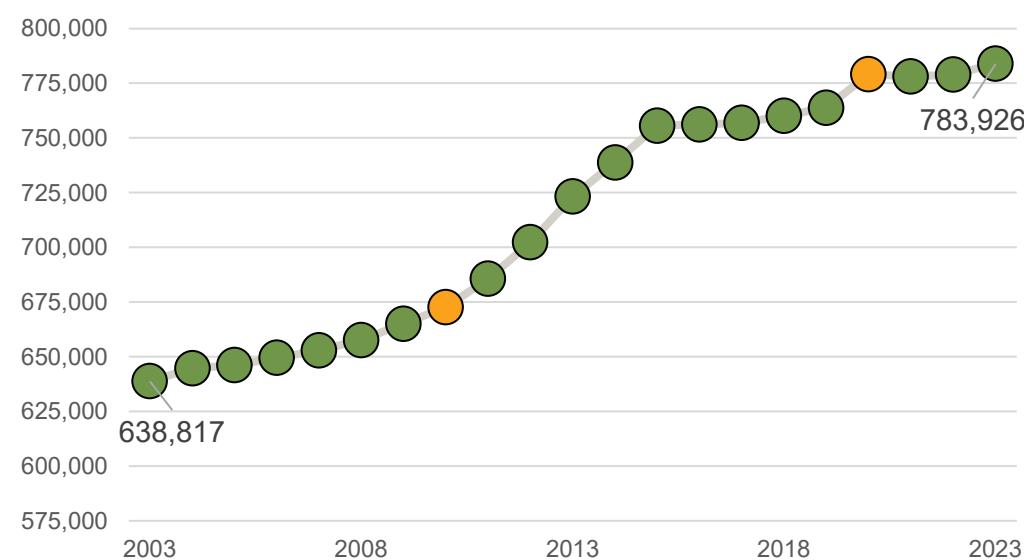
In addition to general measures of North Dakota's economy, this publication presents individual industry breakouts to examine figures for employment, wages, establishments, and demographic changes in slightly more detail. Similar information is presented in breakouts by region to provide a useful perspective 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.

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

POPULATION

NORTH DAKOTA POPULATION 2003-2023

Looking at North Dakota’s population over the past 20 years, the growth curve exhibits two distinct stages: a period of steady, rapid growth, and a recent period of sustained slow growth. Through the 1990s and early 2000s, population growth was comparatively flat. The greatest growth period occurred between 2006 and 2015, when the oil boom happened in North Dakota. Sustained population numbers in recent years suggests that North Dakota’s economy has also generated growth in non-oil 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 2003 and 2023, the biggest year for population growth occurred in 2013, during the oil boom. The population in 2013 increased by 20,922 or 3 percent, over the previous year. During the oil boom, from 2006 to 2015, North Dakota’s population grew annually at a rate between 0.5 and 3 percent. By comparison, the average annual growth rate before the oil boom, between 2003 and 2005, was 0.1 percent.

In the years after the oil boom, annual growth rates have been lower but mostly positive, ranging from -0.1 to 2 percent. In the last year, North Dakota’s population increased by 5,014, or 0.6 percent, from the previous year.

	2018	2019	2020	2021	2022	2023
POPULATION	760,062	763,724	779,094	777,982	778,912	783,926
# CHANGE	-	3,662	15,370	(1,112)	930	5,014
% CHANGE	-	0.5	2.0	(0.1)	0.1	0.6

SOURCE: United States Census Bureau, 2003-2023.

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 2003 to 2023, the labor force grew from a total of 347,099 to 416,722 (a net increase of 69,623, or 20 percent). Over the same period, North Dakota's population grew from 638,817 to 783,926 (a net increase of 145,109, or 23 percent). North Dakota's labor force has generally followed the same pattern as its population, steadily increasing during the oil boom and remaining rather flat in the years since. The COVID-19 pandemic in 2020 caused a sudden increase in the unemployed portion of the labor force, which has since decreased.

North Dakota's labor force grew by 4,485, or 1 percent, from the previous year. The change primarily came from movement in the employed portion of the labor force, which grew by 5,023, or 1 percent. For comparison, the unemployed portion of the labor force fell by 538, or 6 percent, from the previous year.

LABOR FORCE PARTICIPATION RATE ▪ p. 7

North Dakota had a labor force participation rate of 69.2 in 2023. By comparison, the national rate was 62.6 percent. 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 68.5 in 2021.

Compared to all states in 2023, North Dakota ranked second in the nation with an adjusted labor force participation rate of 69.2 percent. Utah ranked first among all states, with an adjusted rate of 69.5 percent. Mississippi ranked last among all states, with an adjusted rate of 54 percent.

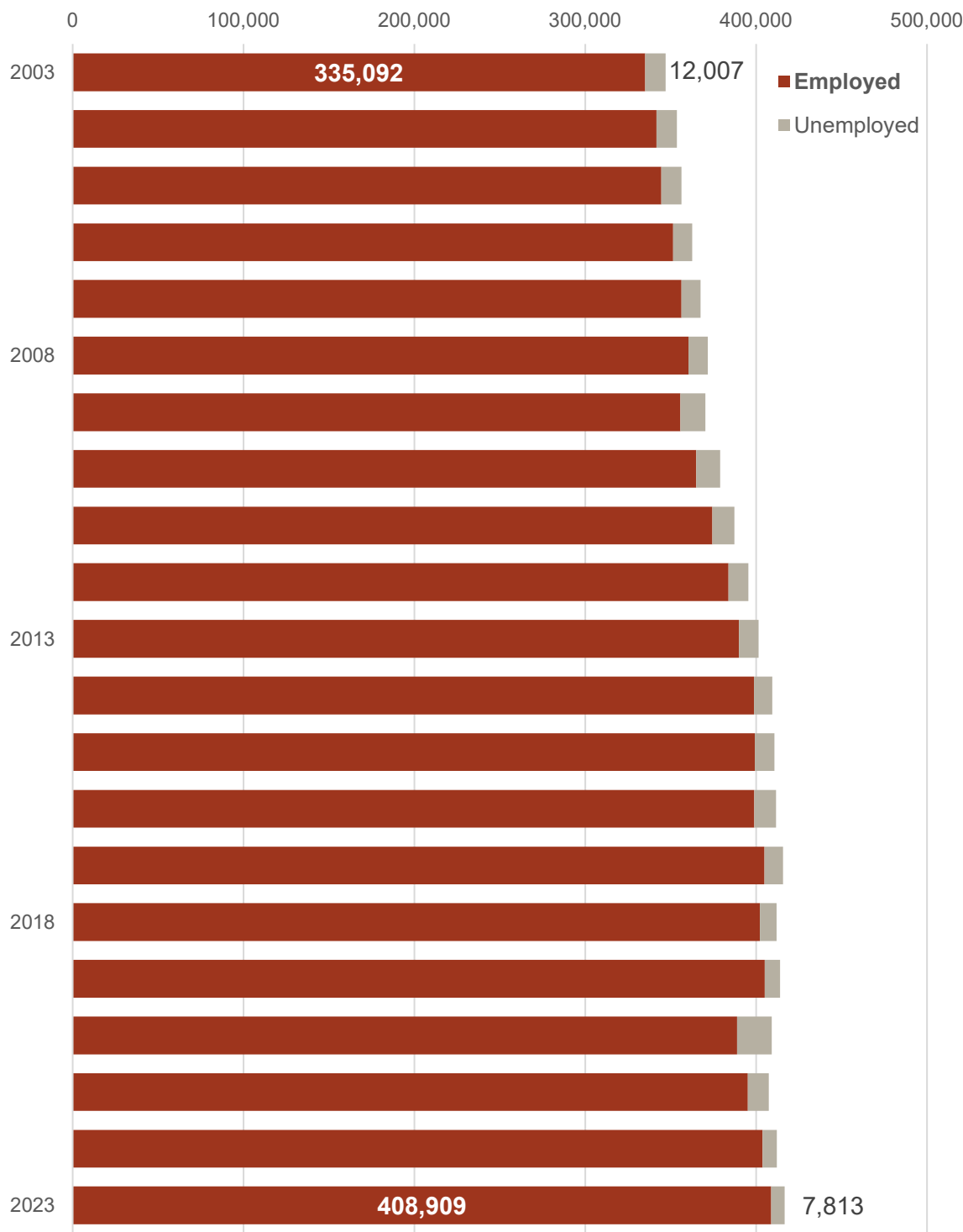
UNEMPLOYMENT RATE ▪ p. 8

North Dakota had an unemployment rate of 1.9 in 2023. By comparison, the national unemployment rate was 3.6 percent. Historically, North Dakota has had a very low unemployment rate. In the past 20 years, its lowest was 1.9 percent in 2023 and its highest was 4.9 percent in 2020. As with the state's labor force participation rate, North Dakota's unemployment rate has regularly outperformed the national average. The unemployment rates in all states increased in 2020 at the onset of the COVID-19 pandemic but have since decreased.

Compared to all states in 2023, North Dakota ranked first in the nation with an unemployment rate of 1.9 percent. Nevada ranked last among all states, with a rate of 5.1 percent.

LABOR FORCE

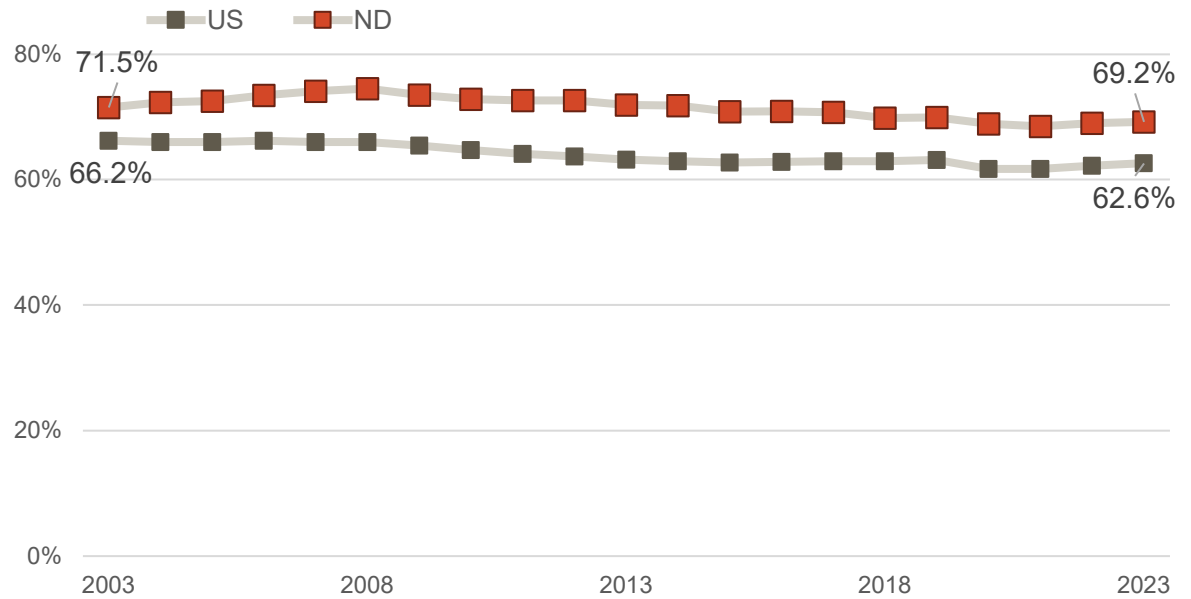
NORTH DAKOTA LABOR FORCE



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

LABOR FORCE

LABOR FORCE PARTICIPATION RATE



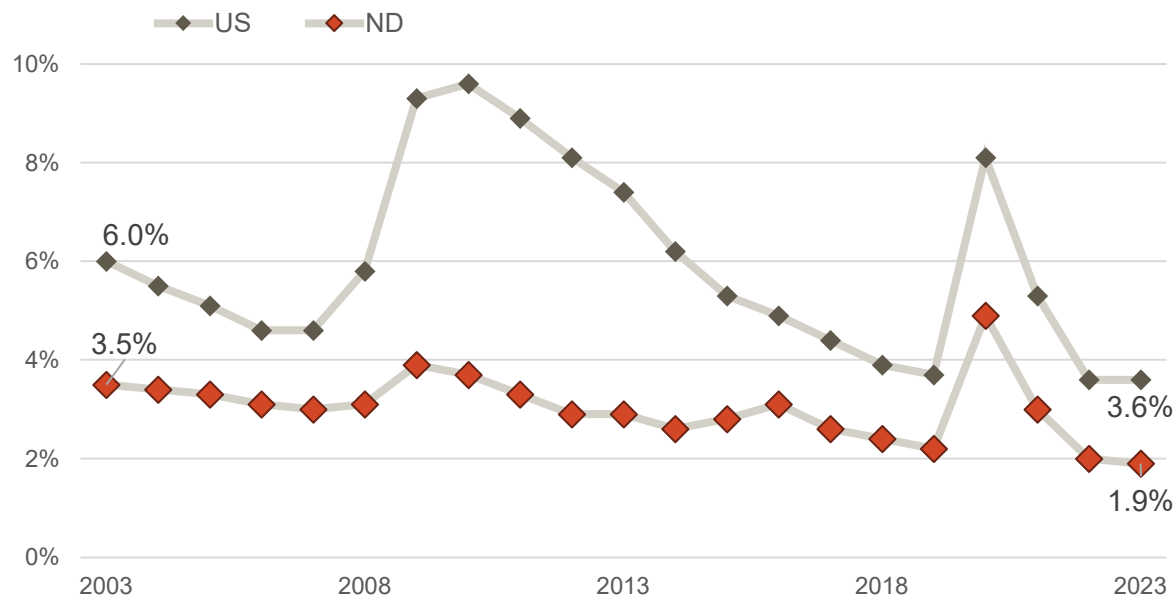
U.S. RANKINGS BY LABOR FORCE PARTICIPATION ▪ 2023

RANK	STATE	LFP %						
1	Utah	69.5	18	Washington	64.3	35	Georgia	61.6
2	North Dakota	69.2	19	Connecticut	64.2	36	New York	61.1
3	Nebraska	69.1	19	Illinois	64.2	37	North Carolina	61.0
4	Colorado	68.4	21	Wyoming	63.9	38	Delaware	60.9
4	Minnesota	68.4	22	Rhode Island	63.6	39	Hawaii	60.2
6	South Dakota	68.2	23	Indiana	63.3	40	Tennessee	59.8
7	Iowa	67.7	24	Missouri	63.1	41	Florida	59.6
8	Kansas	66.6	24	Montana	63.1	42	Maine	59.2
9	Virginia	66.4	26	Oklahoma	62.9	43	Louisiana	58.6
10	Wisconsin	65.8	27	Idaho	62.8	44	Arkansas	57.5
11	Alaska	65.1	28	Nevada	62.7	45	South Carolina	57.4
11	Maryland	65.1	29	Oregon	62.4	46	New Mexico	57.3
11	Massachusetts	65.1	30	Pennsylvania	62.2	47	Alabama	57.2
11	New Hampshire	65.1	31	Arizona	62.1	48	Kentucky	57.1
15	New Jersey	64.9	32	California	62.0	49	West Virginia	54.9
16	Vermont	64.7	33	Michigan	61.9	50	Mississippi	54.0
17	Texas	64.5	34	Ohio	61.8			

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

LABOR FORCE

UNEMPLOYMENT RATE



U.S. RANKINGS BY UNEMPLOYMENT RATE ▪ 2023

RANK	STATE	UR %						
1	North Dakota	1.9	17	Missouri	3.0	34	Oregon	3.7
2	South Dakota	2.0	17	Rhode Island	3.0	36	Connecticut	3.8
2	Vermont	2.0	17	South Carolina	3.0	36	New Mexico	3.8
4	Maryland	2.1	17	Wisconsin	3.0	38	Arizona	3.9
5	New Hampshire	2.2	22	Idaho	3.1	38	Michigan	3.9
6	Nebraska	2.3	23	Colorado	3.2	38	Texas	3.9
7	Alabama	2.5	23	Georgia	3.2	38	West Virginia	3.9
8	Utah	2.6	23	Mississippi	3.2	42	Delaware	4.0
9	Kansas	2.7	23	Oklahoma	3.2	43	Washington	4.1
10	Minnesota	2.8	27	Arkansas	3.3	44	Alaska	4.2
11	Florida	2.9	27	Indiana	3.3	44	Kentucky	4.2
11	Iowa	2.9	27	Tennessee	3.3	44	New York	4.2
11	Maine	2.9	30	Massachusetts	3.4	47	New Jersey	4.4
11	Montana	2.9	30	Pennsylvania	3.4	48	Illinois	4.5
11	Virginia	2.9	32	North Carolina	3.5	49	California	4.8
11	Wyoming	2.9	32	Ohio	3.5	50	Nevada	5.1
17	Hawaii	3.0	34	Louisiana	3.7			

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

OCCUPATIONS OVERVIEW

To provide a better perspective on employment in North Dakota, the following pages display employment, wage, and projection figures by occupation groups with a 5-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 2023, the Office and Administrative Support occupations group had the largest number of workers belonging to it. From 2018-2023, the Office and Administrative Support occupations group had a net decrease of 9,810, or 17 percent. Most occupation groups showed net increases in employment in the same period. The average increase in the 5-year period was 1,925 by number and 15 by percent. The other occupation groups that showed the most dramatic employment growth from 2018 to 2023 were the Healthcare Support occupations group (the highest numerical and percent change, with a net increase of 7,180, or 64 percent), the Transportation and Material Moving occupations group (the second highest numerical change, with a net increase of 6,680, or 19 percent), and the Farming, Fishing, and Forestry occupations group (the second highest percent change, with a net increase of 220, or 27 percent).

OCCUPATIONS BY HIGHEST AVERAGE ANNUAL WAGES ▪ p. 11

In 2023, the Management occupations group had the highest average annual wages. From 2018-2023, the Management occupations group had a net increase of \$16,460, or 17 percent. All occupation groups showed net increases in wages in the same period. The average wage increase in the 5-year period was \$9,292 by number and 18 by percent. The occupation groups that showed the most dramatic wage growth from 2018 to 2023 were the Legal occupations group (the highest numerical change, with a net increase of \$20,190, or 27 percent) and the Food Preparation and Serving Related occupations group (the highest percent change, with a net increase of \$7,600, or 29 percent).

OCCUPATIONS BY EMPLOYMENT PROJECTIONS ▪ p. 12

Employment projections rankings do not necessarily reflect the fastest-growing occupations, but they provide an idea of how occupations are expected to grow or decline in the next 10 years (2022-2032). Occupations in the Transportation and Material Moving occupations group rank highest in projected numerical growth, with an expected increase of 4,984 positions, or 11 percent. Most occupation groups are projected to increase in the same period. The average projected increase in the 10-year period was 1,592 by number and 8 by percent. Other occupation groups with significant projected growth are the Construction and Extraction occupations group (the second highest numerical growth expected: 4,362, or 13 percent) and the Healthcare Support occupations group (the highest percent growth expected: 2,712, or 15 percent).

OCCUPATIONS

OCCUPATIONS BY HIGHEST AVERAGE EMPLOYMENT*

RANK	OCCUPATION GROUP**	2023	2018	# CHANGE	% CHANGE
1	Office and Administrative Support	46,460	56,270	-9,810	-17
2	Transportation and Material Moving	42,740	36,060	6,680	19
3	Sales and Related	35,370	38,950	-3,580	-9
4	Food Preparation and Serving Related	34,880	35,300	-420	-1
5	Construction and Extraction	32,010	33,840	-1,830	-5
6	Healthcare Practitioners and Technical	27,280	26,450	830	3
7	Management	24,400	21,850	2,550	12
8	Educational Instruction and Library	24,210	23,060	1,150	5
9	Production	23,650	22,050	1,600	7
10	Installation, Maintenance, and Repair	22,840	22,550	290	1
11	Business and Financial Operations	19,860	17,480	2,380	14
12	Healthcare Support	18,470	11,290	7,180	64
13	Building and Grounds Cleaning and Maintenance	13,390	14,460	-1,070	-7
14	Personal Care and Service	12,760	18,550	-5,790	-31
15	Computer and Mathematical	7,790	7,410	380	5
16	Protective Service	7,540	6,770	770	11
17	Architecture and Engineering	5,870	6,840	-970	-14
18	Community and Social Service	5,400	5,610	-210	-4
19	Arts, Design, Entertainment, Sports, and Media	5,210	4,850	360	7
20	Life, Physical, and Social Science	4,110	3,480	630	18
21	Legal	2,230	2,590	-360	-14
22	Farming, Fishing, and Forestry	1,040	820	220	27

Represents largest change from 2018 to 2023 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 2018-2023.

OCCUPATIONS

OCCUPATIONS BY HIGHEST AVERAGE ANNUAL WAGE*

RANK	OCCUPATION GROUP	2023	2018	# CHANGE	% CHANGE
1	Management	\$114,830	\$98,370	\$16,460	17
2	Legal	\$95,990	\$75,800	\$20,190	27
3	Healthcare Practitioners and Technical	\$87,920	\$78,170	\$9,750	12
4	Computer and Mathematical	\$86,110	\$69,500	\$16,610	24
5	Architecture and Engineering	\$84,740	\$76,390	\$8,350	11
6	Business and Financial Operations	\$77,440	\$67,550	\$9,890	15
7	Life, Physical, and Social Science	\$72,610	\$65,140	\$7,470	11
8	Construction and Extraction	\$64,250	\$55,140	\$9,110	17
9	Installation, Maintenance, and Repair	\$63,280	\$54,530	\$8,750	16
10	Community and Social Service	\$58,830	\$50,240	\$8,590	17
11	Educational Instruction and Library	\$57,560	\$51,790	\$5,770	11
12	Protective Service	\$56,850	\$49,430	\$7,420	15
13	Production	\$54,250	\$43,750	\$10,500	24
14	Transportation and Material Moving	\$51,630	\$45,130	\$6,500	14
15	Arts, Design, Entertainment, Sports, and Media	\$51,500	\$42,740	\$8,760	20
16	Sales and Related	\$48,420	\$39,780	\$8,640	22
17	Farming, Fishing, and Forestry	\$47,410	\$38,870	\$8,540	22
18	Office and Administrative Support	\$47,320	\$38,960	\$8,360	21
19	Healthcare Support	\$40,940	\$35,100	\$5,840	17
20	Building and Grounds Cleaning and Maintenance	\$38,170	\$31,300	\$6,870	22
21	Personal Care and Service	\$34,530	\$30,070	\$4,460	15
22	Food Preparation and Serving Related	\$33,400	\$25,800	\$7,600	29

Represents largest change from 2018 to 2023 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 2018-2023.

OCCUPATIONS

OCCUPATIONS BY EMPLOYMENT PROJECTIONS 2022-2032*

RANK	OCCUPATION GROUP	2022 EST.	2032 PROJ.	# CHANGE	% CHANGE
1	Transportation and Material Moving	44,823	49,807	4,984	11
2	Construction and Extraction	32,642	37,004	4,362	13
3	Healthcare Practitioners and Technical	29,771	33,400	3,629	12
4	Healthcare Support	18,115	20,827	2,712	15
5	Installation, Maintenance, and Repair	22,953	25,338	2,385	10
6	Food Preparation and Serving Related	33,424	35,660	2,236	7
7	Business and Financial Operations	19,836	21,519	1,683	8
8	Educational Instruction and Library	24,424	26,045	1,621	7
9	Production	24,206	25,515	1,309	5
10	Building and Grounds Cleaning and Maintenance	16,692	17,996	1,304	8
11	Sales and Related	38,486	39,551	1,065	3
12	Computer and Mathematical	7,810	8,855	1,045	13
13	Personal Care and Service	15,469	16,305	836	5
14	Architecture and Engineering	5,913	6,620	707	12
15	Management	50,902	51,348	446	1
16	Community and Social Service	7,220	7,659	439	6
17	Life, Physical, and Social Science	4,490	4,868	378	8
18	Arts, Design, Entertainment, Sports, and Media	6,625	6,956	331	5
19	Protective Service	7,887	8,083	196	2
20	Legal	3,251	3,416	165	5
21	Farming, Fishing, and Forestry	6,187	6,086	-101	-2
22	Office and Administrative Support	48,763	47,364	-1,399	-3

Represents largest projected change from 2022 to 2032 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), 2022-2032.

INDUSTRIES

INDUSTRIES OVERVIEW

While the information about occupational groups provides a view of how individuals in certain occupations have been impacted over the past 5 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

In 2023, the Health Care and Social Assistance industry had the largest number of workers belonging to it. From 2018-2023, the Health Care and Social Assistance industry had a net increase of 3,104, or 5 percent. Most industries showed net decreases in employment in the same period. The average decrease in the 5-year period was 839 by number and 6 by percent. The Health Care and Social Assistance industry showed the most dramatic employment growth from 2018 to 2023 by numerical change. The other industry that showed the most dramatic employment growth from 2018 to 2023 was the Manufacturing industry, which had the second highest numerical increase and the highest percent change, with a net increase of 2,336, or 9 percent.

INDUSTRIES BY HIGHEST AVERAGE ANNUAL WAGE ▪ p. 15

In 2023, the Mining, Quarrying, and Oil and Gas Extraction industry had the highest average annual wages. From 2018-2023, the Mining, Quarrying, and Oil and Gas Extraction industry had a net increase of \$19,350, or 18 percent. All industries showed net increases in wages in the same period. The average wage increase in the 5-year period was \$12,949 by number and 23 by percent. The other industries that show the most dramatic wage growth from 2018 to 2023 were the Management of Companies and Enterprises industry (the highest numerical and percent change, with a net increase of \$28,476, or 33 percent), the Mining, Quarrying, and Oil and Gas Extraction industry (the second highest numerical change, with a net increase of \$19,350, or 18 percent), and the Administrative and Waste Services industry (the second highest percent change, with a net increase of \$12,257, or 32 percent).

INDUSTRIES BY EMPLOYMENT PROJECTIONS ▪ p. 16

Employment projections rankings do not necessarily reflect the fastest-growing industries, but they provide an idea of how industries are expected to grow or decline in the next 10 years (2022-2032). The Health Care and Social Assistance industry ranks highest in projected growth, with an expected increase of 7,409 positions, or a 12 percent increase. Most industries are projected to increase in the same period. The average projected increase in the 10-year period is 1,812 by number and 9 by percent. Other industries with significant projected growth are the Mining, Quarrying, and Oil and Gas Extraction industry (the highest percent growth expected: 2,809, or 17 percent) and the Construction industry (the second highest numerical growth expected: 3,032, or 12 percent).

INDUSTRIES

INDUSTRIES BY HIGHEST AVERAGE EMPLOYMENT

RANK	INDUSTRY*	2023	2018	# CHANGE	% CHANGE
1	Health Care and Social Assistance	67,640	64,536	3,104	5
2	Retail Trade	45,362	47,104	-1,742	-4
3	Educational Services	36,365	34,094	2,271	7
4	Accommodation and Food Services	33,541	34,755	-1,214	-3
5	Manufacturing	28,483	26,147	2,336	9
6	Construction	28,265	27,051	1,214	4
7	Wholesale Trade	23,867	23,895	-28	0
8	Public Administration	23,675	22,645	1,030	5
9	Transportation and Warehousing	19,347	19,097	250	1
10	Mining, Quarrying, and Oil and Gas Extraction	18,110	20,807	-2,697	-13
11	Professional and Technical Services	17,507	16,676	831	5
12	Finance and Insurance	17,396	18,116	-720	-4
13	Administrative and Waste Services	13,931	14,032	-101	-1
14	Other Services (except Public Administration)	11,800	11,645	155	1
15	Arts, Entertainment, and Recreation	11,765	10,885	880	8
16	Information	5,791	6,431	-640	-10
17	Real Estate and Rental and Leasing	5,724	5,777	-53	-1
18	Agriculture, Forestry, Fishing and Hunting	5,000	4,618	382	8
19	Management of Companies and Enterprises	4,495	5,282	-787	-15
20	Utilities	3,575	3,983	-408	-10

Represents largest change from 2018 to 2023 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) 2018-2023.

INDUSTRIES

INDUSTRIES BY HIGHEST AVERAGE ANNUAL WAGES

RANK	INDUSTRY	2023	2018	# CHANGE	% CHANGE
1	Mining, Quarrying, and Oil and Gas Extraction	\$125,882	\$106,533	\$19,350	18
2	Utilities	\$119,891	\$102,738	\$17,153	17
3	Management of Companies and Enterprises	\$114,200	\$85,723	\$28,476	33
4	Information	\$88,251	\$68,908	\$19,342	28
5	Professional and Technical Services	\$85,830	\$72,993	\$12,837	18
6	Wholesale Trade	\$85,674	\$68,070	\$17,604	26
7	Finance and Insurance	\$83,445	\$66,347	\$17,098	26
8	Construction	\$76,196	\$64,548	\$11,648	18
9	Manufacturing	\$69,894	\$54,038	\$15,856	29
10	Transportation and Warehousing	\$69,368	\$62,152	\$7,216	12
11	Real Estate and Rental and Leasing	\$64,556	\$52,214	\$12,343	24
12	Health Care and Social Assistance	\$64,279	\$52,269	\$12,010	23
13	Public Administration	\$63,041	\$53,945	\$9,096	17
14	Agriculture, Forestry, Fishing and Hunting	\$54,630	\$43,418	\$11,212	26
15	Educational Services	\$51,933	\$46,134	\$5,800	13
16	Administrative and Waste Services	\$50,200	\$37,943	\$12,257	32
17	Other Services (except Public Administration)	\$48,867	\$37,107	\$11,760	32
18	Retail Trade	\$38,539	\$31,058	\$7,482	24
19	Arts, Entertainment, and Recreation	\$25,562	\$20,354	\$5,209	26
20	Accommodation and Food Services	\$23,372	\$18,143	\$5,229	29

 Represents largest change from 2018 to 2023 by number or percentage

SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW) 2018-2023.

INDUSTRIES

INDUSTRIES BY EMPLOYMENT PROJECTIONS 2022-2032

RANK	INDUSTRY	2022 EST.	2032 PROJ.	# CHANGE	% CHANGE
1	Health Care and Social Assistance	62,435	69,844	7,409	12
2	Construction	26,224	29,256	3,032	12
3	Mining, Quarrying, and Oil and Gas Extraction	16,207	19,016	2,809	17
4	Transportation and Warehousing	20,691	23,364	2,673	13
5	Accommodation and Food Services	33,057	35,678	2,621	8
6	Professional and Technical Services	16,453	18,822	2,369	14
7	Manufacturing	27,369	29,606	2,237	8
8	Educational Services	38,929	40,725	1,796	5
9	Wholesale Trade	23,100	24,633	1,533	7
10	Administrative and Waste Services	13,665	15,137	1,472	11
11	Retail Trade	44,885	46,244	1,359	3
12	Arts, Entertainment, and Recreation	7,678	8,480	802	10
13	Finance and Insurance	17,275	17,976	701	4
14	Management of Companies and Enterprises	4,217	4,795	578	14
15	Real Estate and Rental and Leasing	5,148	5,685	537	10
16	Other Services (except Public Administration)	16,818	17,268	450	3
17	Government	38,820	38,990	170	0
18	Utilities	3,189	3,255	66	2
19	Information	5,840	5,787	-53	-1
20	Self-Employed Workers (excluding Agriculture)	17,100	16,763	-337	-2
21	Agriculture, Forestry, Fishing and Hunting	30,789	28,898	-1,891	-6

Represents largest projected change from 2022 to 2032 by number or percentage

SOURCE: Labor Market Information Center, Job Service North Dakota, Industry Employment and Projections (Long-term), 2022-2032.

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

In 2023, North Dakota's total employment for all industries was 421,639. From 2003 to 2023, the total average employment across all industries grew by 107,366 (34 percent). From 2013-2023, total average employment decreased by 5,470 (1 percent). In 2023, most employment belonged to the private sector (83 percent).

	2003	2013	2023
AVG EMP	314,273	427,109	421,639
Private	80%	84%	83%
Government	20%	16%	17%

AVERAGE ANNUAL WAGE

In 2023, North Dakota's average annual wage across all industries was \$63,321. From 2003 to 2023, average annual wages across all industries grew by \$35,692 (129 percent). From 2013 to 2023, average annual wages grew by \$15,542 (33 percent). In 2023, average annual wages were \$7,762 higher in the private sector.

	2003	2013	2023
AVG WAGE	\$27,629	\$47,779	\$63,321
Private	\$27,198	\$48,740	\$64,671
Government	\$29,360	\$42,675	\$56,910

TOTAL ESTABLISHMENTS

In 2023, North Dakota had 37,991 business establishments. From 2003 to 2023, the number of establishments across all industries grew by 12,650 (50 percent). From 2013 to 2023, the number of establishments grew by 4,724 (14 percent). In 2023, most establishments belonged to the private sector (94 percent).

	2003	2013	2023
TOTAL ESTAB	25,341	33,267	37,991
Private	92%	93%	94%
Government	8%	7%	6%

EMPLOYMENT DEMOGRAPHICS ■ p. 19

In 2023, employment in North Dakota was predominantly male (52 percent of all workers). The largest age group within North Dakota's workforce was 25- to 44-year-olds, which comprised 45 percent of all workers in 2023. Generally, most people in the workforce are between 25 and 64 years old. In 2023, North Dakota's workforce had approximately 320,000 workers in that age range (78 percent).

COMPOSITION BY SEX

In 2023, the employment composition was 52 percent male to 48 percent female. By comparison, in 2013, the composition was 55 percent male to 45 percent female. From 2013 to 2023, male workers decreased by 3 percent (approximately 14,000 workers). In the same 10-year period, female workers increased by 2 percent (approximately 9,000 workers).

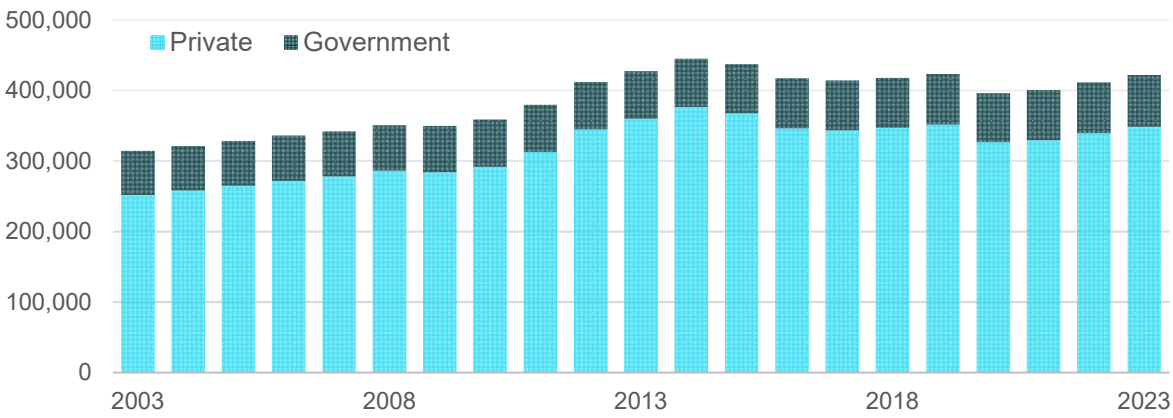
COMPOSITION BY AGE GROUP

Since 2013, the proportions of each age group comprising North Dakota's workforce changed by a percentage between +2 and -3 percent. The largest shifts in proportion occurred among the 45-64 year-old age group (-3 percent) and the 65+ year-old age group (+2 percent). In 2023, the age groups with the largest shares of North Dakota's workers were the 25-44 year-old age group (45 percent) and the 45-64 year-old age group (33 percent).

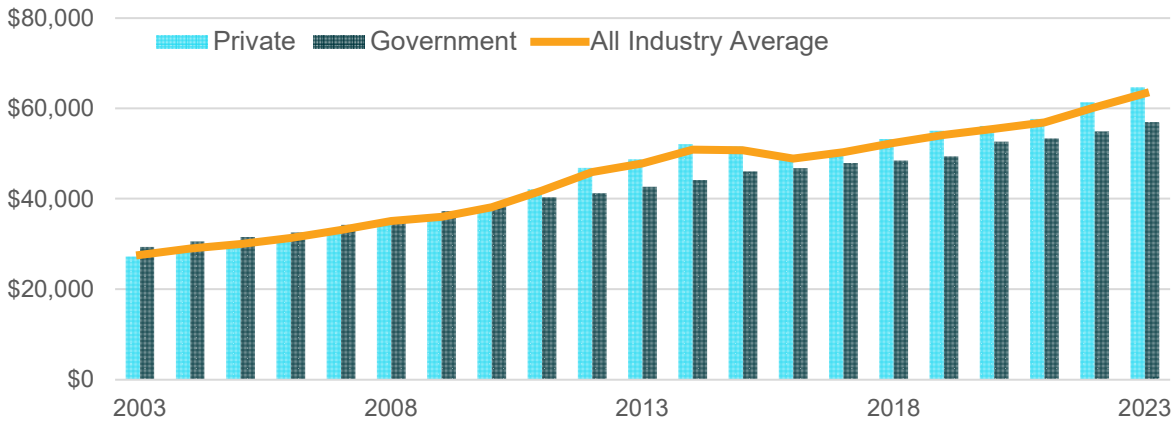
TEN-YEAR CHANGE BY AGE GROUP

From 2013 to 2023, the largest change by number occurred in the 45-64 age group, which decreased by approximately 13,000 workers (9 percent). The largest change by percent occurred in the 65+ year-old age group, which increased by approximately 9,000 workers (49 percent). The 10-year growth among older workers suggests that North Dakotans are opting to remain in or rejoin the labor force rather than retiring.

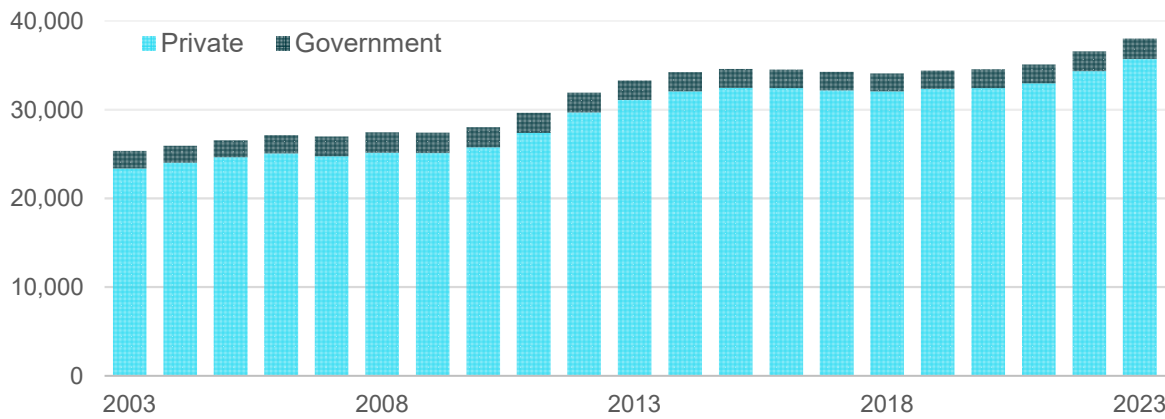
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

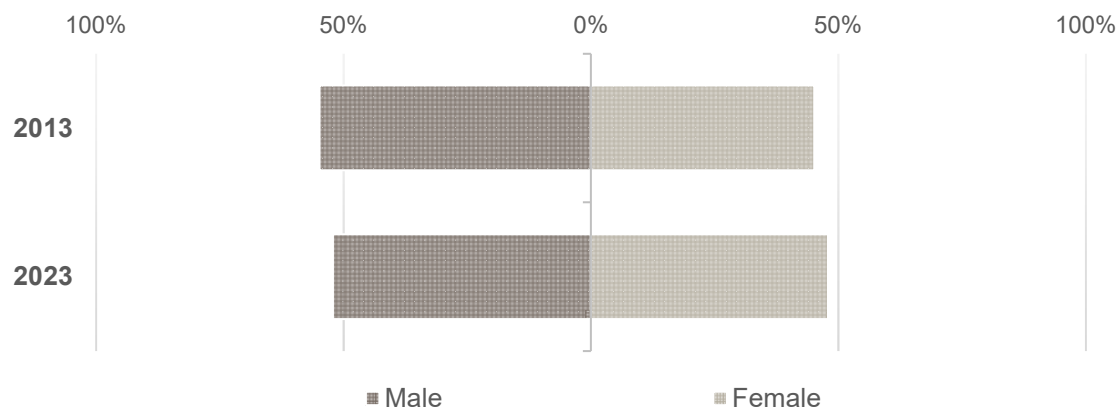


ESTABLISHMENTS

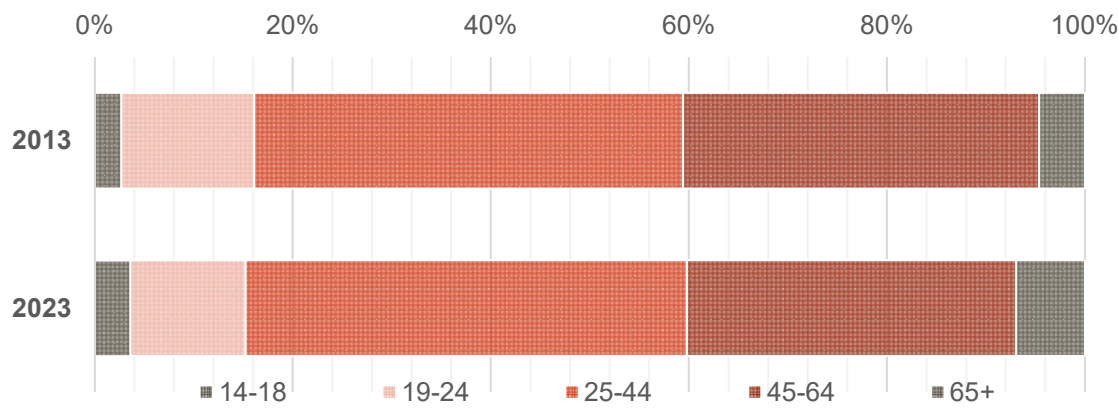


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

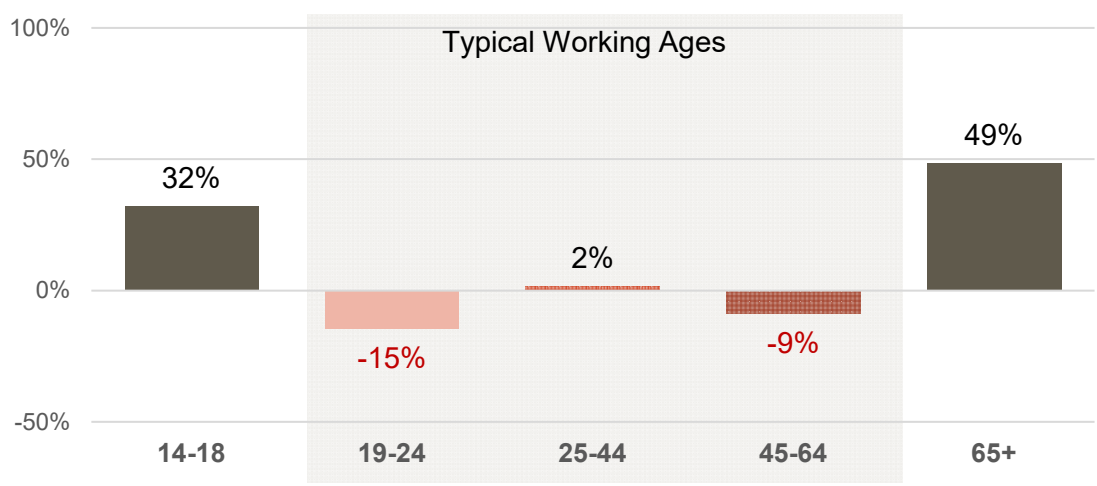
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

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 (23 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 (+4 percent) in the past 10 years. Within this age group, the share of workers in other industries changed by a figure between -5 percent and +2 percent from 2013.

AGES 19-24 ▪ p. 22

The industries with the largest shares of 19-24 year-old workers continue to be the Health Care and Social Assistance industry (17 percent), the Retail Trade industry (16 percent), and the Accommodation and Food Service industry (15 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 (+4 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 +3 percent from 2013.

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 Health Care and Social Assistance had the largest growth in share of workers aged 25-44 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 -3 percent and +2 percent from 2013.

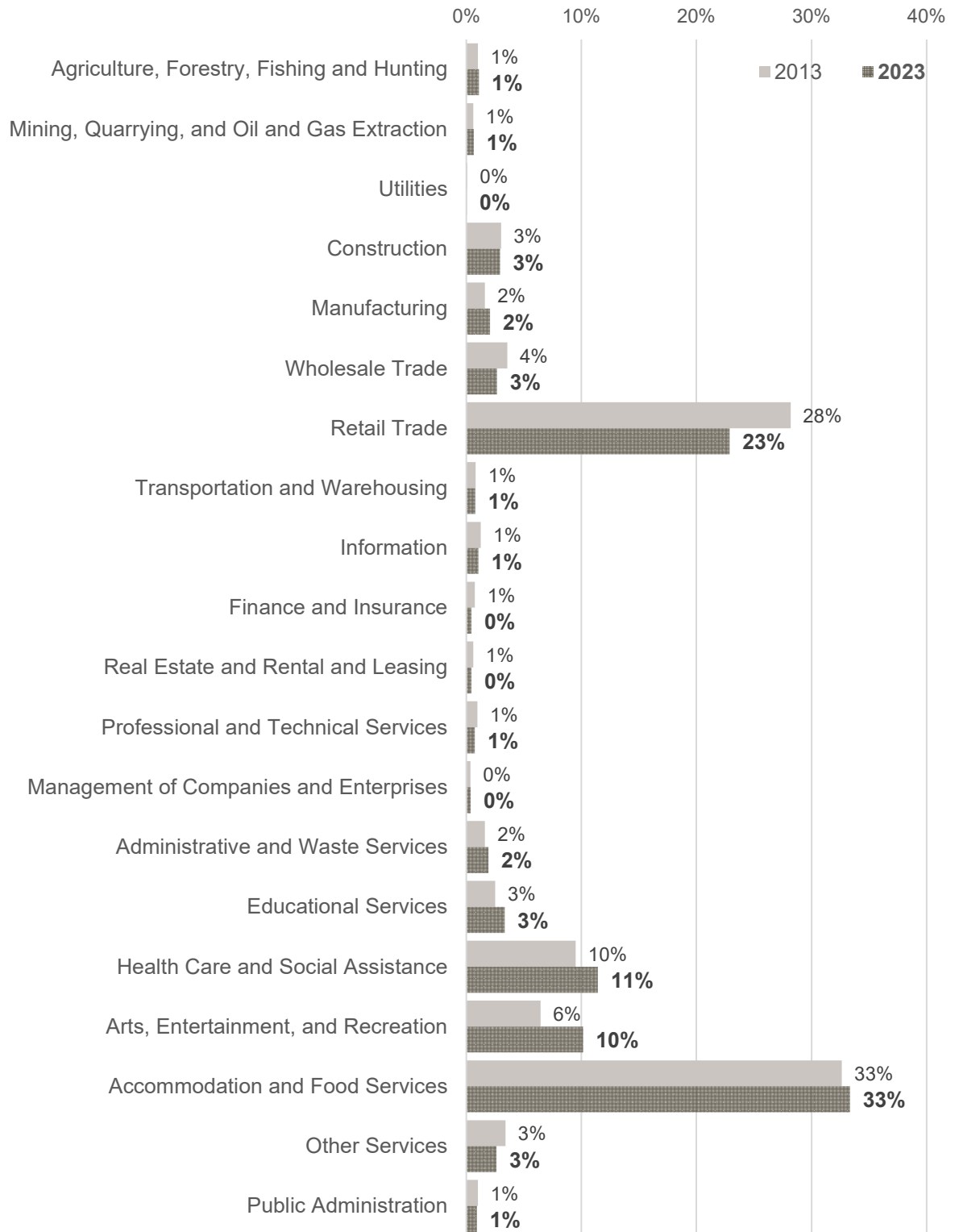
AGES 45-64 ▪ p. 24

The industry with the largest shares of 45-64 year-old workers is the Health Care and Social Assistance industry (16 percent). The Educational Services industry (11 percent) also has a considerable number of workers in this age range. The Health Care and Social Assistance industry and the Finance and Insurance industry had the largest growth in share of workers aged 45-64 years-old (+1 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 0 percent from 2013.

AGES 65+ ▪ p. 25

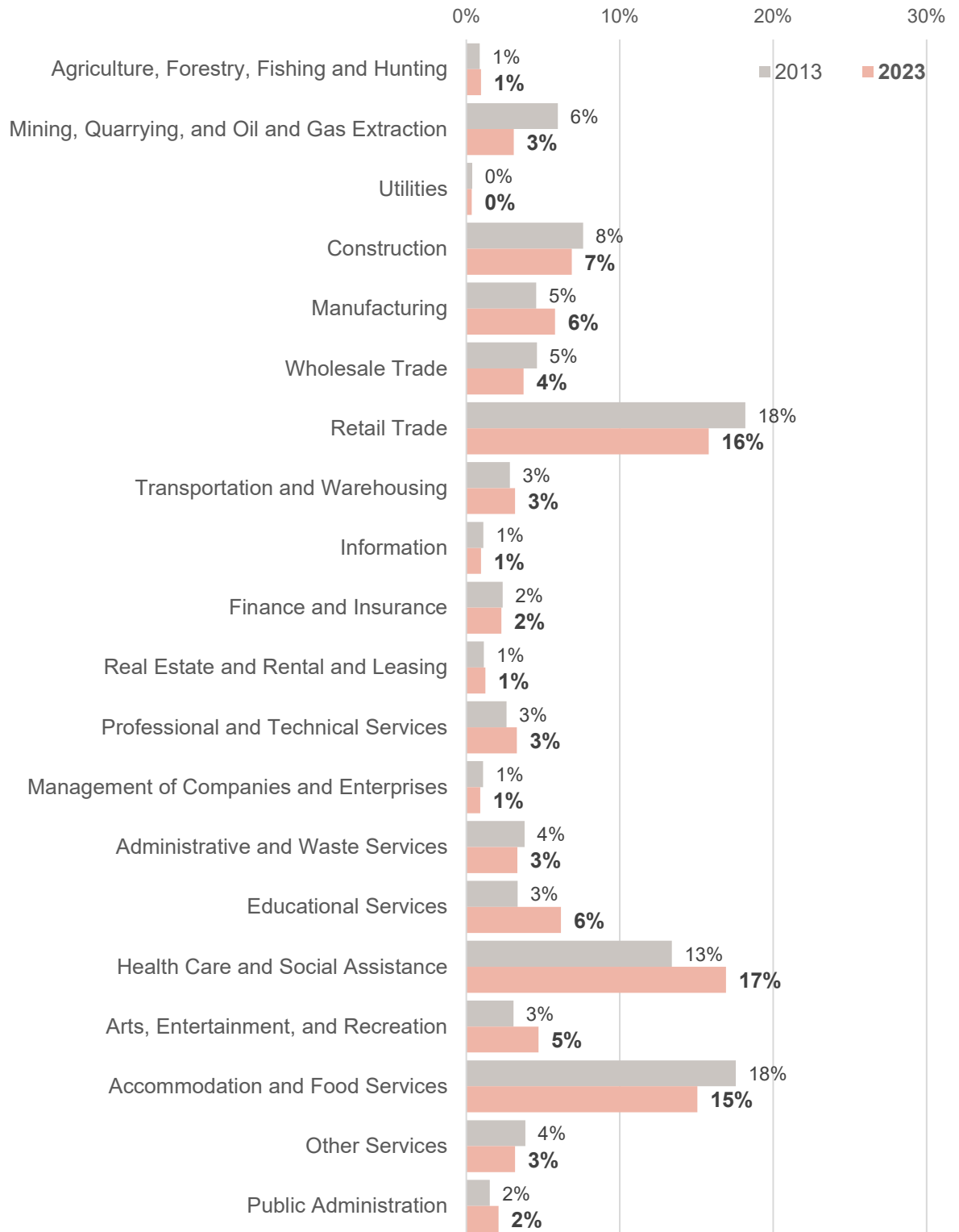
The industries with the largest shares of 65+ year-old workers continue to be the Health Care and Social Assistance industry (16 percent), the Retail Trade industry (14 percent), and the Educational Services industry (12 percent). Within this age group, the share of workers in each industry changed by a figure between -1 percent and +1 percent from 2013.

EMPLOYMENT DISTRIBUTION ■ AGES 14-18



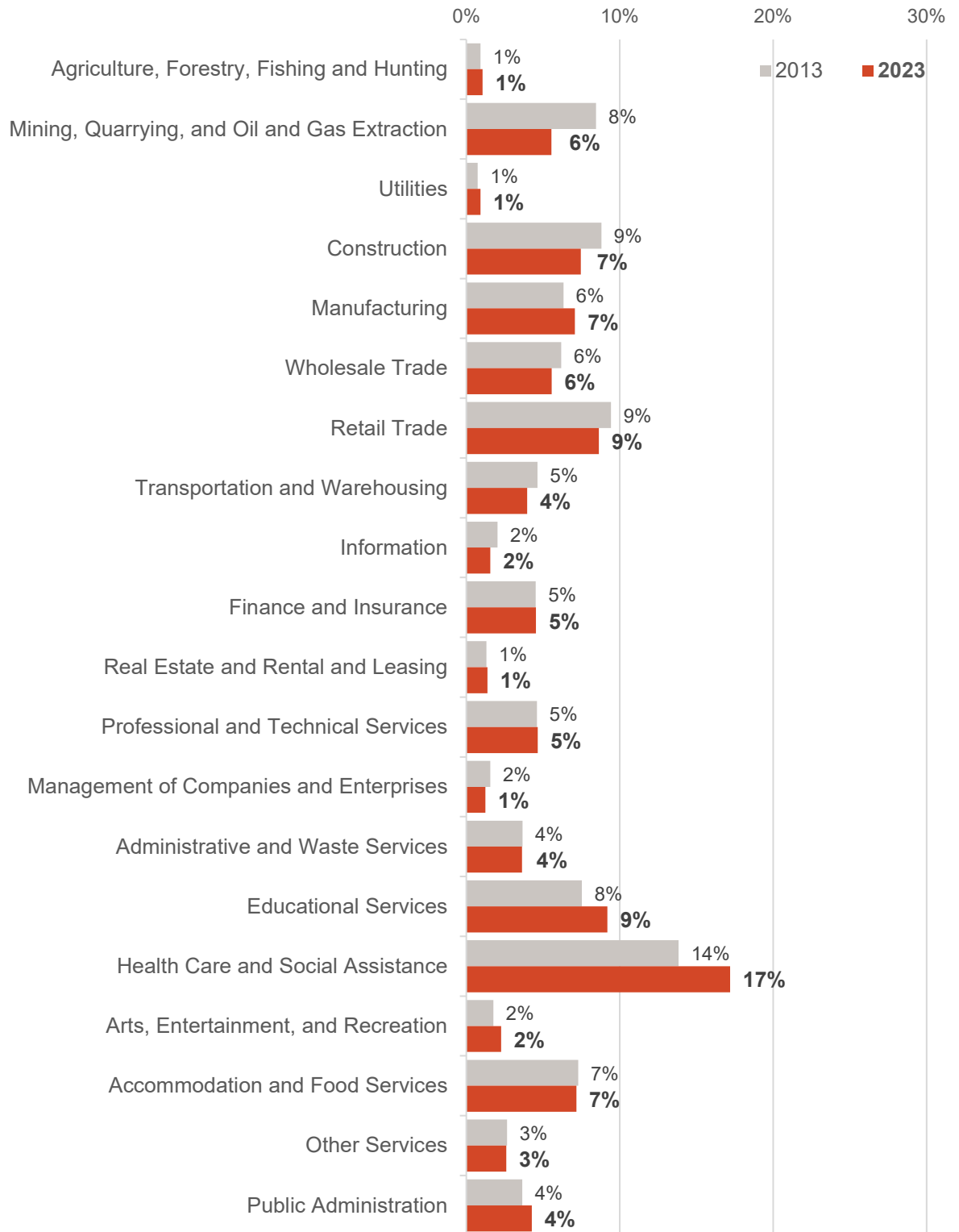
SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

EMPLOYMENT DISTRIBUTION ■ AGES 19-24



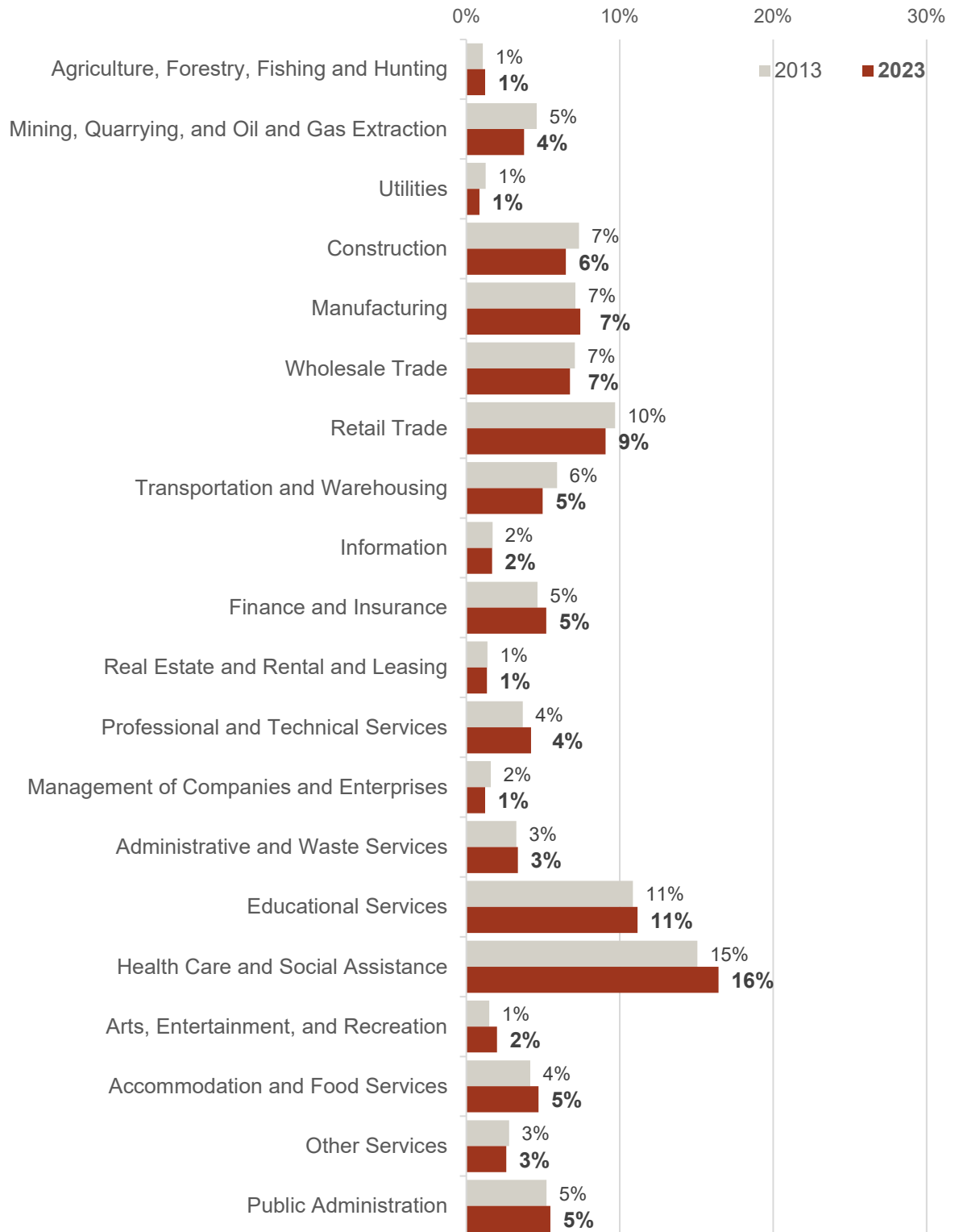
SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

EMPLOYMENT DISTRIBUTION ■ AGES 25-44



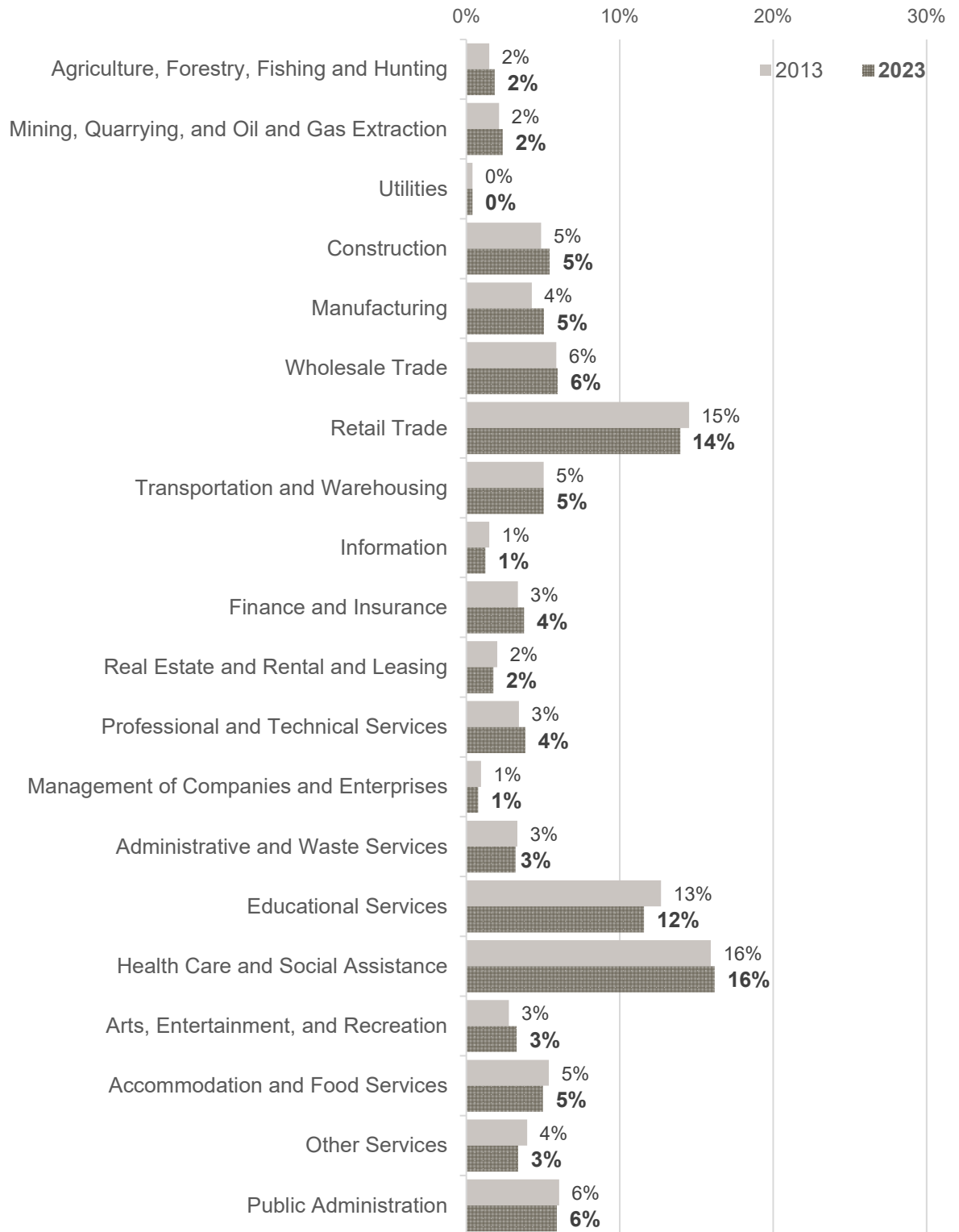
SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

EMPLOYMENT DISTRIBUTION ■ AGES 45-64



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

EMPLOYMENT DISTRIBUTION ■ AGES 65+



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

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 this industry.

AVERAGE EMPLOYMENT

In 2023, North Dakota's total employment in this industry was 5,000. From 2003 to 2023, the total average employment in this industry grew by 2,225 (80 percent). From 2013 to 2023, average employment grew by 727 (17 percent). In 2023, nearly all employment in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
AVG EMP	2,775	4,273	5,000
Private	100%	99.8%	100%
Government	---	0%	0%

AVERAGE ANNUAL WAGE

In 2023, the average annual wage in this industry was \$54,630. From 2003 to 2023, average annual wages in this industry grew by \$29,417 (117 percent). From 2013 to 2023, average annual wages grew by \$14,754 (37 percent). In 2023, average annual wages in this industry were \$40,394 higher in the private sector.

	2003	2013	2023
AVG WAGE	\$25,212	\$39,876	\$54,630
Private	\$25,212	\$39,871	\$54,662
Government	---	\$42,036	\$14,268

TOTAL ESTABLISHMENTS

In 2023, there were 1,196 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 690 (136 percent). From 2013 to 2023, the number of establishments grew by 333 (39 percent). In 2023, nearly all establishments in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
TOTAL ESTAB	506	863	1,196
Private	100%	100%	100%
Government	---	0%	0%

EMPLOYMENT DEMOGRAPHICS ▪ p. 28

In 2023, employment in this industry was predominantly male (79 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 41 percent of all workers in 2023. In 2023, this industry's workforce had approximately 4,000 workers (76 percent) aged 25 to 64 years old, which is the typical working age range.

COMPOSITION BY SEX

In 2023, the employment composition in this industry was 79 percent male to 21 percent female. By comparison, in 2013, the composition was 79 percent male to 21 percent female. From 2013 to 2023, male workers increased by 12 percent (approximately 1,000 workers). In the same 10-year period, female workers increased by 3 percent (approximately 100 workers).

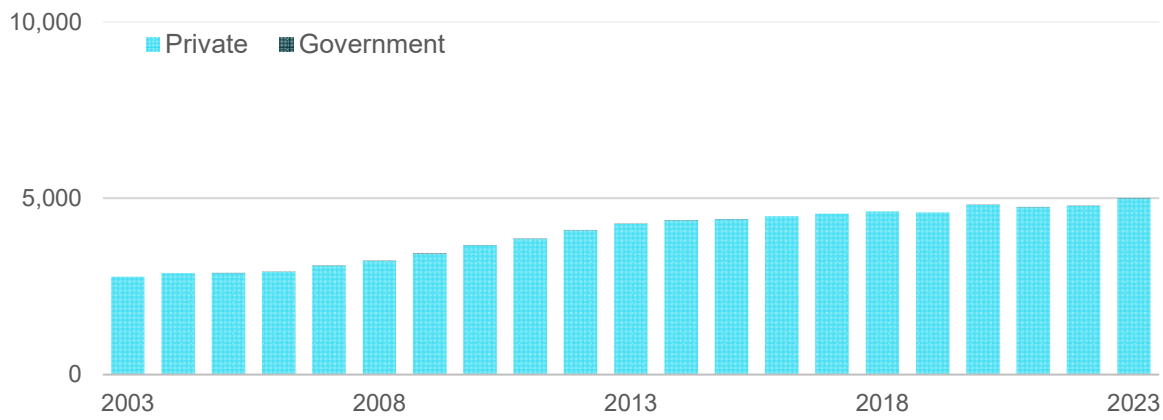
COMPOSITION BY AGE GROUP

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +4 and -3 percent. The largest shifts in proportion occurred among the 65+ year-old age group (+4 percent) and the 45-64 year-old age group (-3 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (41 percent) and the 45-64 year-old age group (35 percent).

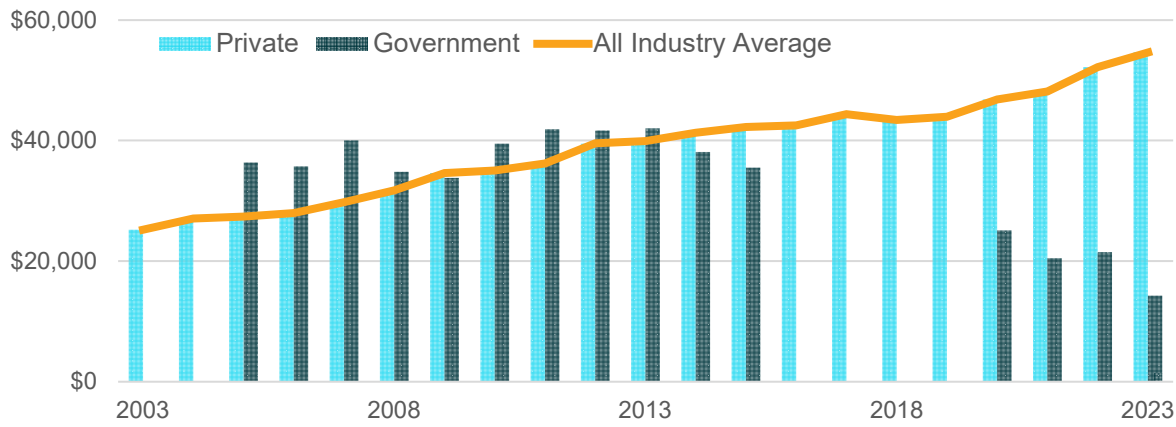
TEN-YEAR CHANGE BY AGE GROUP

From 2013 to 2023, the largest change in this industry by number occurred in the 25-44 age group, which increased by approximately 300 workers (17 percent). The largest change by percent occurred in the 65+ year-old age group, which increased by approximately 200 workers (83 percent).

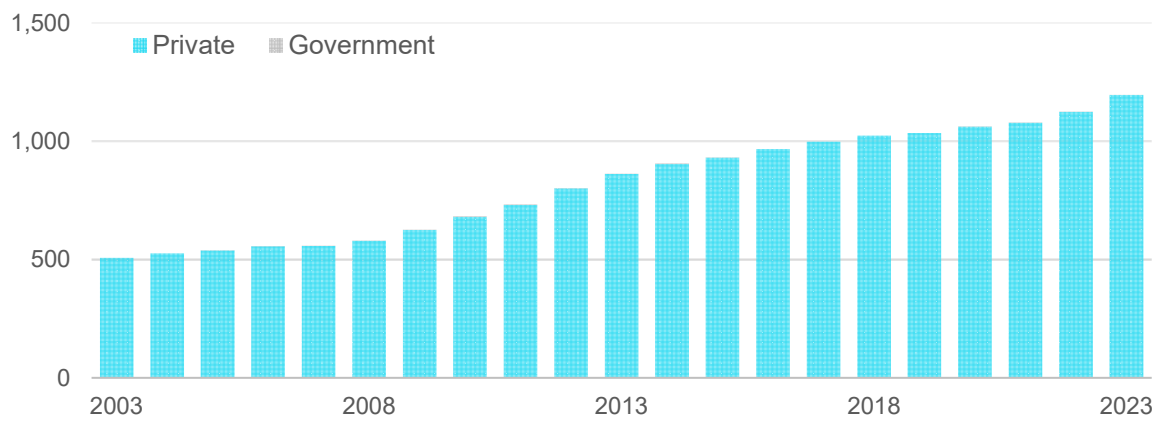
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

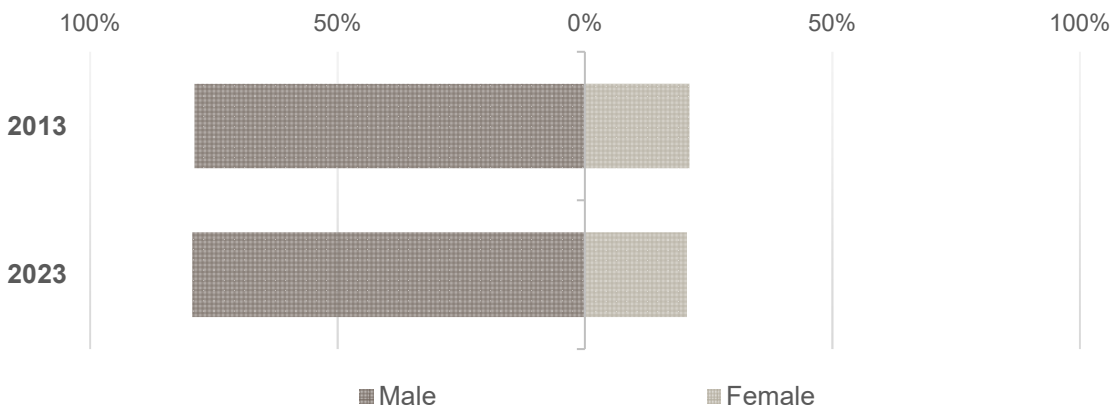


ESTABLISHMENTS

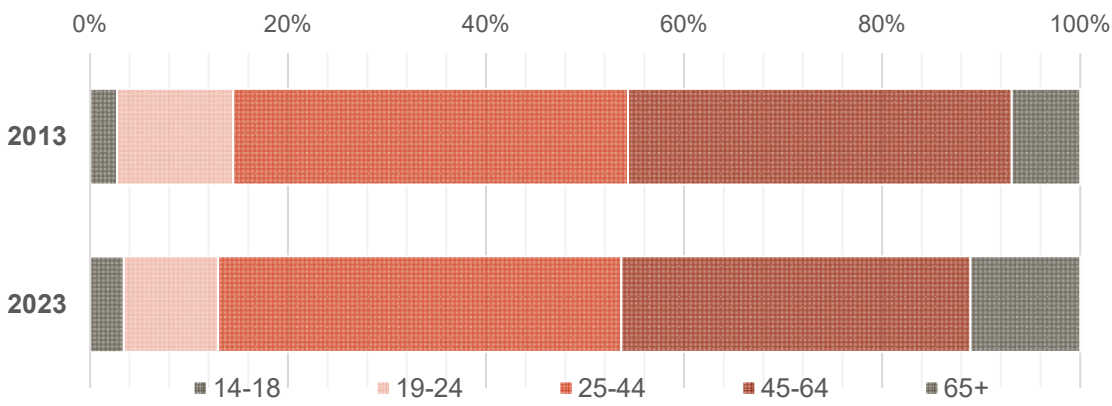


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

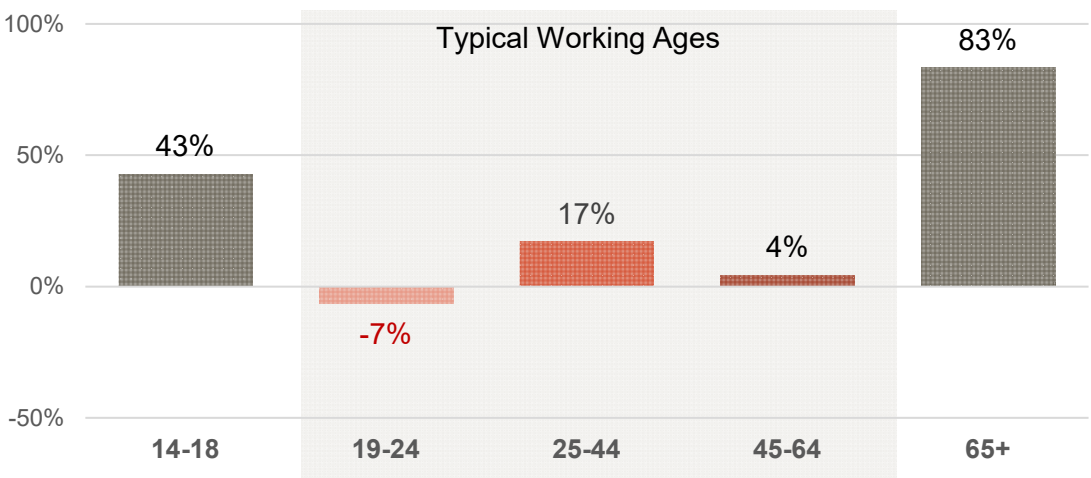
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

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**

In 2023, North Dakota's total employment in this industry was 18,110. From 2003 to 2023, the total average employment in this industry grew by 14,814 (449 percent). From 2013 to 2023, average employment decreased by 8,088 (31 percent). In 2023, nearly all employment in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
AVG EMP	3,296	26,198	18,110
Private	100%	100%	100%
Government	---	0%	0%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$125,882. From 2003 to 2023, average annual wages in this industry grew by \$74,912 (147 percent). From 2013 to 2023, average annual wages grew by \$27,840 (28 percent). In 2023, average annual wages in this industry were \$33,438 higher in the private sector.

	2003	2013	2023
AVG WAGE	\$50,970	\$98,042	\$125,882
Private	\$50,970	\$98,042	\$125,888
Government	---	\$93,563	\$92,449

**TOTAL
ESTABLISHMENTS**

In 2023, there were 732 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 536 (273 percent). From 2013 to 2023, the number of establishments decreased by 146 (17 percent). In 2023, nearly all establishments in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
TOTAL ESTAB	196	878	732
Private	100%	100%	100%
Government	---	0%	0%

EMPLOYMENT DEMOGRAPHICS ■ p. 31

In 2023, employment in this industry was predominantly male (89 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 58 percent of all workers in 2023. In 2023, this industry's workforce had approximately 15,000 workers (87 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 89 percent male to 11 percent female. By comparison, in 2013, the composition was 92 percent male to 8 percent female. From 2013 to 2023, male workers decreased by 32 percent (approximately 8,000 workers). In the same 10-year period, female workers decreased by 0 percent (approximately 100 workers).

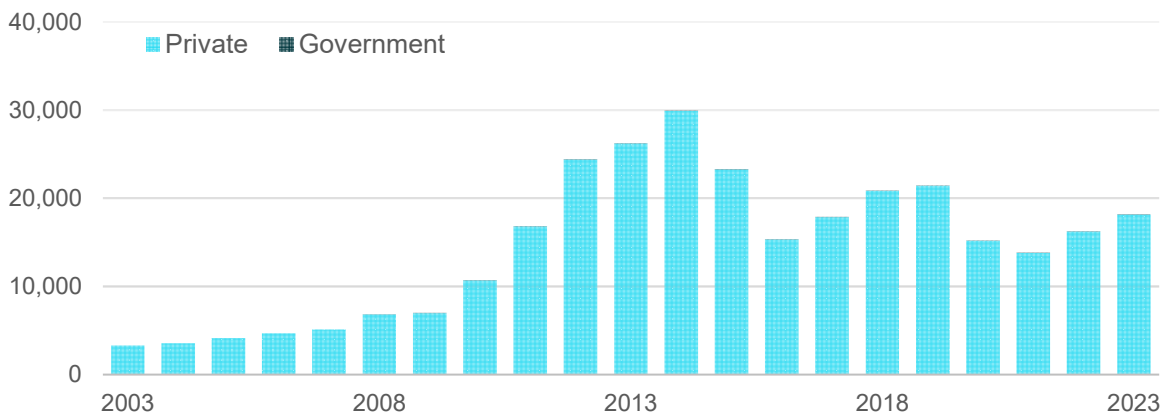
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +3 and -4 percent. The largest shifts in proportion occurred among the 19-24 year-old age group (-4 percent) and the 45-64 year-old age group (+3 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (58 percent) and the 45-64 year-old age group (29 percent).

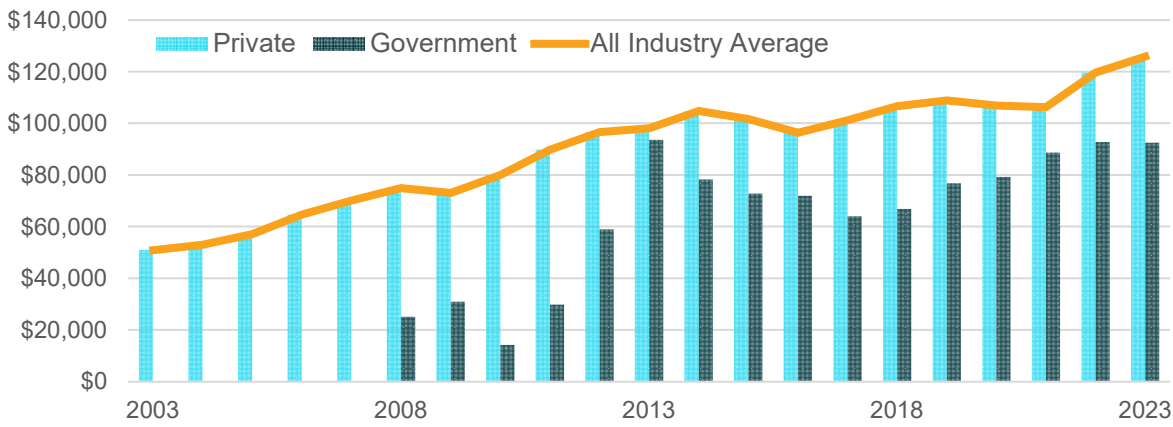
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 25-44 age group, which decreased by approximately 5,100 workers (33 percent). The largest change by percent occurred in the 65+ year-old age group, which increased by approximately 300 workers (65 percent).

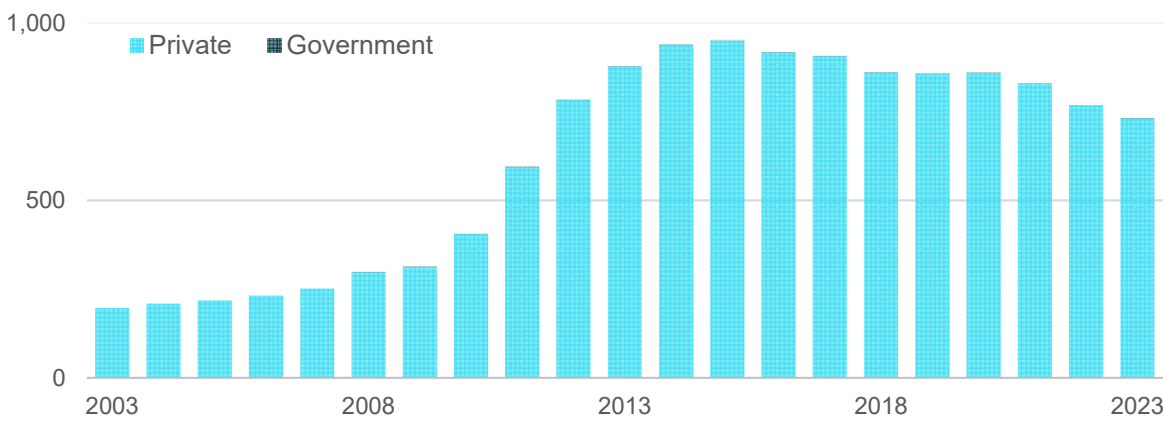
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

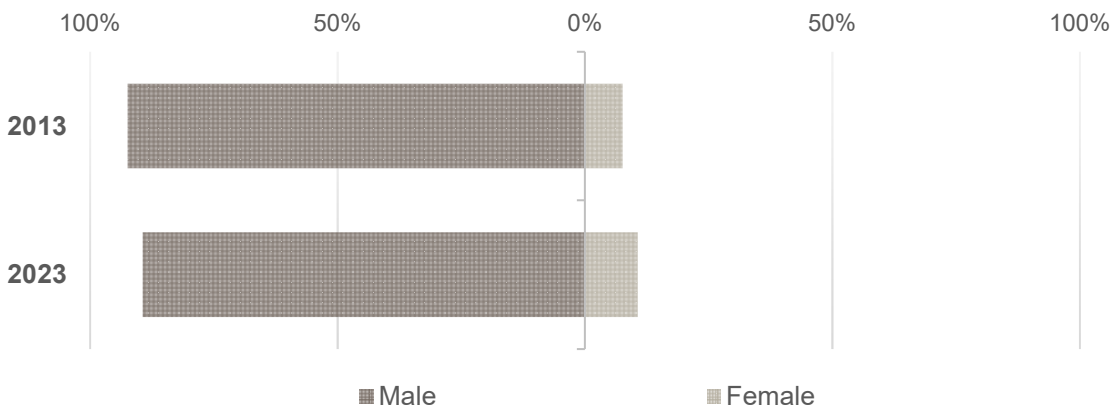


ESTABLISHMENTS

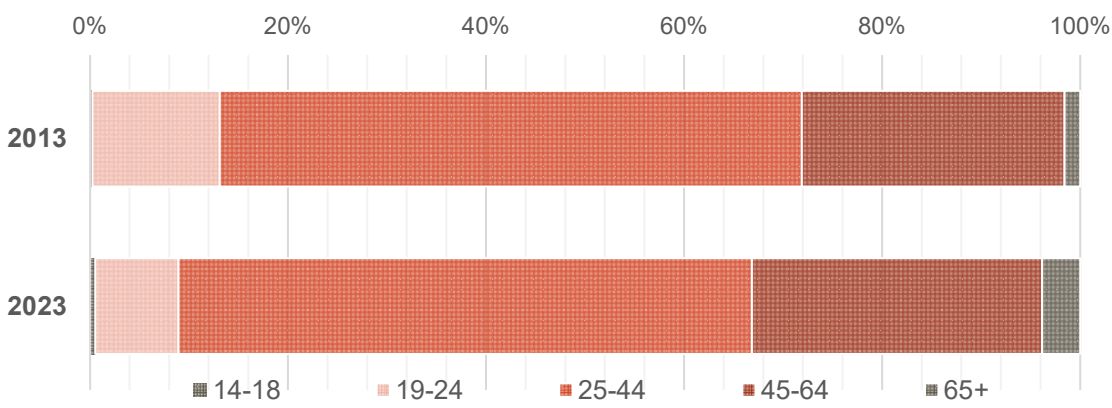


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

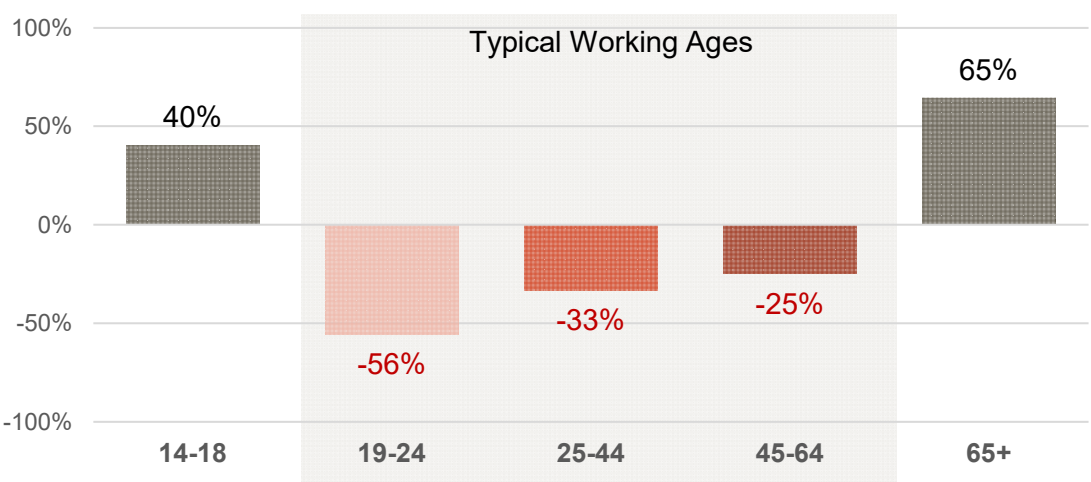
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

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**

In 2023, North Dakota's total employment in this industry was 3,575. From 2003 to 2023, the total average employment in this industry grew by 93 (3 percent). From 2013 to 2023, average employment decreased by 288 (7 percent). In 2023, most employment in this industry belonged to the private sector (91 percent).

	2003	2013	2023
AVG EMP	3,482	3,863	3,575
Private	96%	93%	91%
Government	4%	7%	9%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$119,891. From 2003 to 2023, average annual wages in this industry grew by \$58,090 (94 percent). From 2013 to 2023, average annual wages grew by \$35,751 (42 percent). In 2023, average annual wages in this industry were \$48,921 higher in the private sector.

	2003	2013	2023
AVG WAGE	\$61,800	\$84,140	\$119,891
Private	\$62,051	\$86,478	\$124,324
Government	\$55,982	\$53,271	\$75,403

**TOTAL
ESTABLISHMENTS**

In 2023, there were 206 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 55 (36 percent). From 2013 to 2023, the number of establishments grew by 28 (16 percent). In 2023, most establishments in this industry belonged to the private sector (83 percent).

	2003	2013	2023
TOTAL ESTAB	151	178	206
Private	87%	83%	83%
Government	13%	17%	17%

EMPLOYMENT DEMOGRAPHICS ▪ p. 34

In 2023, employment in this industry was predominantly male (82 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 54 percent of all workers in 2023. In 2023, this industry's workforce had approximately 3,000 workers (91 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 82 percent male to 18 percent female. By comparison, in 2013, the composition was 82 percent male to 18 percent female. From 2013 to 2023, male workers decreased by 8 percent (approximately 300 workers). In the same 10-year period, female workers decreased by 2 percent (approximately 80 workers).

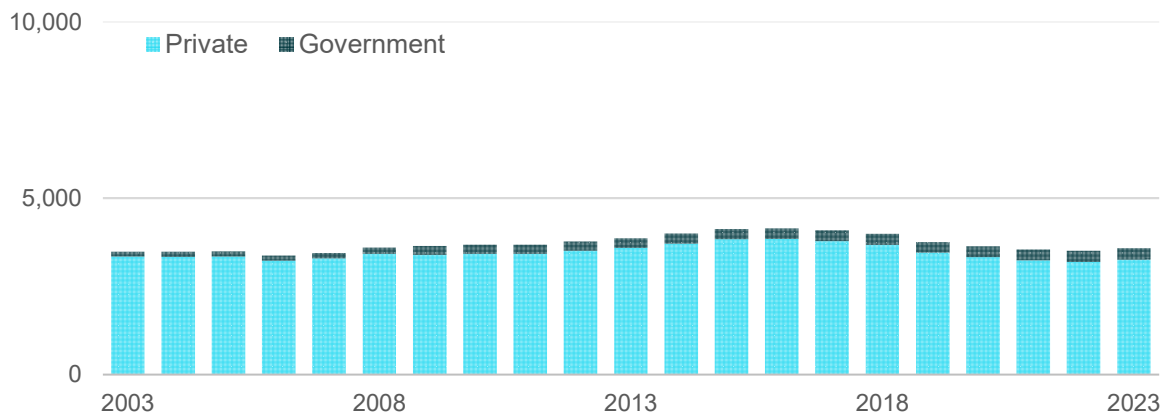
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +16 and -17 percent. The largest shifts in proportion occurred among the 45-64 year-old age group (-17 percent) and the 25-44 year-old age group (+16 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (54 percent) and the 45-64 year-old age group (37 percent).

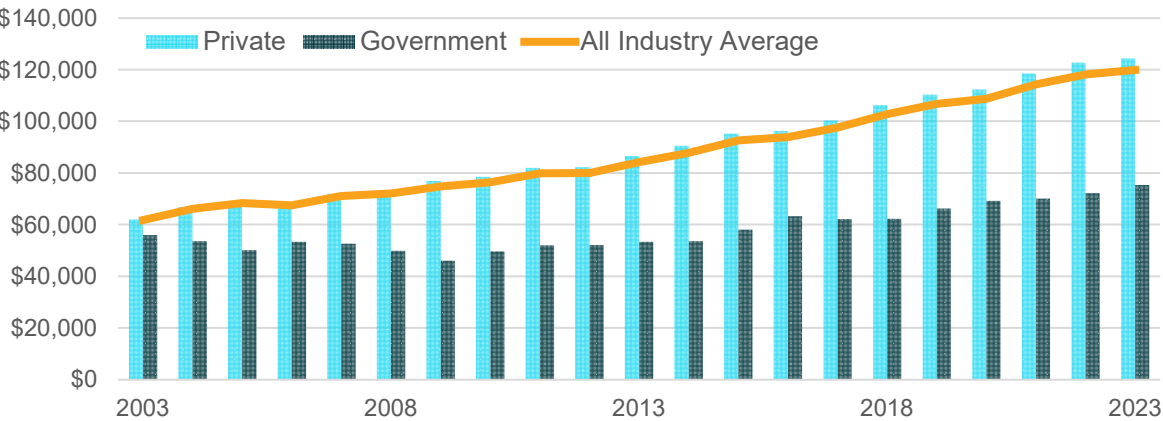
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 45-64 age group, which decreased by approximately 700 workers (38 percent). The largest change by percent occurred in the 65+ year-old age group, which increased by approximately workers (44 percent).

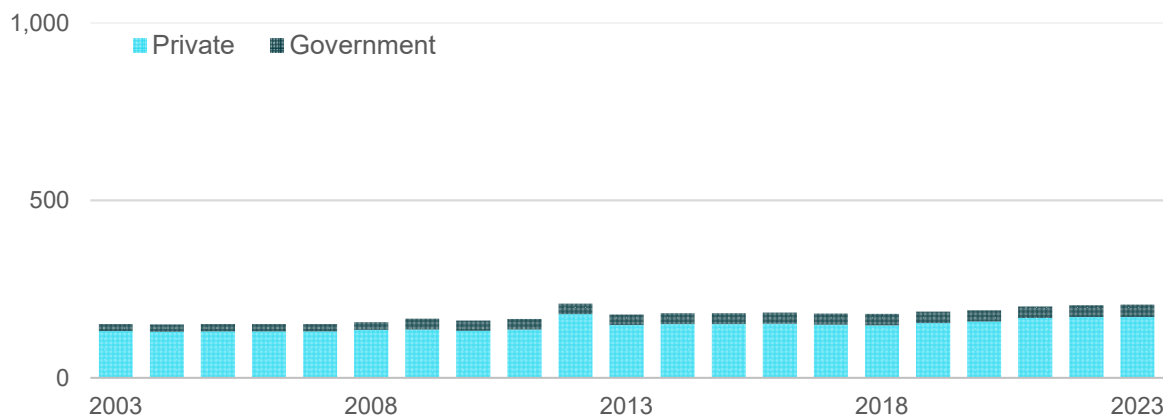
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

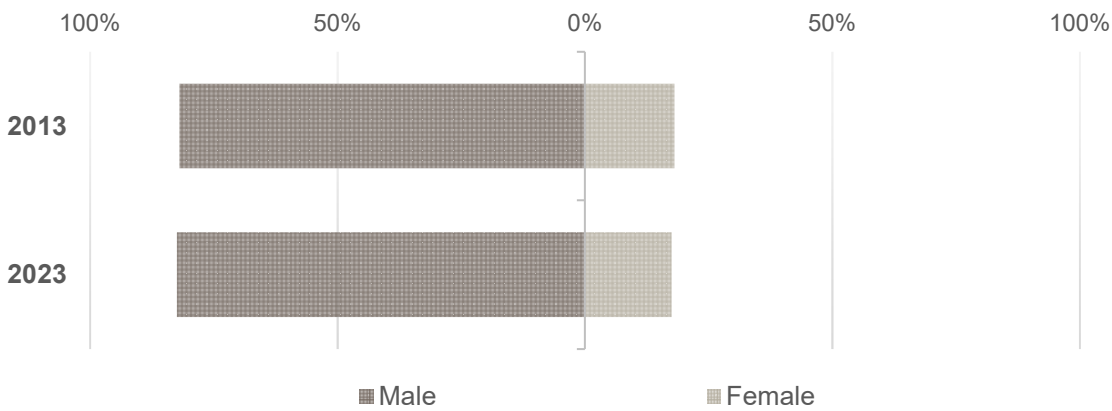


ESTABLISHMENTS

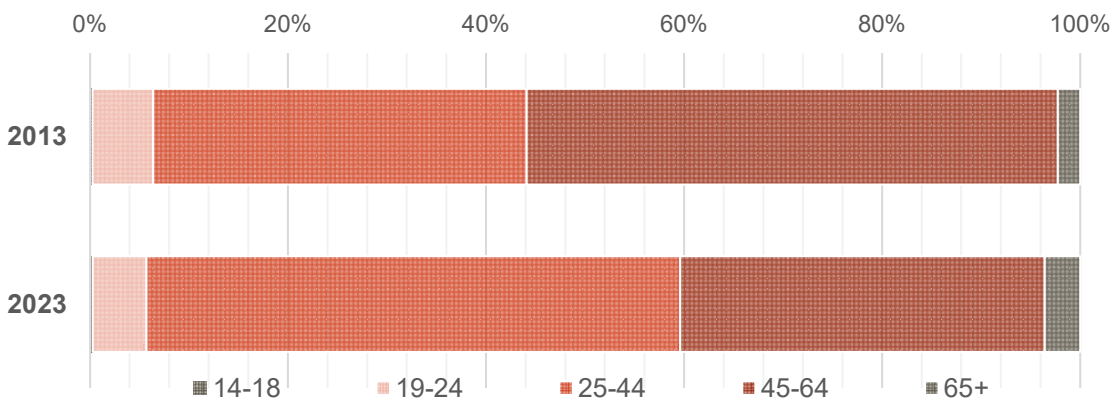


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

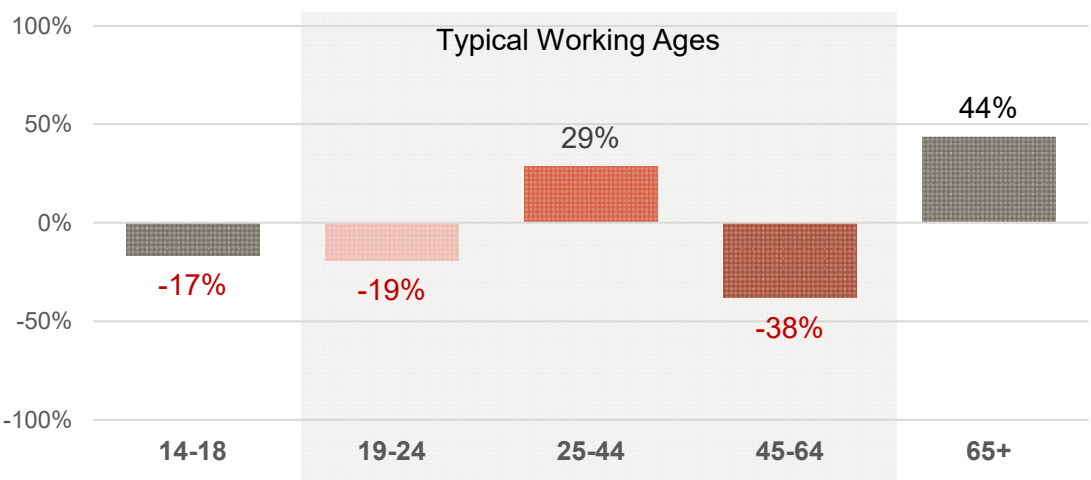
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

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**

In 2023, North Dakota's total employment in this industry was 28,265. From 2003 to 2023, the total average employment in this industry grew by 11,354 (67 percent). From 2013 to 2023, average employment decreased by 5,191 (16 percent). In 2023, most employment in this industry belonged to the private sector (96 percent).

	2003	2013	2023
AVG EMP	16,911	33,456	28,265
Private	93%	97%	96%
Government	7%	3%	4%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$76,196. From 2003 to 2023, average annual wages in this industry grew by \$43,574 (134 percent). From 2013 to 2023, average annual wages grew by \$15,989 (27 percent). In 2023, average annual wages in this industry were \$648 higher in the private sector.

	2003	2013	2023
AVG WAGE	\$32,622	\$60,207	\$76,196
Private	\$32,551	\$60,219	\$76,217
Government	\$33,547	\$59,869	\$75,568

**TOTAL
ESTABLISHMENTS**

In 2023, there were 4,112 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 1,182 (40 percent). From 2013 to 2023, the number of establishments decreased by 414 (9 percent). In 2023, most establishments in this industry belonged to the private sector (99 percent).

	2003	2013	2023
TOTAL ESTAB	2,930	4,526	4,112
Private	98%	99%	99%
Government	2%	1%	1%

EMPLOYMENT DEMOGRAPHICS ▪ p. 37

In 2023, employment in this industry was predominantly male (86 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 49 percent of all workers in 2023. In 2023, this industry's workforce had approximately 23,000 workers (81 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 86 percent male to 14 percent female. By comparison, in 2013, the composition was 89 percent male to 11 percent female. From 2013 to 2023, male workers decreased by 15 percent (approximately 5,000 workers). In the same 10-year period, female workers increased by 1 percent (approximately 400 workers).

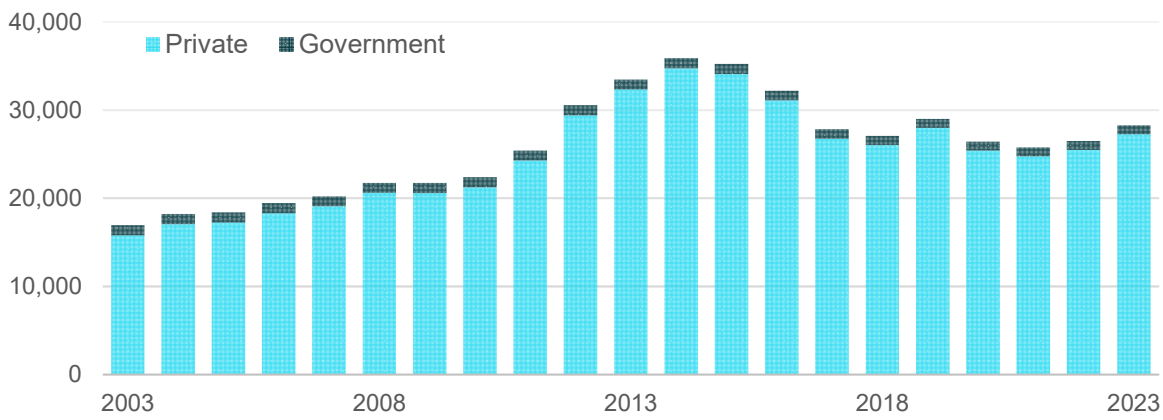
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +3 and -2 percent. The largest shifts in proportion occurred among the 65+ year-old age group (+3 percent) and the 45-64 year-old age group (-2 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (49 percent) and the 45-64 year-old age group (32 percent).

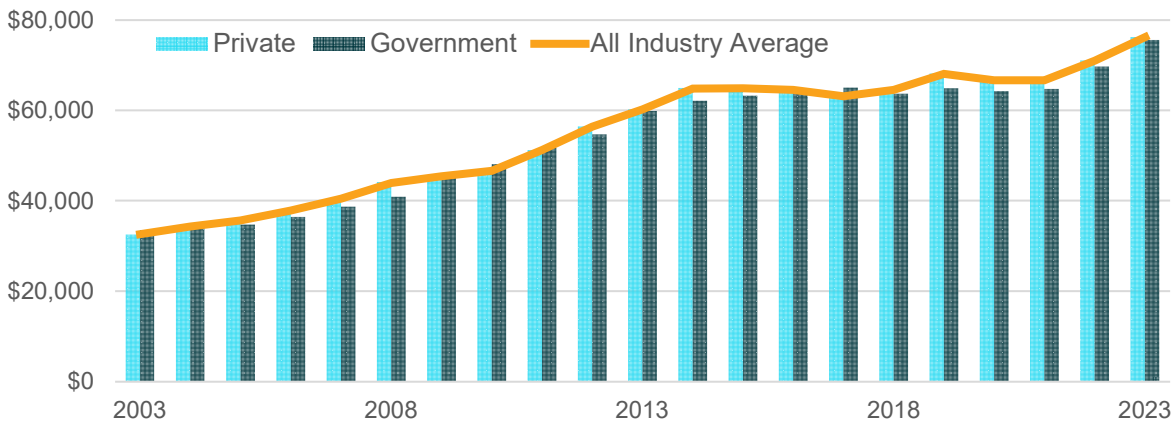
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 25-44 age group, which decreased by approximately 2,200 workers (14 percent). The largest change by percent occurred in the 65+ year-old age group, which increased by approximately 600 workers (66 percent).

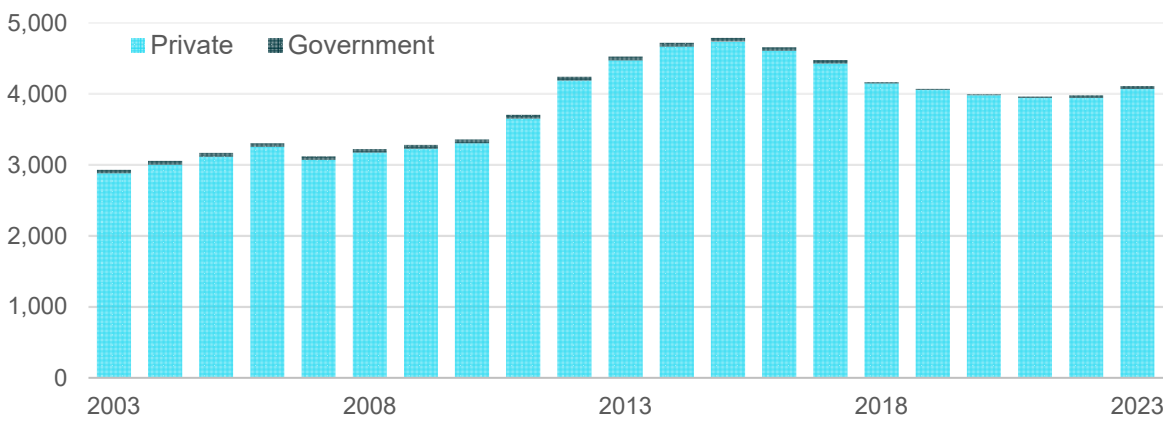
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

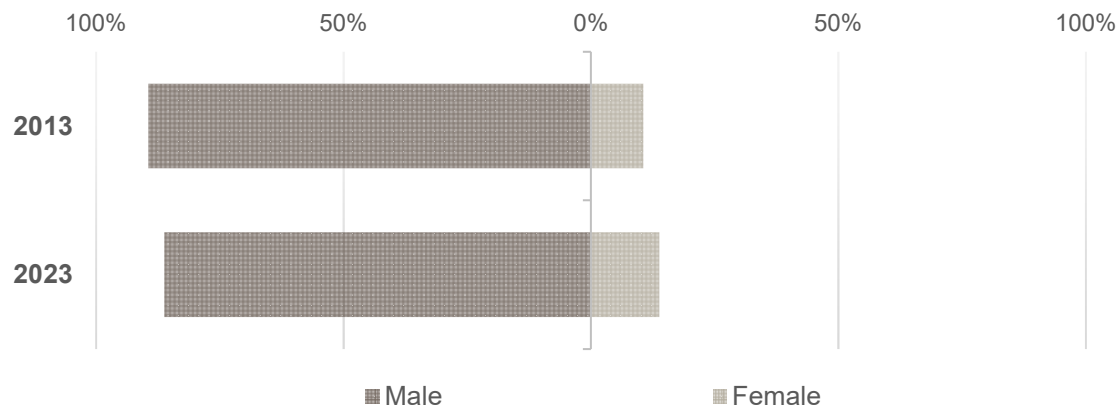


ESTABLISHMENTS

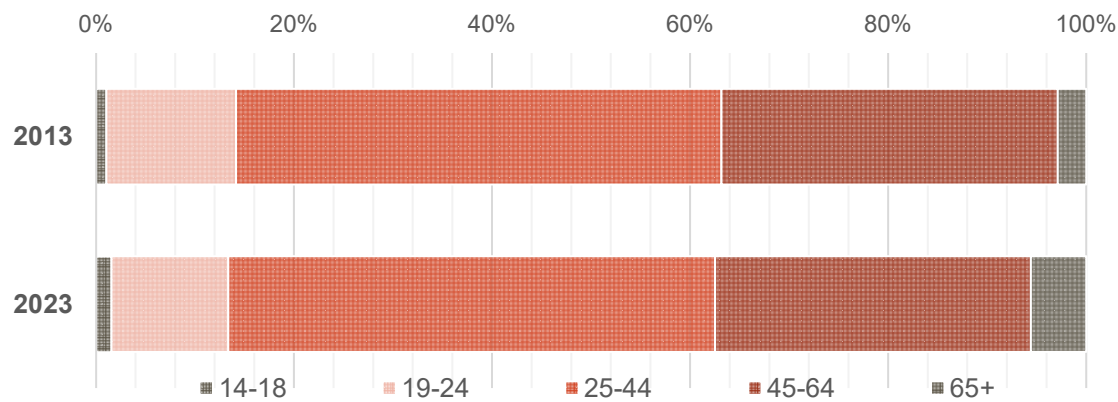


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

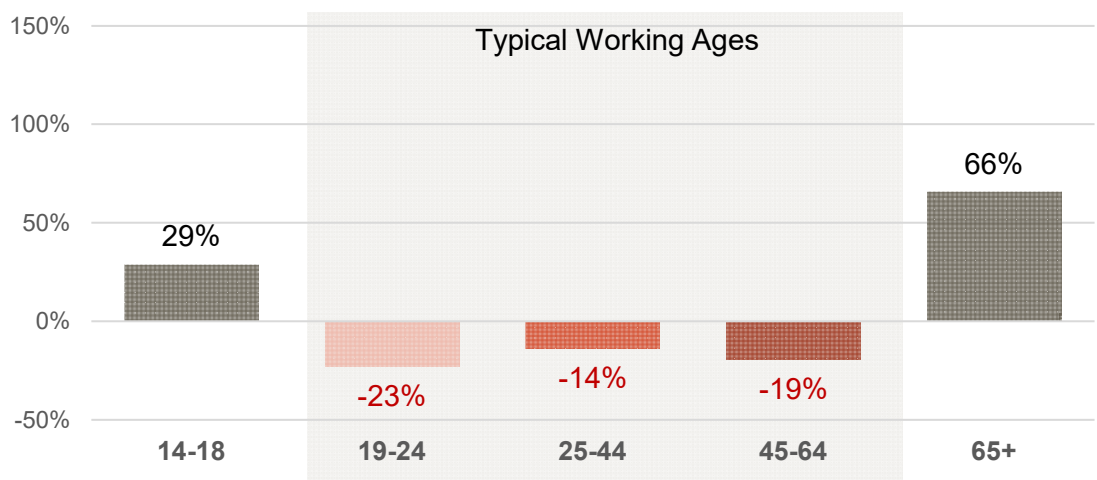
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

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**

In 2023, North Dakota's total employment in this industry was 28,483. From 2003 to 2023, the total average employment in this industry grew by 4,675 (20 percent). From 2013 to 2023, average employment grew by 2,824 (11 percent). In 2023, nearly all employment in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
AVG EMP	23,808	25,659	28,483
Private	98%	99%	99%
Government	2%	1%	1%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$69,894. From 2003 to 2023, average annual wages in this industry grew by \$35,904 (106 percent). From 2013 to 2023, average annual wages grew by \$21,760 (45 percent). In 2023, average annual wages in this industry were \$24,546 higher in the government.

	2003	2013	2023
AVG WAGE	\$33,990	\$48,134	\$69,894
Private	\$34,082	\$48,103	\$69,701
Government	\$28,862	\$51,250	\$94,247

**TOTAL
ESTABLISHMENTS**

In 2023, there were 926 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 81 (10 percent). From 2013 to 2023, the number of establishments grew by 58 (7 percent). In 2023, nearly all establishments in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
TOTAL ESTAB	845	868	926
Private	99%	100%	100%
Government	1%	0%	0%

EMPLOYMENT DEMOGRAPHICS ■ p. 40

In 2023, employment in this industry was predominantly male (73 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 47 percent of all workers in 2023. In 2023, this industry's workforce had approximately 23,000 workers (84 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 73 percent male to 27 percent female. By comparison, in 2013, the composition was 76 percent male to 24 percent female. From 2013 to 2023, male workers increased by 3 percent (approximately 800 workers). In the same 10-year period, female workers increased by 5 percent (approximately 1,200 workers).

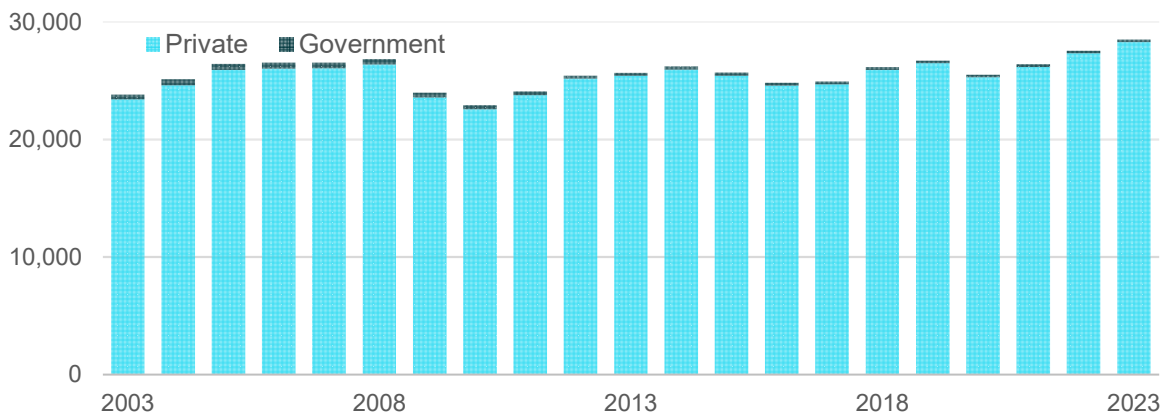
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +2 and -5 percent. The largest shifts in proportion occurred among the 45-64 year-old age group (-5 percent) and the 25-44 year-old age group (+2 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (47 percent) and the 45-64 year-old age group (37 percent).

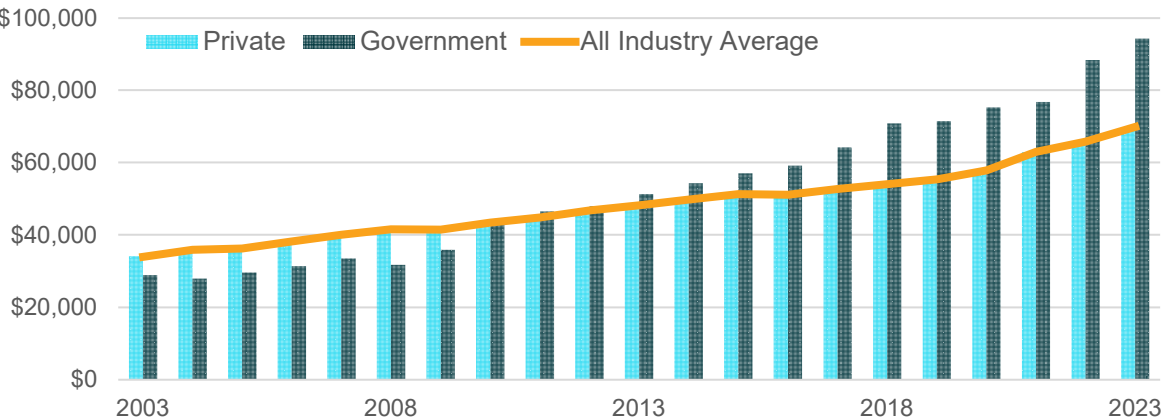
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 25-44 age group, which increased by approximately 1,500 workers (14 percent). The largest change by percent occurred in the 65+ year-old age group, which increased by approximately 600 workers (76 percent).

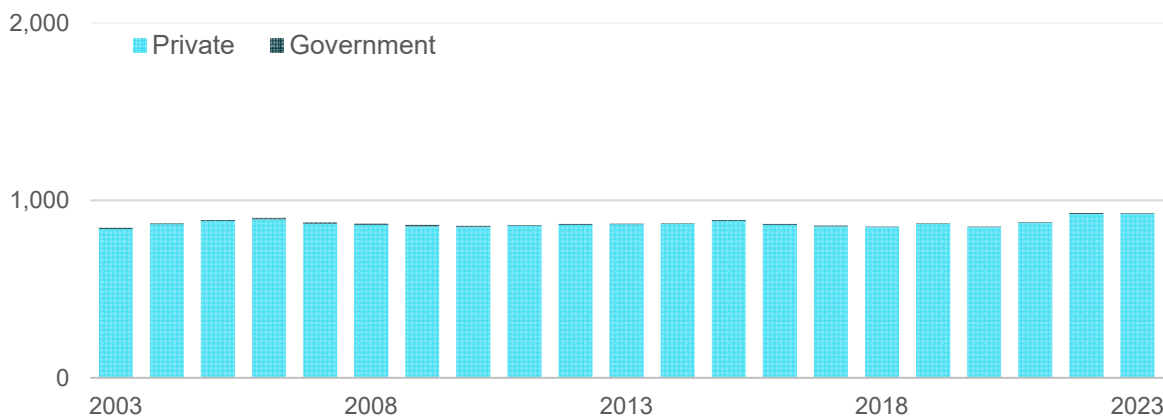
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

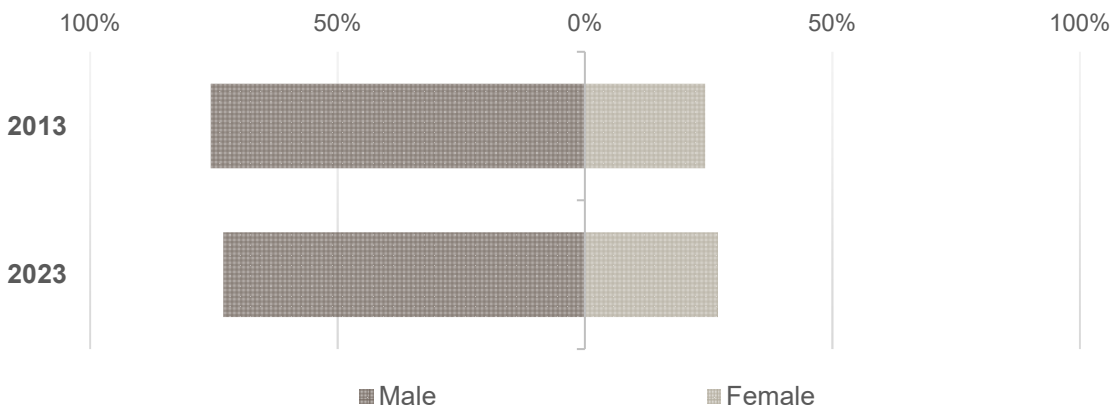


ESTABLISHMENTS

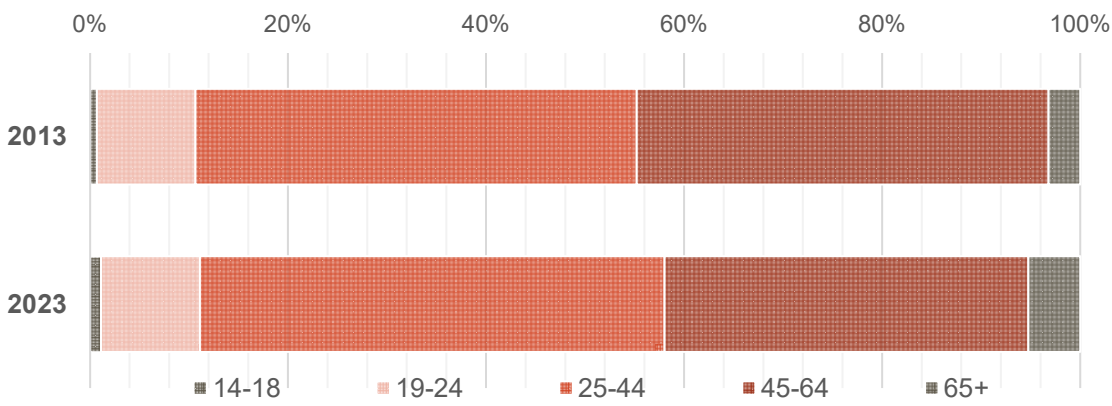


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

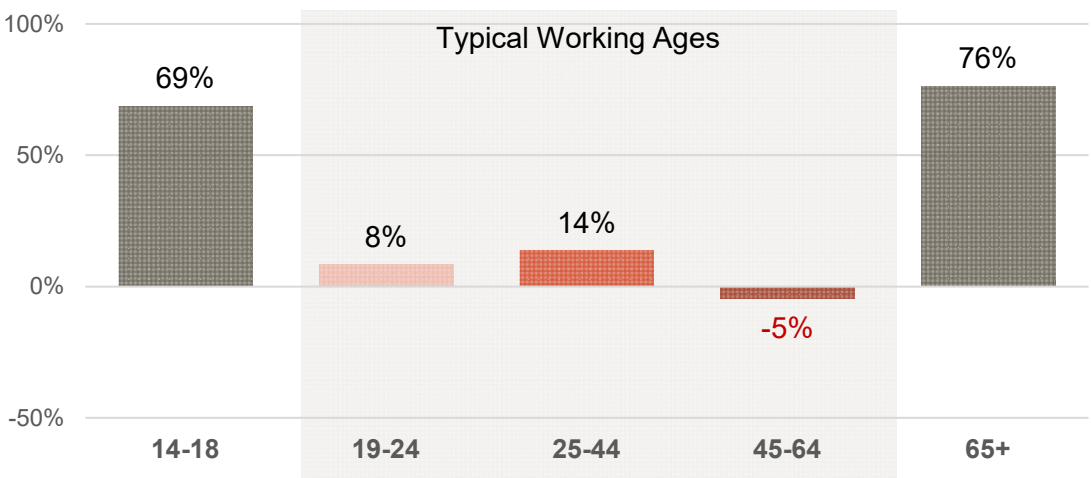
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

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. After growing during the oil boom, employment in this industry decreased but has been relatively flat in recent years.

**AVERAGE
EMPLOYMENT**

In 2023, North Dakota's total employment in this industry was 23,867. From 2003 to 2023, the total average employment in this industry grew by 5,882 (33 percent). From 2013 to 2023, average employment decreased by 2,540 (10 percent). In 2023, nearly all employment in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
AVG EMP	17,985	26,407	23,867
Private	100%	100%	100%
Government	---	0%	0%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$85,674. From 2003 to 2023, average annual wages in this industry grew by \$49,548 (137 percent). From 2013 to 2023, average annual wages grew by \$20,408 (31 percent). In 2023, average annual wages in this industry were \$38,844 higher in the private sector.

	2003	2013	2023
AVG WAGE	\$36,126	\$65,267	\$85,674
Private	\$36,126	\$65,272	\$85,692
Government	---	\$38,135	\$46,848

**TOTAL
ESTABLISHMENTS**

In 2023, there were 3,042 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 624 (26 percent). From 2013 to 2023, the number of establishments grew by 185 (6 percent). In 2023, nearly all establishments in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
TOTAL ESTAB	2,418	2,857	3,042
Private	100%	100%	100%
Government	---	0%	0%

EMPLOYMENT DEMOGRAPHICS ▪ p. 43

In 2023, employment in this industry was predominantly male (77 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 44 percent of all workers in 2023. In 2023, this industry's workforce had approximately 19,000 workers (83 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 77 percent male to 23 percent female. By comparison, in 2013, the composition was 79 percent male to 21 percent female. From 2013 to 2023, male workers decreased by 9 percent (approximately 2,300 workers). In the same 10-year period, female workers decreased by 1 percent (approximately 260 workers).

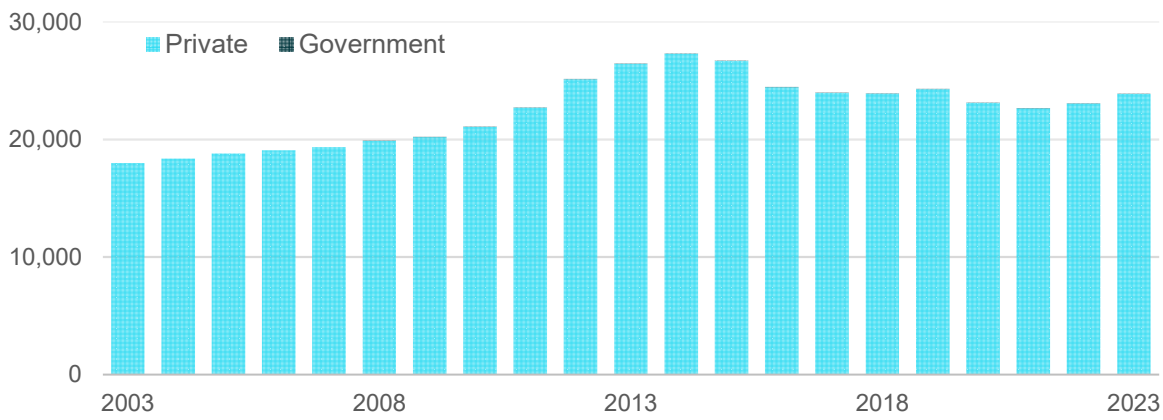
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +3 and -2 percent. The largest shifts in proportion occurred among the 65+ year-old age group (+3 percent) and the 19-24 year-old age group (-2 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (44 percent) and the 45-64 year-old age group (40 percent).

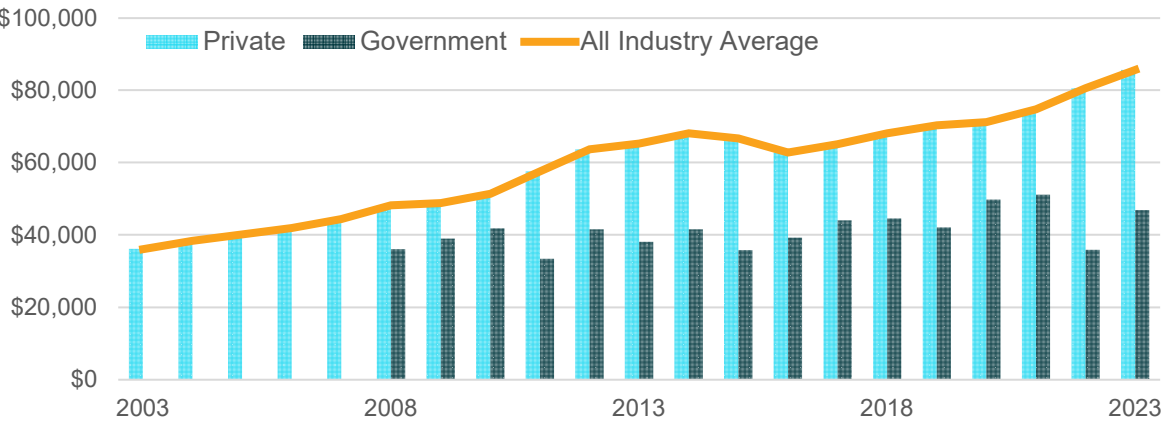
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 45-64 age group, which decreased by approximately 1,400 workers (13 percent). The largest change by percent occurred in the 65+ year-old age group, which increased by approximately 600 workers (51 percent).

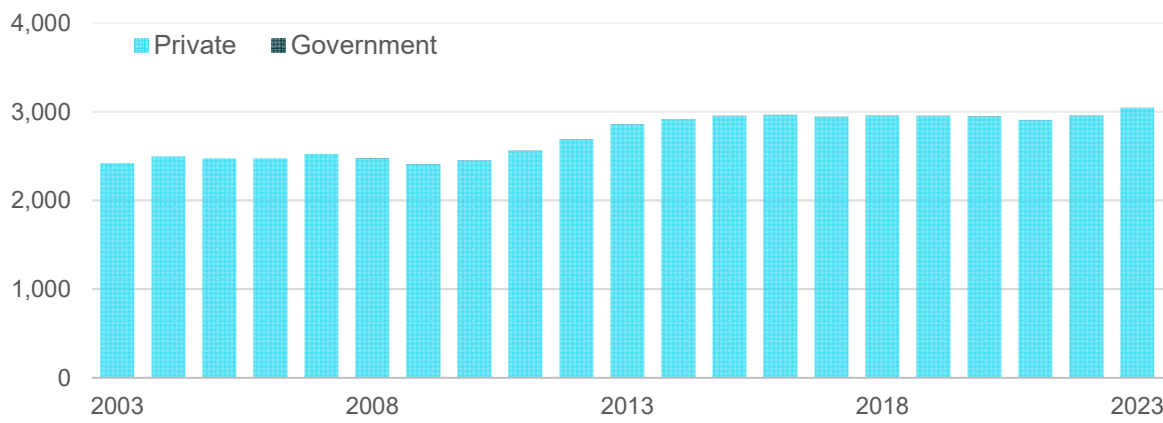
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

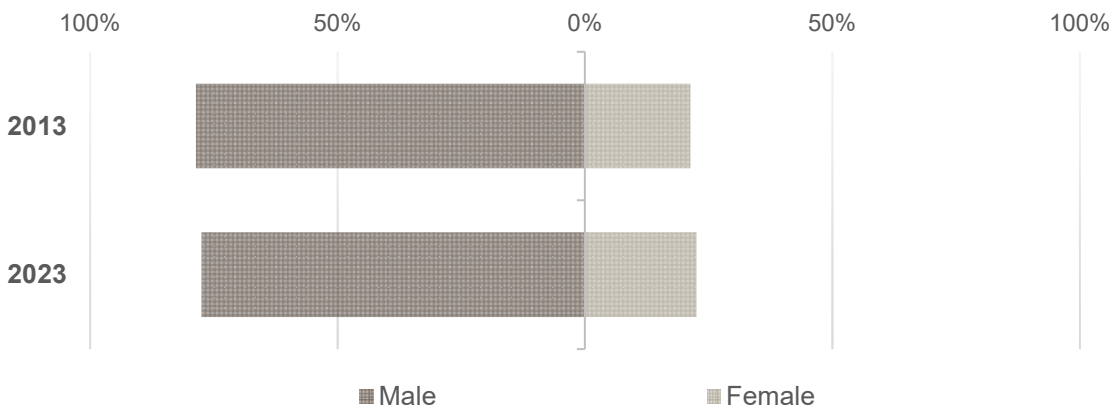


ESTABLISHMENTS

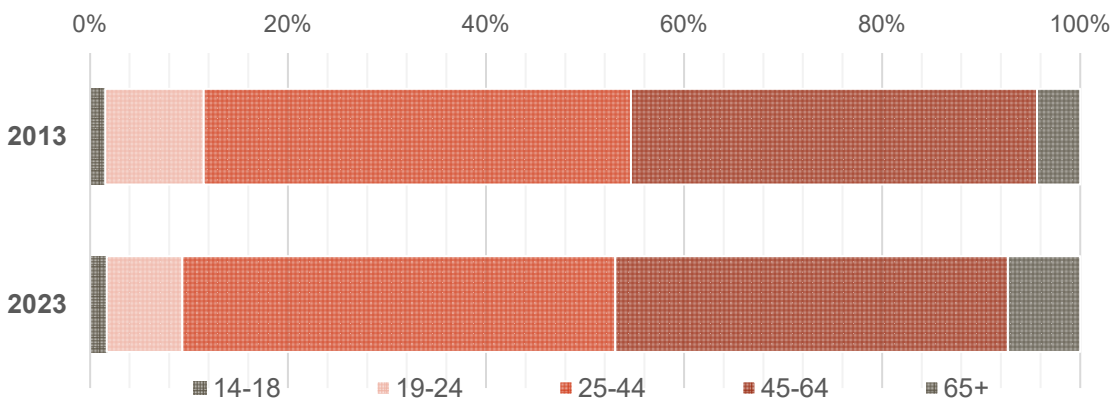


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

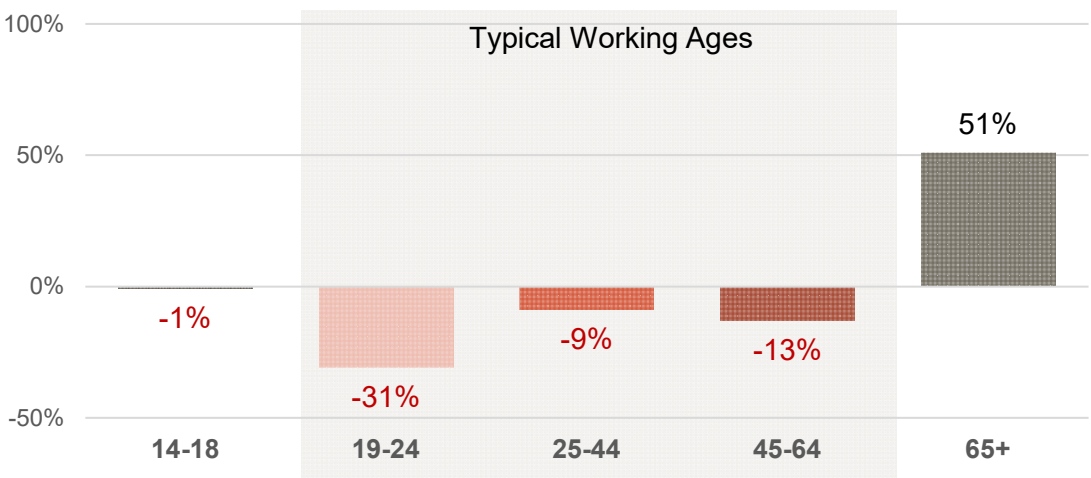
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

RETAIL TRADE ▪ p. 45

This industry had moderate growth followed by moderate decline within the past 10 years. 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**

In 2023, North Dakota's total employment in this industry was 45,362. From 2003 to 2023, the total average employment in this industry grew by 4,021 (10 percent). From 2013 to 2023, average employment decreased by 3,915 (8 percent). In 2023, nearly all employment in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
AVG EMP	41,341	49,277	45,362
Private	99%	99%	100%
Government	1%	1%	0%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$38,539. From 2003 to 2023, average annual wages in this industry grew by \$19,325 (101 percent). From 2013 to 2023, average annual wages grew by \$10,243 (36 percent). In 2023, average annual wages in this industry were \$14,692 higher in the private sector.

	2003	2013	2023
AVG WAGE	\$19,214	\$28,296	\$38,539
Private	\$19,268	\$28,319	\$38,612
Government	\$13,948	\$24,186	\$23,920

**TOTAL
ESTABLISHMENTS**

In 2023, there were 3,291 establishments in this industry. From 2003 to 2023, the number of establishments in this industry decreased by 136 (4 percent). From 2013 to 2023, the number of establishments grew by 44 (1 percent). In 2023, nearly all establishments in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
TOTAL ESTAB	3,427	3,247	3,291
Private	100%	100%	100%
Government	0%	0%	0%

EMPLOYMENT DEMOGRAPHICS ▪ p. 46

In 2023, employment in this industry was predominantly male (52 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 37 percent of all workers in 2023. In 2023, this industry's workforce had approximately 28,000 workers (65 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 52 percent male to 48 percent female. By comparison, in 2013, the composition was 50 percent male to 50 percent female. From 2013 to 2023, male workers decreased by 3 percent (approximately 1,400 workers). In the same 10-year period, female workers decreased by 6 percent (approximately 3,000 workers).

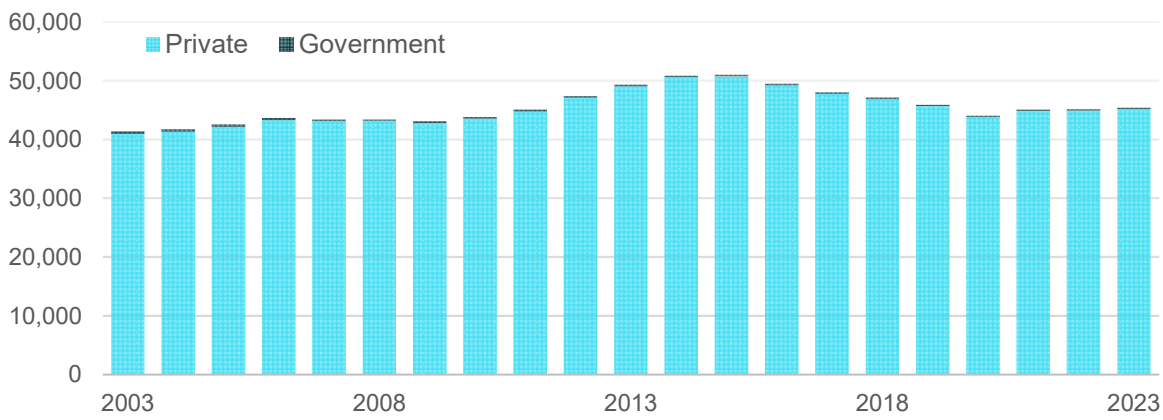
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +3 and -4 percent. The largest shifts in proportion occurred among the 19-24 year-old age group (-4 percent) and the 65+ year-old age group (+3 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (37 percent) and the 45-64 year-old age group (29 percent).

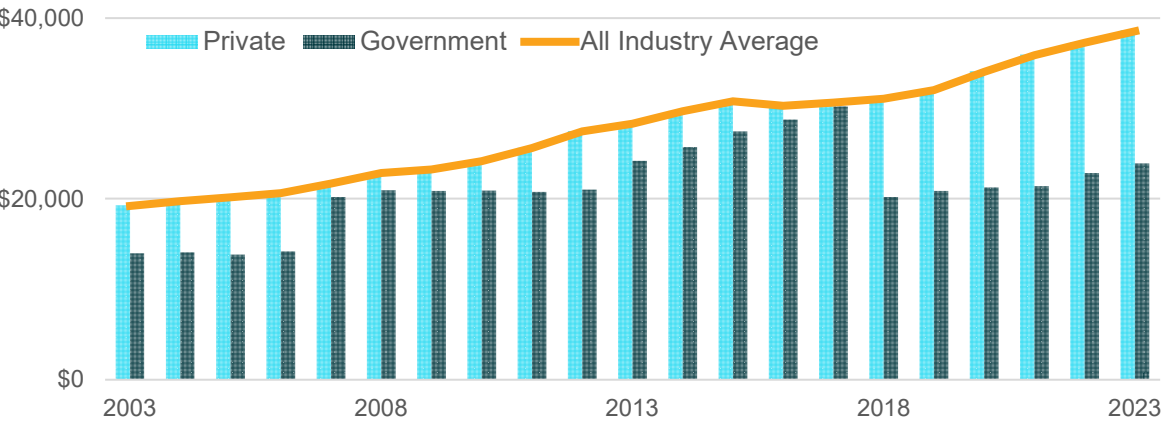
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 19-24 age group, which decreased by approximately 2,600 workers (26 percent). The largest change by percent occurred in the 65+ year-old age group, which increased by approximately 1,200 workers (43 percent).

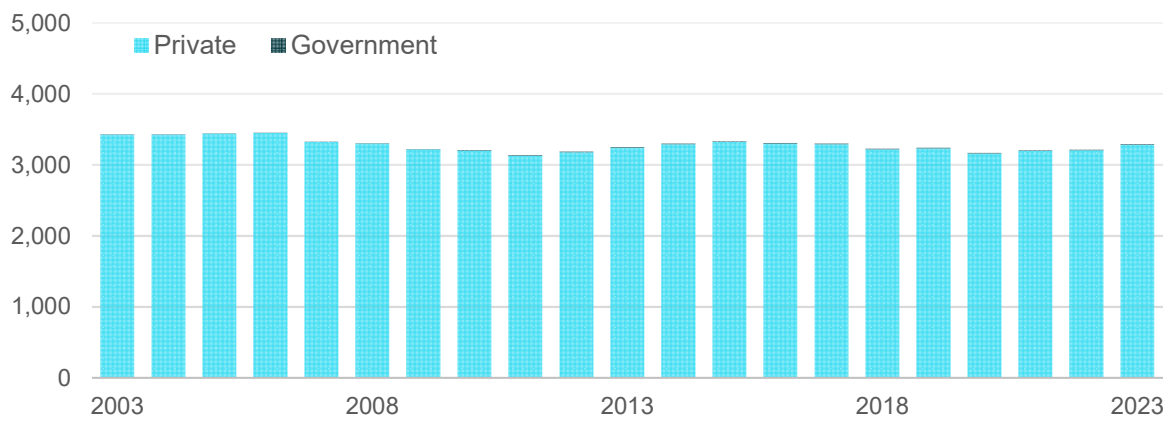
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

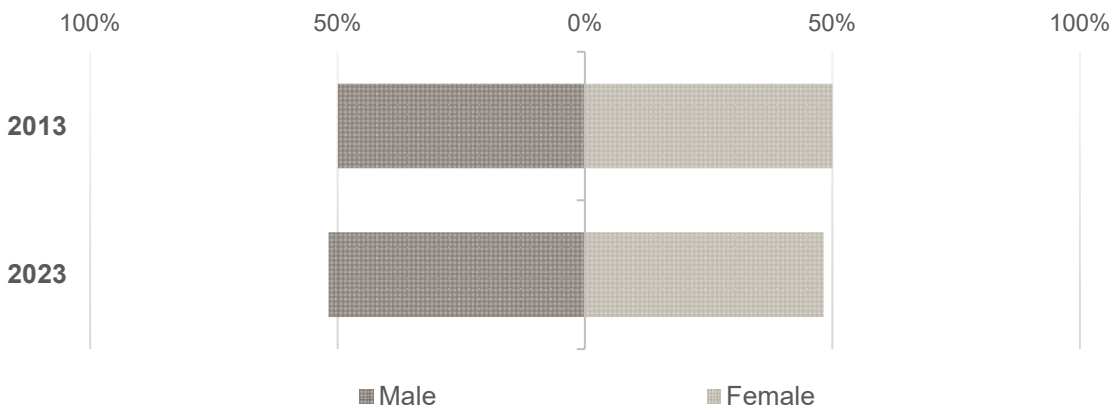


ESTABLISHMENTS

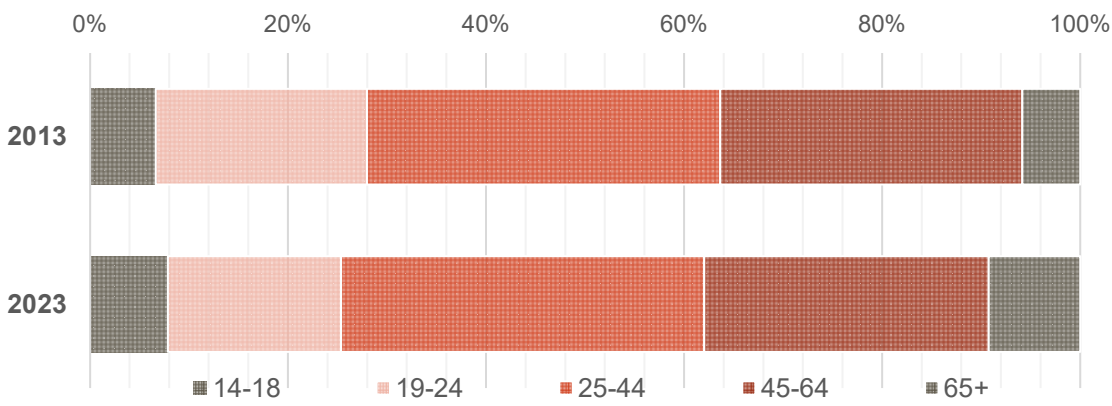


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

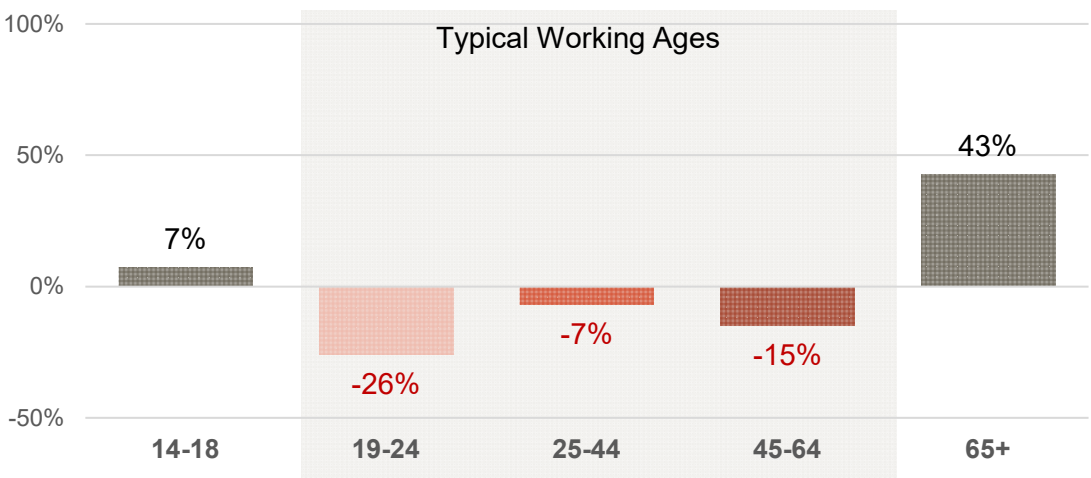
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

TRANSPORTATION AND WAREHOUSING ■ p. 48

This industry is closely tied to the oil and gas sector, and provides additional perspective on 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**

In 2023, North Dakota's total employment in this industry was 19,347. From 2003 to 2023, the total average employment in this industry grew by 8,738 (82 percent). From 2013 to 2023, average employment decreased by 2,780 (13 percent). In 2023, most employment in this industry belonged to the private sector (91 percent).

	2003	2013	2023
AVG EMP	10,609	22,127	19,347
Private	77%	92%	91%
Government	23%	8%	9%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$69,368. From 2003 to 2023, average annual wages in this industry grew by \$37,181 (116 percent). From 2013 to 2023, average annual wages grew by \$9,265 (15 percent). In 2023, average annual wages in this industry were \$2,492 higher in the private sector.

	2003	2013	2023
AVG WAGE	\$32,188	\$60,103	\$69,368
Private	\$30,064	\$61,141	\$69,587
Government	\$39,484	\$48,226	\$67,096

**TOTAL
ESTABLISHMENTS**

In 2023, there were 2,120 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 900 (74 percent). From 2013 to 2023, the number of establishments decreased by 806 (28 percent). In 2023, most establishments in this industry belonged to the private sector (87 percent).

	2003	2013	2023
TOTAL ESTAB	1,220	2,926	2,120
Private	94%	90%	87%
Government	6%	10%	13%

EMPLOYMENT DEMOGRAPHICS ■ p. 49

In 2023, employment in this industry was predominantly male (79 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 42 percent of all workers in 2023. In 2023, this industry's workforce had approximately 14,000 workers (82 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 79 percent male to 21 percent female. By comparison, in 2013, the composition was 85 percent male to 15 percent female. From 2013 to 2023, male workers decreased by 17 percent (approximately 3,300 workers). In the same 10-year period, female workers increased by 3 percent (approximately 600 workers).

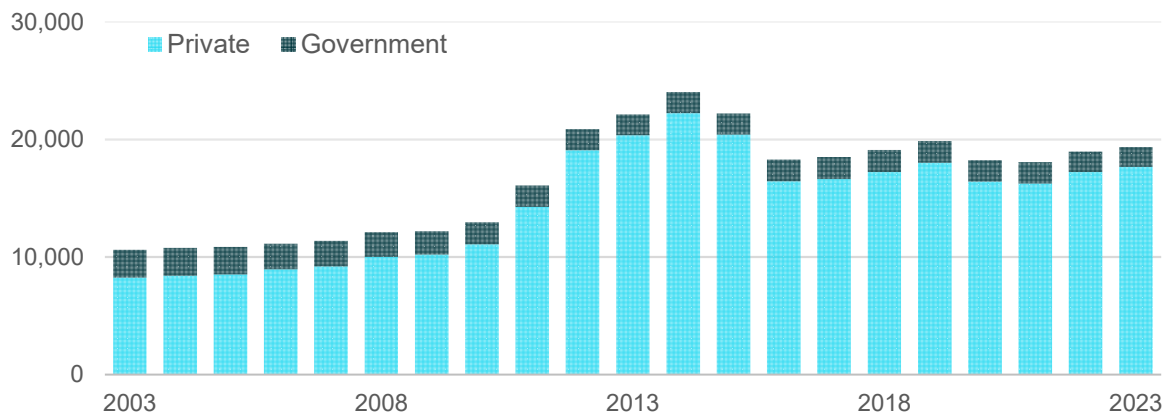
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +4 and -5 percent. The largest shifts in proportion occurred among the 45-64 year-old age group (-5 percent) and the 65+ year-old age group (+4 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (42 percent) and the 45-64 year-old age group (40 percent).

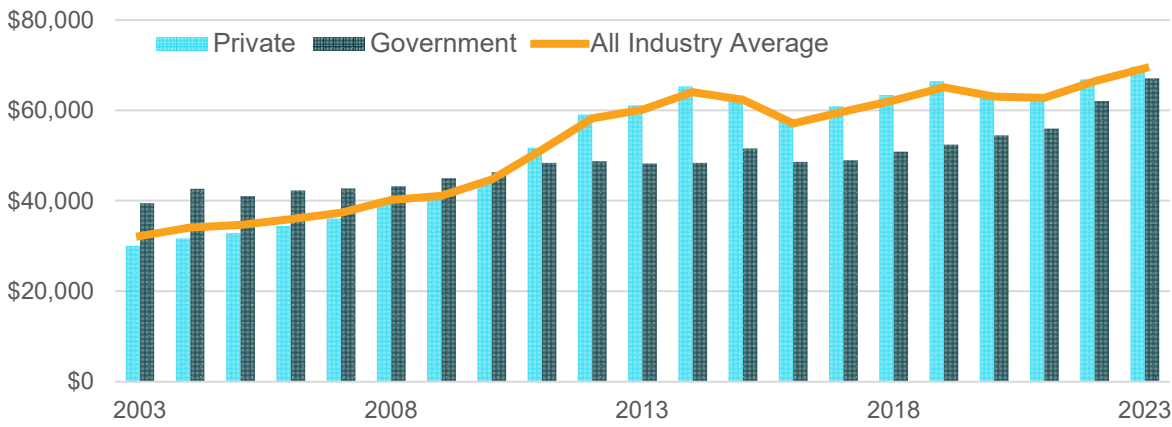
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 45-64 age group, which decreased by approximately 2,100 workers (23 percent). The largest change by percent occurred in the 65+ year-old age group, which increased by approximately 500 workers (49 percent).

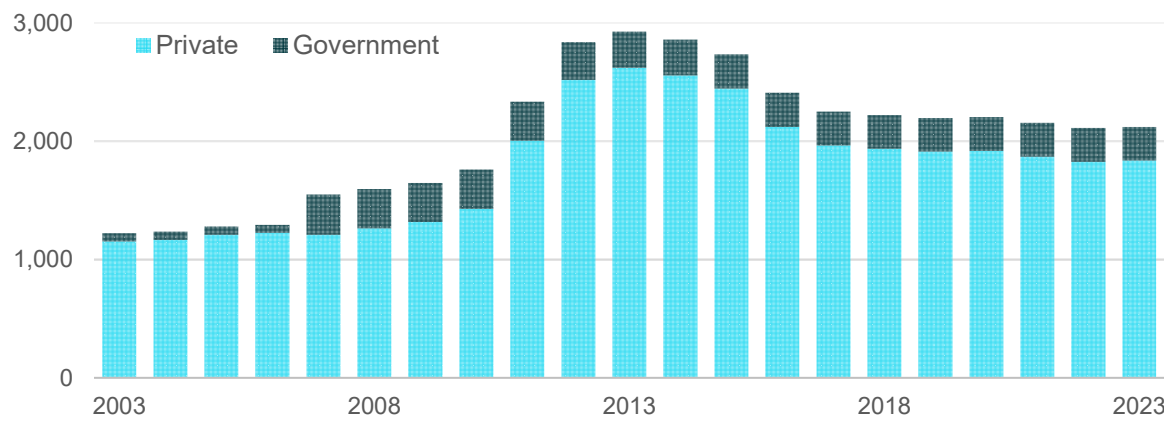
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

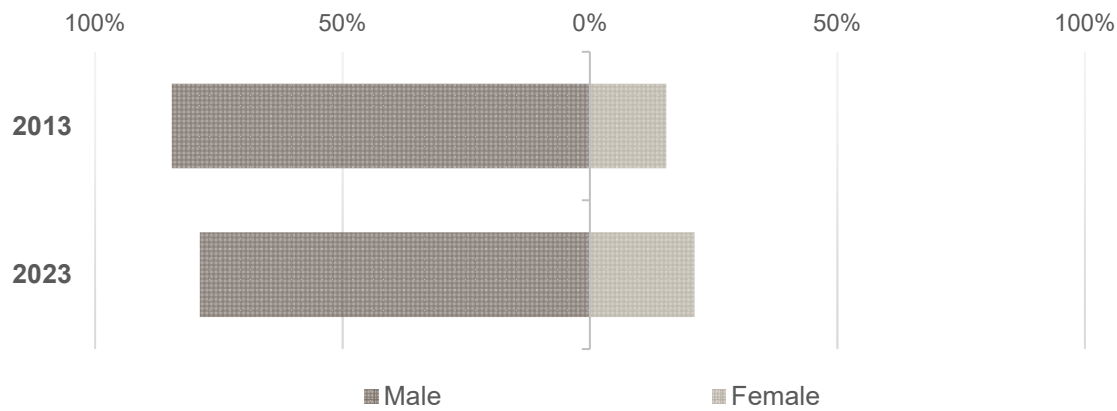


ESTABLISHMENTS

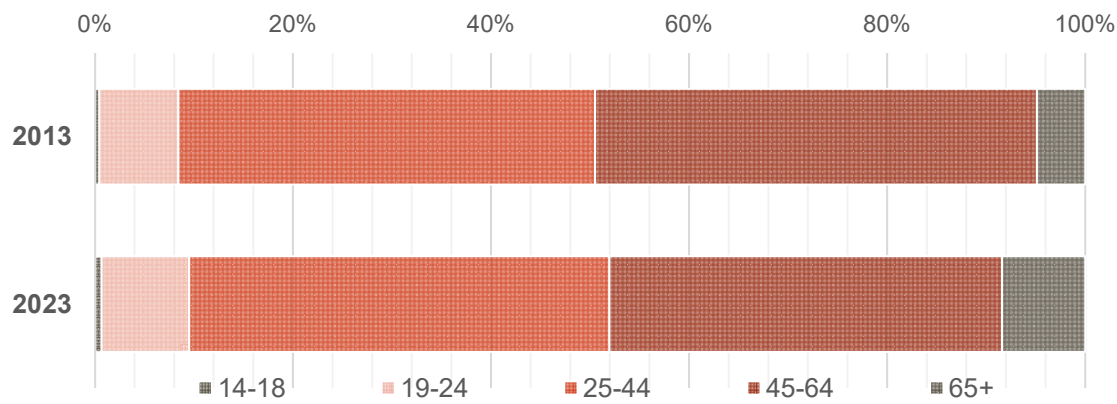


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

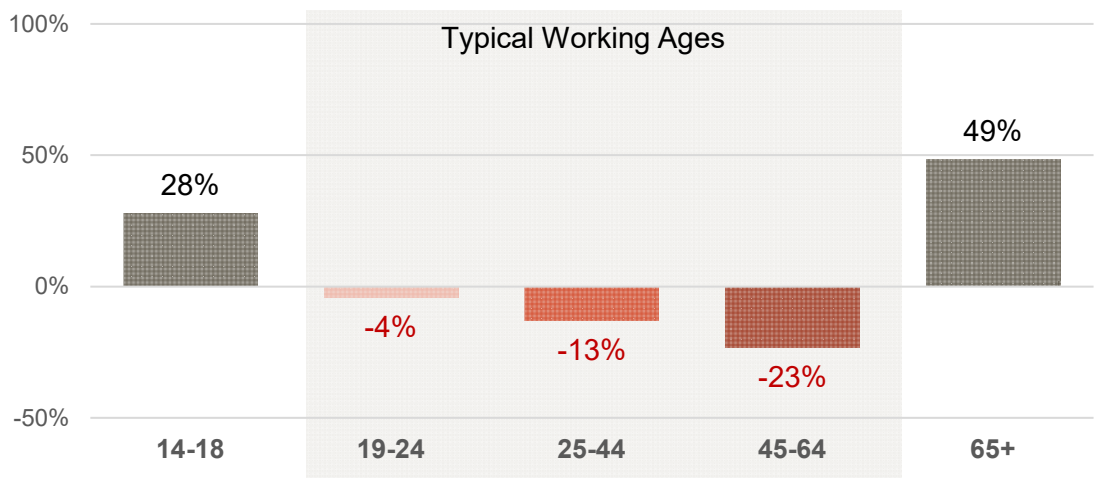
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

INFORMATION ■ p. 51

This is the only industry in North Dakota where employment has declined steadily in the past 20 years. Employment peaked in 2001 at 8,636 workers. This industry includes broadcast media and print publications, so declining or flat employment over time is likely due to business consolidation and the increased use of technology in production. The establishment count, though, has risen since 2020, which may be related to the increase in out-of-state companies hiring remote workers in North Dakota.

**AVERAGE
EMPLOYMENT**

In 2023, North Dakota's total employment in this industry was 5,791. From 2003 to 2023, the total average employment in this industry decreased by 2,029 (-26 percent). From 2013 to 2023, average employment decreased by 1,253 (18 percent). In 2023, most employment in this industry belonged to the private sector (96 percent).

	2003	2013	2023
AVG EMP	7,820	7,044	5,791
Private	98%	97%	96%
Government	2%	3%	4%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$88,251. From 2003 to 2023, average annual wages in this industry grew by \$51,439 (140 percent). From 2013 to 2023, average annual wages grew by \$33,447 (61 percent). In 2023, average annual wages in this industry were \$50,317 higher in the private sector.

	2003	2013	2023
AVG WAGE	\$36,812	\$54,804	\$88,251
Private	\$37,230	\$55,795	\$90,319
Government	\$14,322	\$25,971	\$40,002

**TOTAL
ESTABLISHMENTS**

In 2023, there were 868 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 403 (87 percent). From 2013 to 2023, the number of establishments grew by 431 (99 percent). In 2023, most establishments in this industry belonged to the private sector (97 percent).

	2003	2013	2023
TOTAL ESTAB	465	437	868
Private	93%	91%	97%
Government	7%	9%	3%

EMPLOYMENT DEMOGRAPHICS ■ p. 52

In 2023, employment in this industry was predominantly male (60 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 47 percent of all workers in 2023. In 2023, this industry's workforce had approximately 5,000 workers (84 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 60 percent male to 40 percent female. By comparison, in 2013, the composition was 57 percent male to 43 percent female. From 2013 to 2023, male workers decreased by 6 percent (approximately 400 workers). In the same 10-year period, female workers decreased by 10 percent (approximately 700 workers).

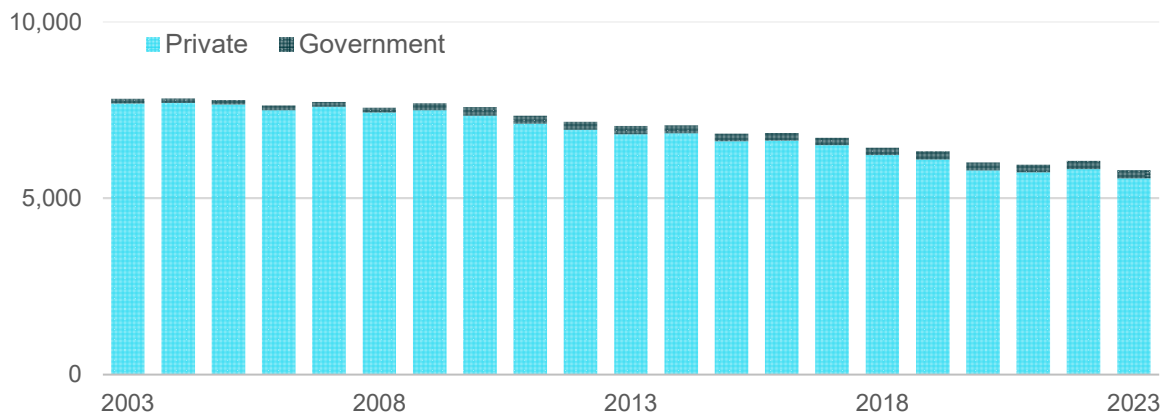
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +2 and -4 percent. The largest shifts in proportion occurred among the 25-44 year-old age group (-4 percent) and the 45-64 year-old age group (+2 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (47 percent) and the 45-64 year-old age group (37 percent).

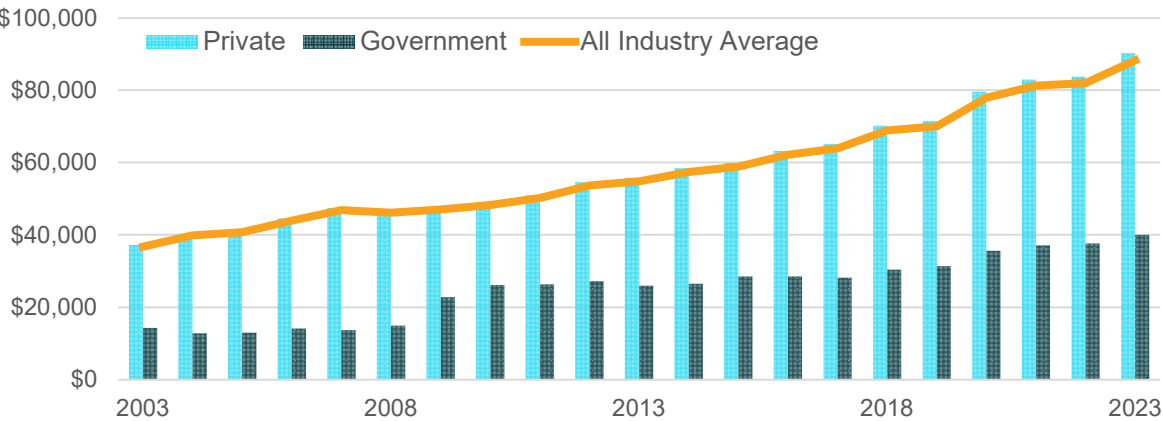
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 25-44 age group, which decreased by approximately 800 workers (22 percent). The largest change by percent occurred in the 19-24 year-old age group, which decreased by approximately 200 workers (26 percent).

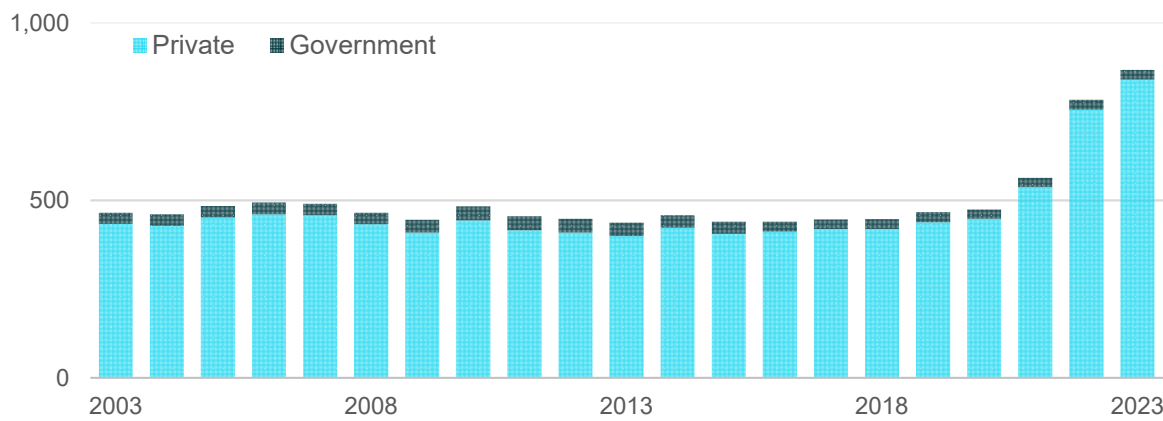
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

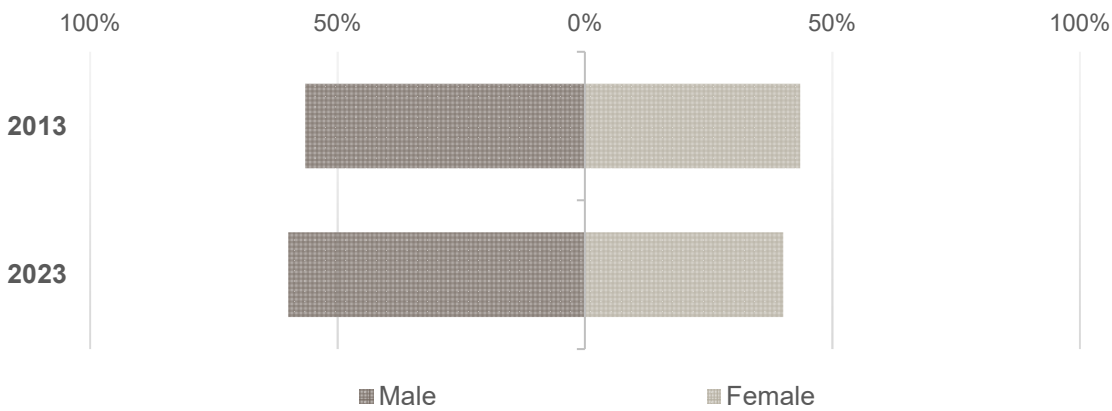


ESTABLISHMENTS

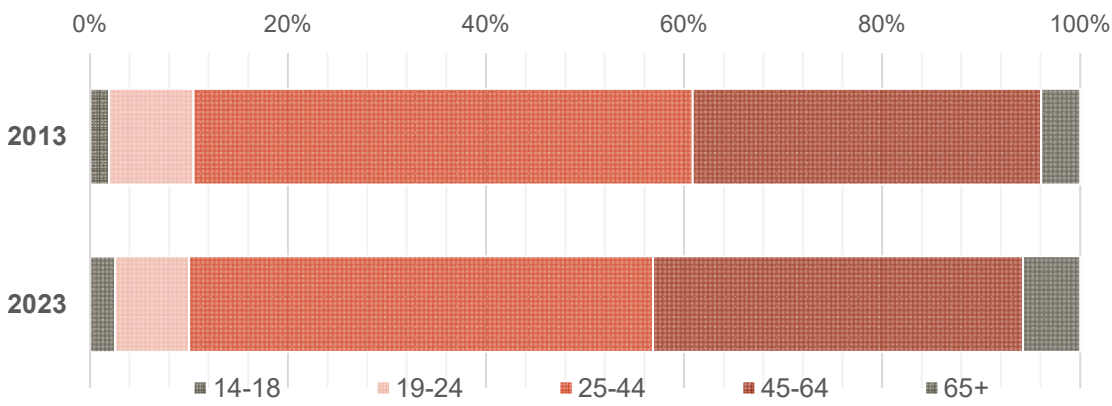


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

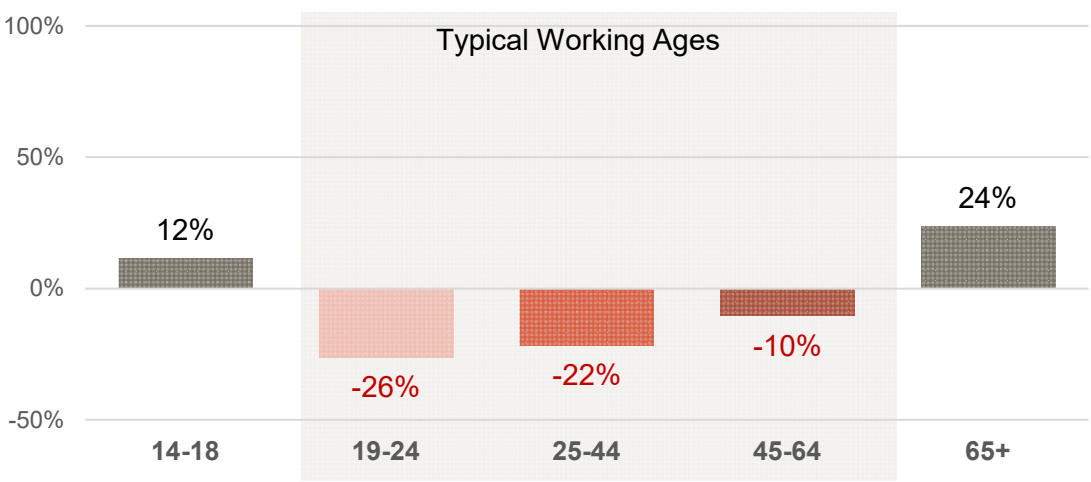
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

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**

In 2023, North Dakota's total employment in this industry was 17,396. From 2003 to 2023, the total average employment in this industry grew by 2,389 (16 percent). From 2013 to 2023, average employment grew by 4 (0 percent). In 2023, most employment in this industry belonged to the private sector (99 percent).

	2003	2013	2023
AVG EMP	15,007	17,392	17,396
Private	98%	98%	99%
Government	2%	2%	1%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$83,445. From 2003 to 2023, average annual wages in this industry grew by \$46,788 (128 percent). From 2013 to 2023, average annual wages grew by \$29,433 (54 percent). In 2023, average annual wages in this industry were \$3,026 higher in the government.

	2003	2013	2023
AVG WAGE	\$36,657	\$54,011	\$83,445
Private	\$36,582	\$53,853	\$83,396
Government	\$40,486	\$63,465	\$86,422

**TOTAL
ESTABLISHMENTS**

In 2023, there were 2,313 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 625 (37 percent). From 2013 to 2023, the number of establishments grew by 356 (18 percent). In 2023, nearly all establishments in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
TOTAL ESTAB	1,688	1,957	2,313
Private	99%	99%	99%
Government	1%	1%	1%

EMPLOYMENT DEMOGRAPHICS ▪ p. 55

In 2023, employment in this industry was predominantly female (65 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 47 percent of all workers in 2023. In 2023, this industry's workforce had approximately 15,000 workers (87 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 35 percent male to 65 percent female. By comparison, in 2013, the composition was 31 percent male to 69 percent female. From 2013 to 2023, male workers increased by 4 percent (approximately 800 workers). In the same 10-year period, female workers decreased by 2 percent (approximately 300 workers).

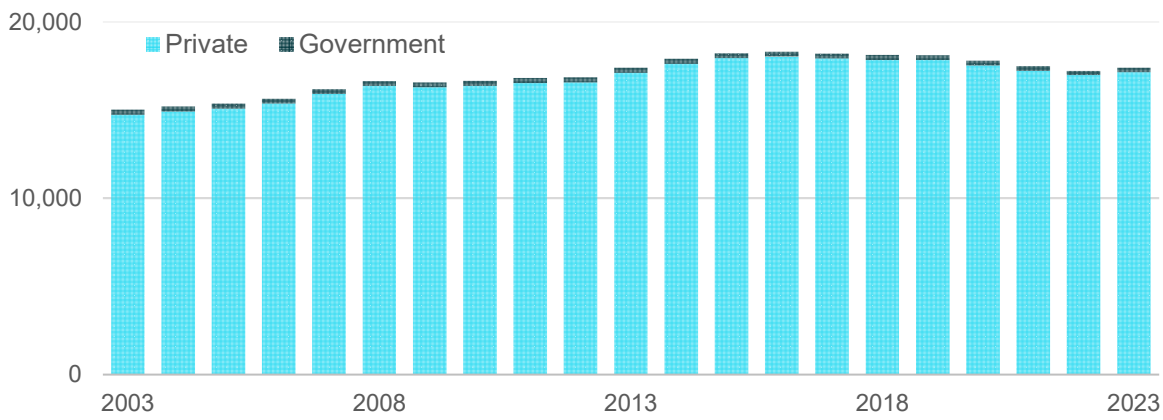
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +2 and -2 percent. The largest shifts in proportion occurred among the 65+ year-old age group (+2 percent) and the 19-24 year-old age group (-2 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (47 percent) and the 45-64 year-old age group (40 percent).

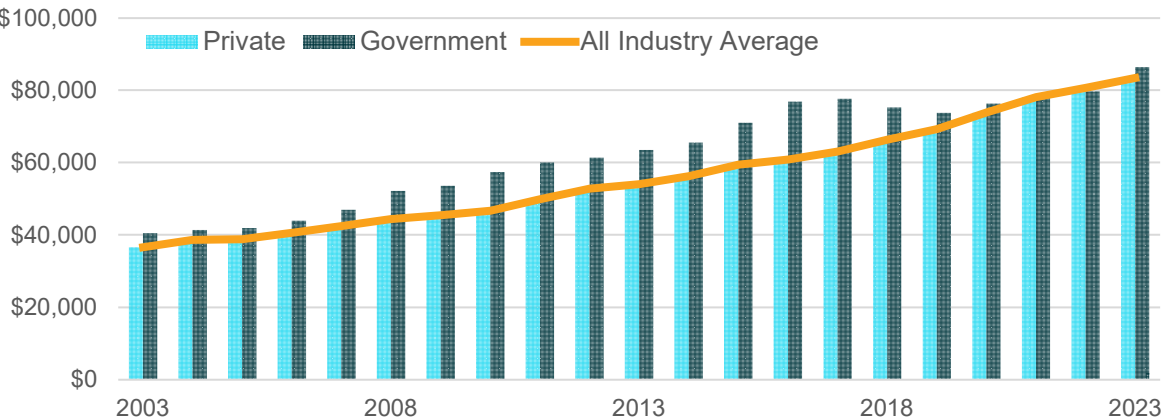
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change by both number and percent occurred in the 65+ year-old age group, which increased by approximately 400 workers (1 percent). The second largest change by number occurred in the 19-24 year-old age group, which decreased by approximately 200 workers (-17 percent).

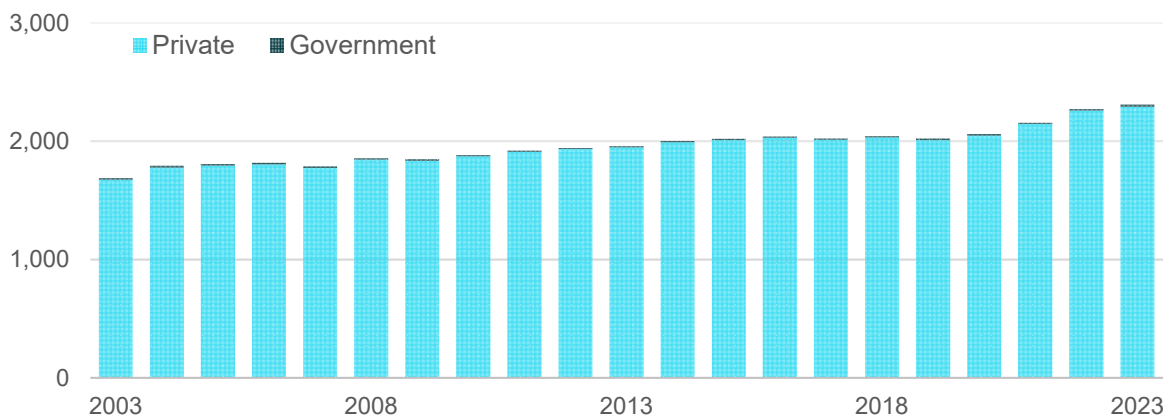
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

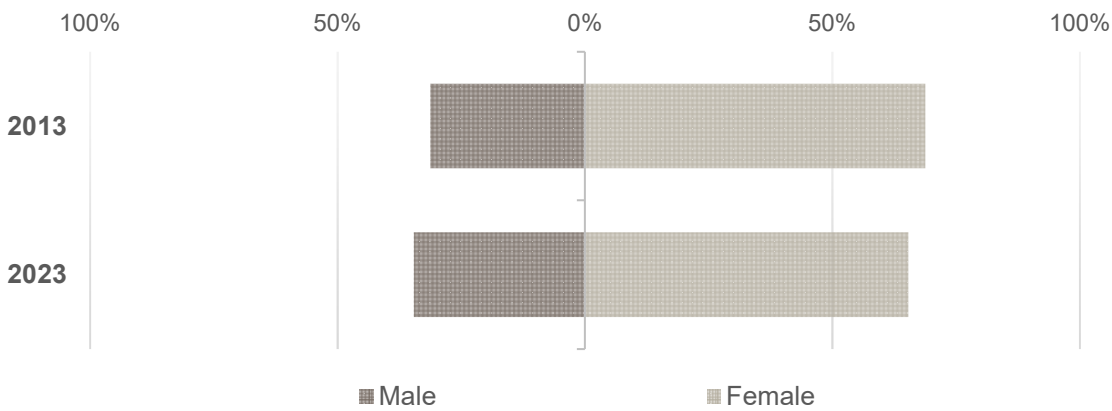


ESTABLISHMENTS

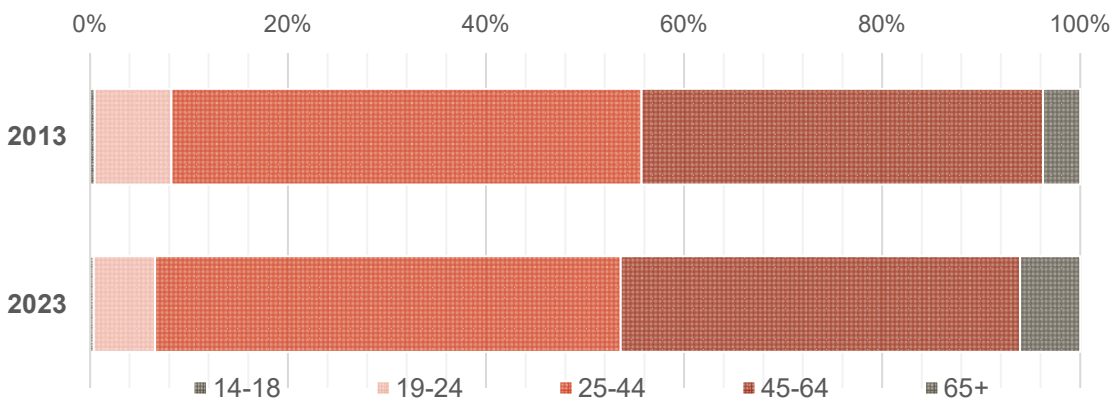


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

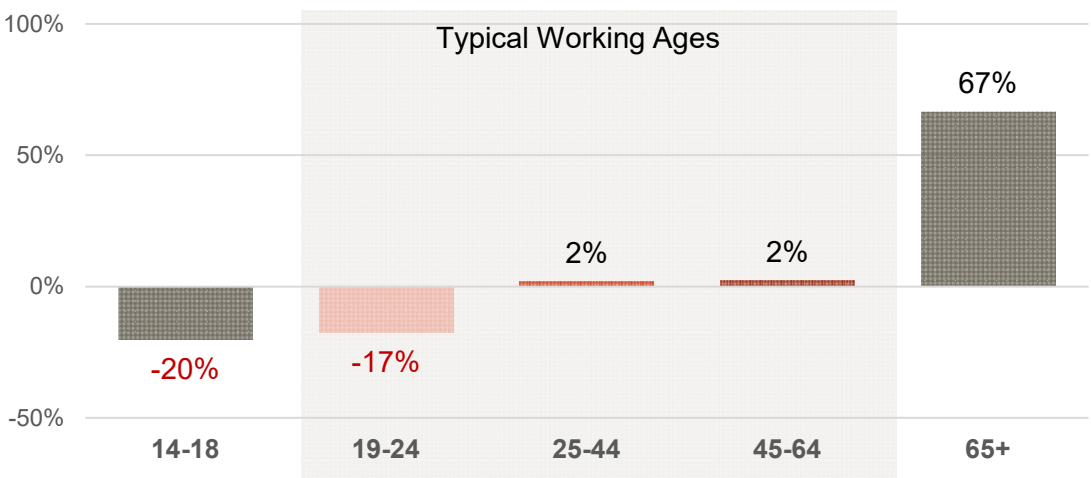
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

REAL ESTATE AND RENTAL AND LEASING ■ p. 57

Employment, wages, and establishment counts in this industry have exhibited strong growth, specifically within the past 10 years. Changes in this industry provide a mixed view of the effects of North Dakota's major economic events, since some businesses in this industry are closely tied to oil and gas extraction and others are tied to the ancillary effects of increased population and wealth.

**AVERAGE
EMPLOYMENT**

In 2023, North Dakota's total employment in this industry was 5,724. From 2003 to 2023, the total average employment in this industry grew by 2,017 (54 percent). From 2013 to 2023, average employment grew by 127 (2 percent). In 2023, most employment in this industry belonged to the private sector (92 percent).

	2003	2013	2023
AVG EMP	3,707	5,597	5,724
Private	86%	91%	92%
Government	14%	9%	8%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$64,556. From 2003 to 2023, average annual wages in this industry grew by \$44,234 (218 percent). From 2013 to 2023, average annual wages grew by \$12,564 (24 percent). In 2023, average annual wages in this industry were \$19,648 higher in the private sector.

	2003	2013	2023
AVG WAGE	\$20,322	\$51,992	\$64,556
Private	\$19,948	\$53,613	\$66,039
Government	\$22,670	\$34,676	\$46,391

**TOTAL
ESTABLISHMENTS**

In 2023, there were 1,231 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 465 (61 percent). From 2013 to 2023, the number of establishments grew by 157 (15 percent). In 2023, most establishments in this industry belonged to the private sector (98 percent).

	2003	2013	2023
TOTAL ESTAB	766	1,074	1,231
Private	96%	97%	98%
Government	4%	3%	2%

EMPLOYMENT DEMOGRAPHICS ■ p. 58

In 2023, employment in this industry was predominantly male (58 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 46 percent of all workers in 2023. In 2023, this industry's workforce had approximately 4,000 workers (79 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 58 percent male to 42 percent female. By comparison, in 2013, the composition was 63 percent male to 37 percent female. From 2013 to 2023, male workers decreased by 5 percent (approximately 300 workers). In the same 10-year period, female workers increased by 5 percent (approximately 300 workers).

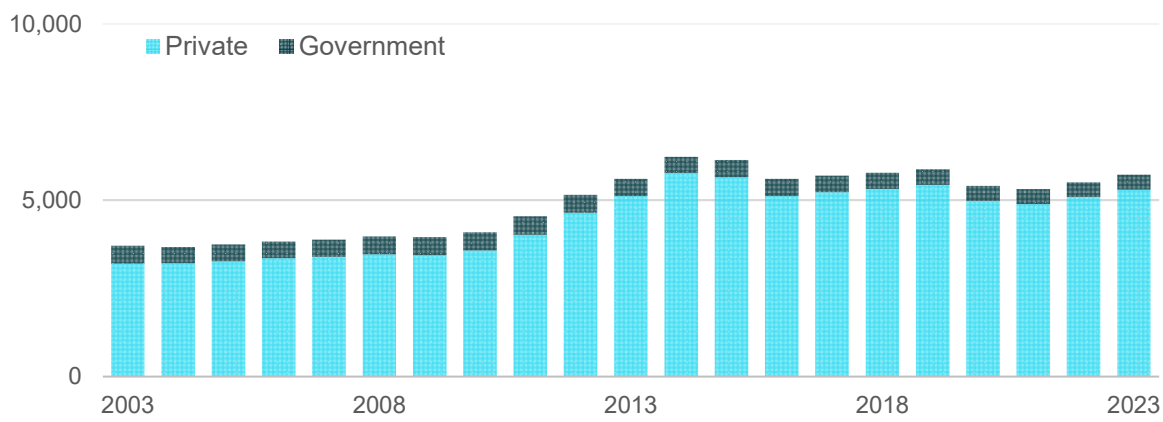
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +3 and -4 percent. The largest shifts in proportion occurred among the 45-64 year-old age group (-4 percent) and the 25-44 year-old age group (+3 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (46 percent) and the 45-64 year-old age group (33 percent).

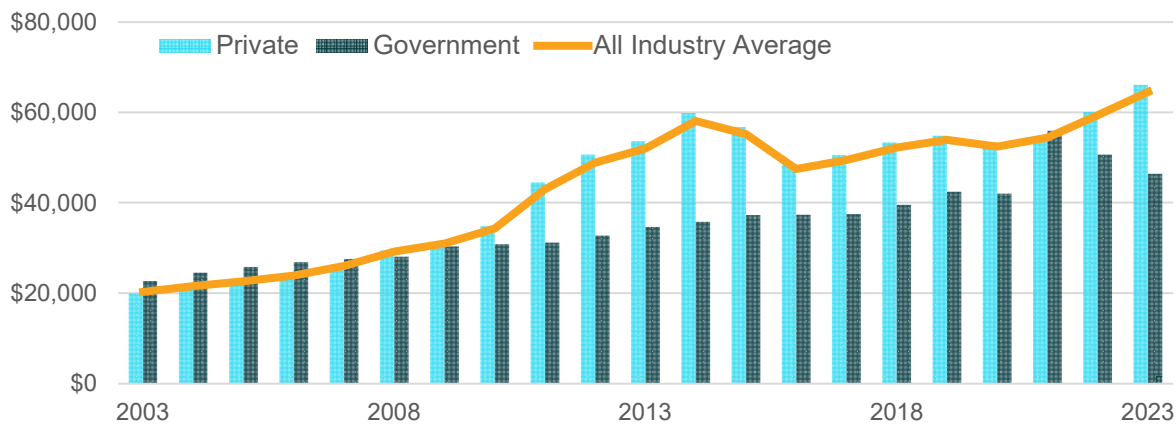
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 45-64 age group, which decreased by approximately 200 workers (-12 percent). The largest change by percent occurred in the 65+ year-old age group, which increased by approximately 120 workers (30 percent).

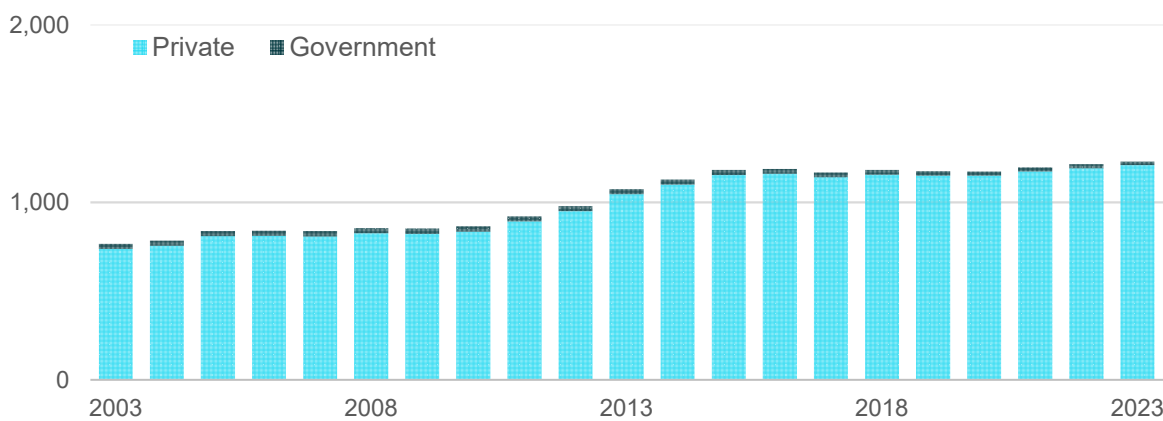
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

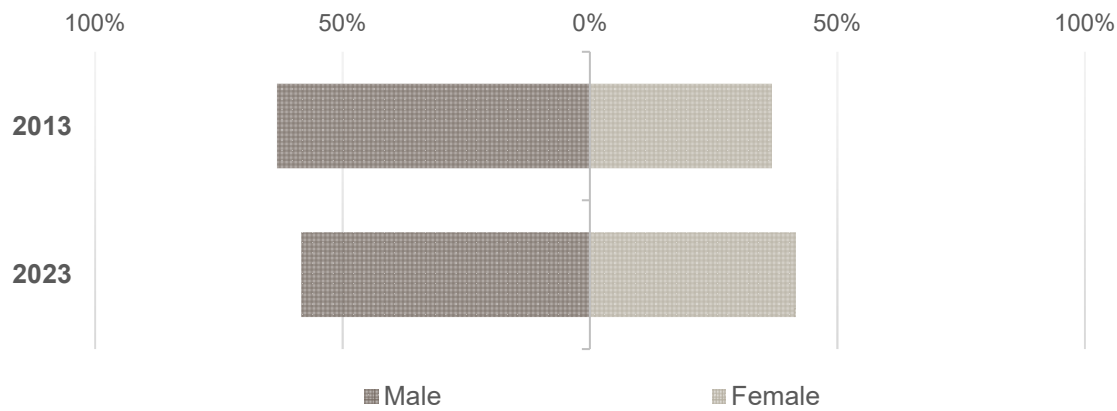


ESTABLISHMENTS

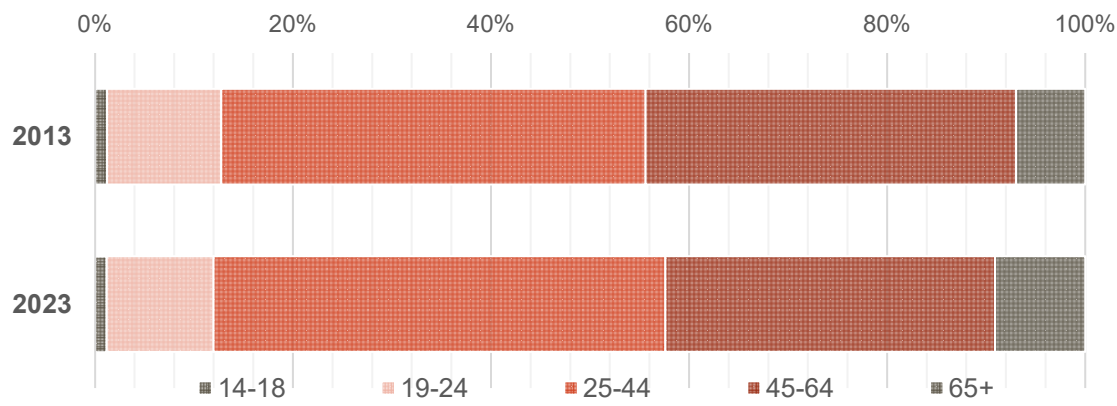


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

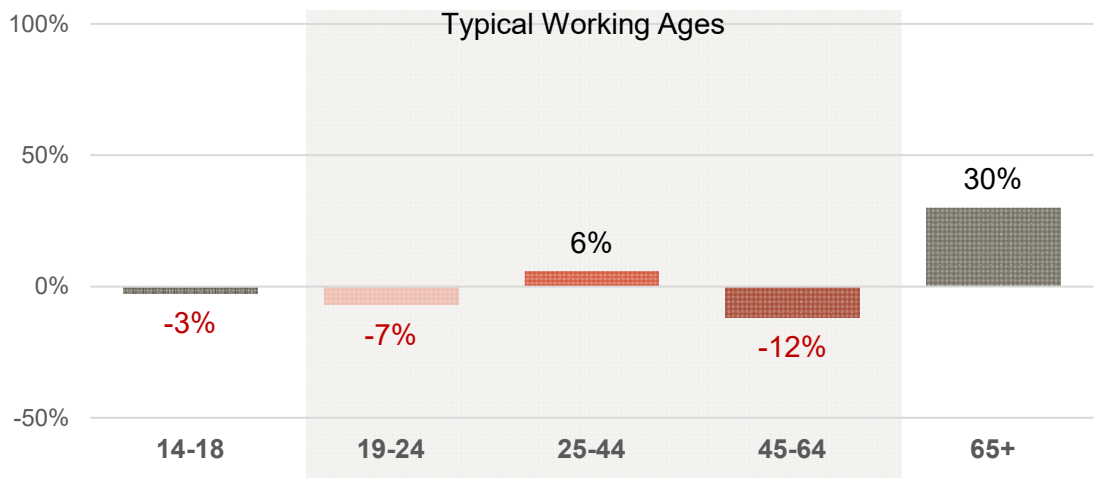
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

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. Employment has remained relatively flat since then.

**AVERAGE
EMPLOYMENT**

In 2023, North Dakota's total employment in this industry was 17,507. From 2003 to 2023, the total average employment in this industry grew by 7,257 (71 percent). From 2013 to 2023, average employment grew by 1,207 (7 percent). In 2023, most employment in this industry belonged to the private sector (95 percent).

	2003	2013	2023
AVG EMP	10,250	16,300	17,507
Private	92%	95%	95%
Government	8%	5%	5%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$85,830. From 2003 to 2023, average annual wages in this industry grew by \$50,906 (146 percent). From 2013 to 2023, average annual wages grew by \$18,589 (28 percent). In 2023, average annual wages in this industry were \$1,248 higher in the private sector.

	2003	2013	2023
AVG WAGE	\$34,924	\$67,241	\$85,830
Private	\$35,967	\$67,293	\$85,893
Government	\$22,190	\$66,129	\$84,645

**TOTAL
ESTABLISHMENTS**

In 2023, there were 4,252 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 2,426 (133 percent). From 2013 to 2023, the number of establishments grew by 1,281 (43 percent). In 2023, most establishments in this industry belonged to the private sector (99 percent).

	2003	2013	2023
TOTAL ESTAB	1,826	2,971	4,252
Private	99%	99%	99%
Government	1%	1%	1%

EMPLOYMENT DEMOGRAPHICS ▪ p. 61

In 2023, employment in this industry was predominantly male (55 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 50 percent of all workers in 2023. In 2023, this industry's workforce had approximately 14,000 workers (84 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 55 percent male to 45 percent female. By comparison, in 2013, the composition was 58 percent male to 42 percent female. From 2013 to 2023, male workers increased by 1 percent (approximately 100 workers). In the same 10-year period, female workers increased by 6 percent (approximately 900 workers).

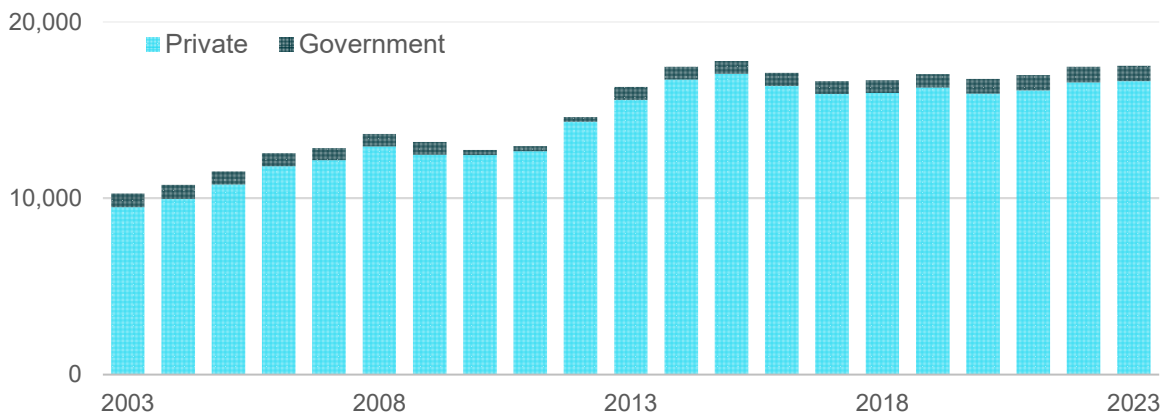
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +2 and -2 percent. The largest shifts in proportion occurred among the 65+ year-old age group (+2 percent) and the 25-44 year-old age group (-2 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (50 percent) and the 45-64 year-old age group (34 percent).

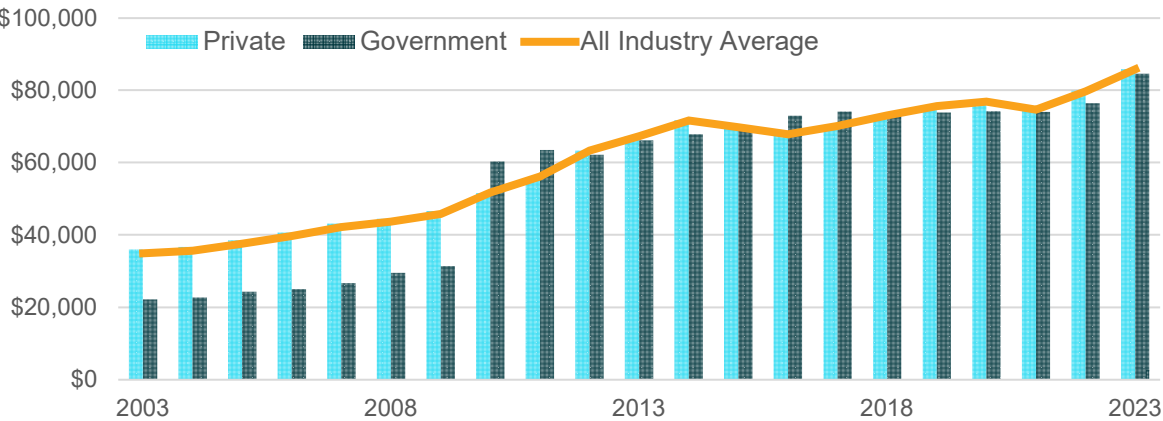
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change by both number and percent occurred in the 65+ year-old age group, which increased by approximately 400 workers (1 percent). The second largest change by number occurred in the 45-64 year-old age group, which increased by approximately 200 workers (5 percent).

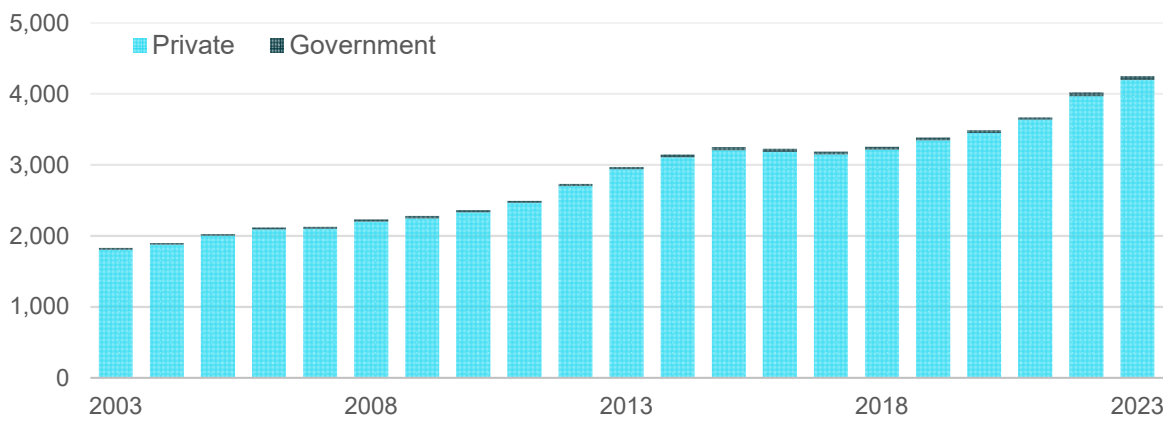
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

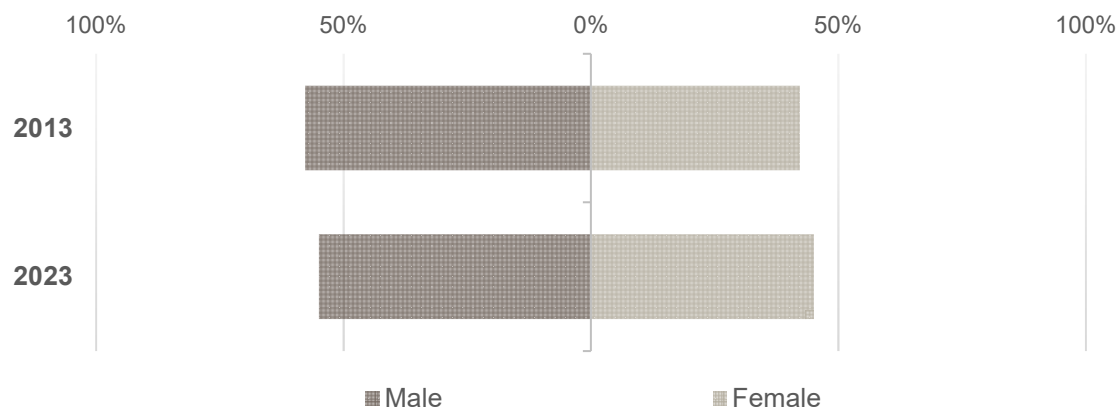


ESTABLISHMENTS

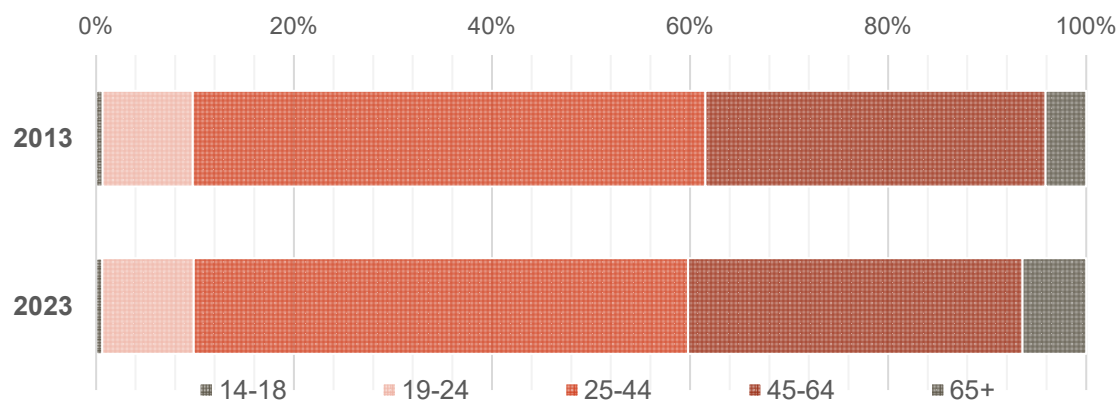


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

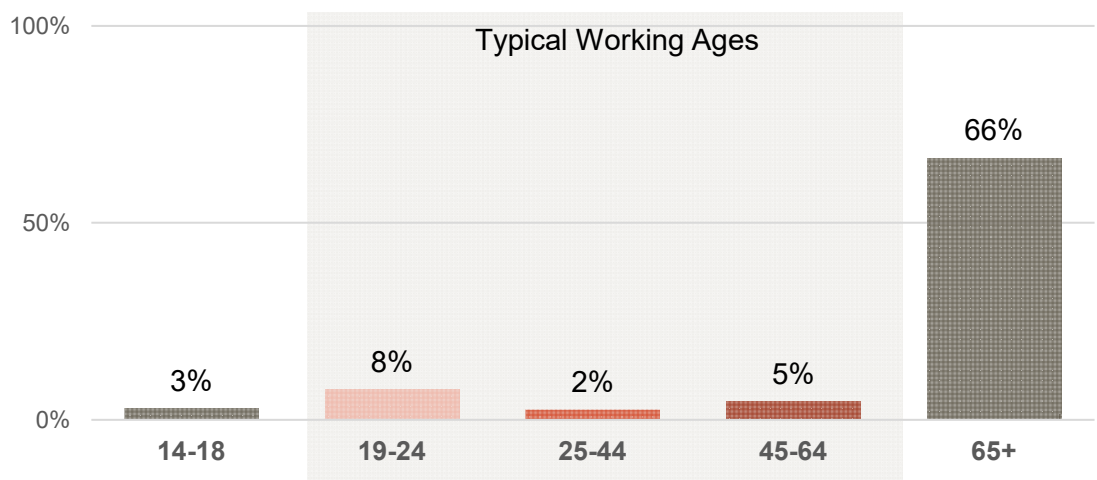
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

MANAGEMENT OF COMPANIES AND ENTERPRISES ▪ p. 63

This industry has grown steadily since 2001 and seems to have been insulated from the impact of major economic events in the last 20 years. Due to a large company's industry reclassification in 2018, the employment numbers in this industry show a drop beginning in 2019. The establishment count has risen sharply since 2021, which may be related to the increase in out-of-state companies hiring remote workers in North Dakota.

**AVERAGE
EMPLOYMENT**

In 2023, North Dakota's total employment in this industry was 4,495. From 2003 to 2023, the total average employment in this industry grew by 1,539 (52 percent). From 2013 to 2023, average employment decreased by 632 (12 percent). In 2023, all employment in this industry belonged to the private sector (100 percent).

	2003	2013	2023
AVG EMP	2,956	5,127	4,495
Private	100%	100%	100%
Government	---	---	---

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$114,200. From 2003 to 2023, average annual wages in this industry grew by \$67,287 (143 percent). From 2013 to 2023, average annual wages grew by \$44,225 (63 percent). In 2021, all wages belonged to the private sector.

	2003	2013	2023
AVG WAGE	\$46,913	\$69,975	\$114,200
Private	\$46,913	\$69,975	\$114,200
Government	---	---	---

**TOTAL
ESTABLISHMENTS**

In 2023, there were 628 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 535 (575 percent). From 2013 to 2023, the number of establishments grew by 459 (272 percent). In 2023, all establishments in this industry belonged to the private sector (100 percent).

	2003	2013	2023
TOTAL ESTAB	93	169	628
Private	100%	100%	100%
Government	---	---	---

EMPLOYMENT DEMOGRAPHICS ▪ p. 64

In 2023, employment in this industry was predominantly male (59 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 49 percent of all workers in 2023. In 2023, this industry's workforce had approximately 4,000 workers (85 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 59 percent male to 41 percent female. By comparison, in 2013, the composition was 52 percent male to 48 percent female. From 2013 to 2023, male workers decreased by 6 percent (approximately 400 workers). In the same 10-year period, female workers decreased by 16 percent (approximately 1,000 workers).

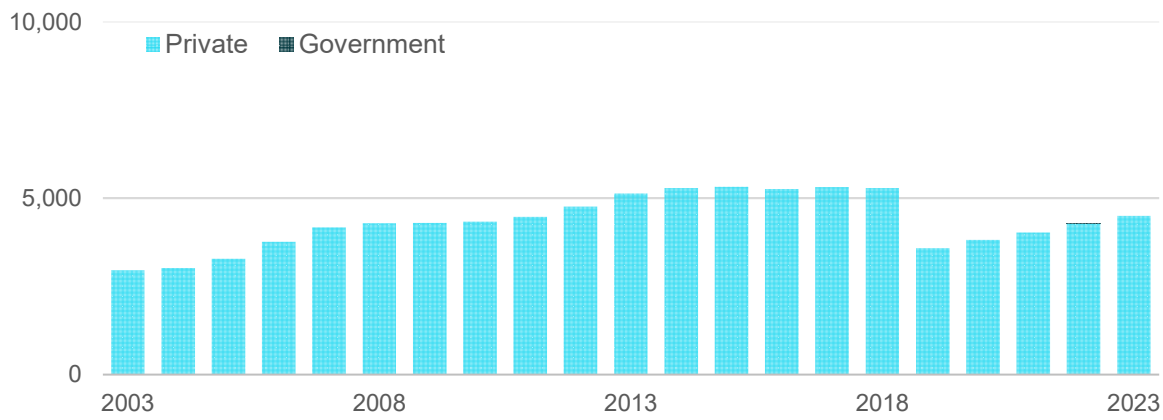
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +2 and -4 percent. The largest shifts in proportion occurred among the 45-64 year-old age group (-4 percent) and the 25-44 year-old age group (+2 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (49 percent) and the 45-64 year-old age group (36 percent).

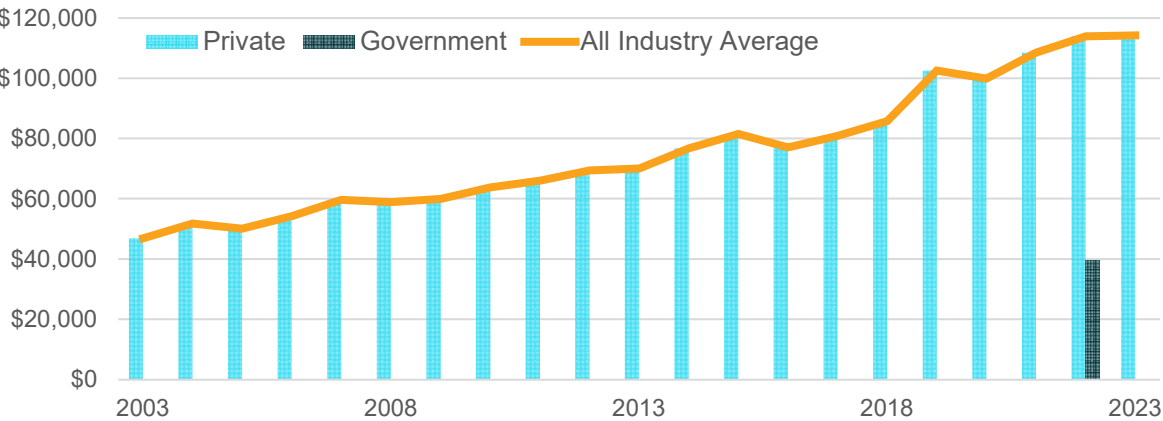
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 45-64 age group, which decreased by approximately 700 workers (30 percent). The largest change by percent occurred in the 14-18 year-old age group, which increased by approximately 20 workers (45 percent).

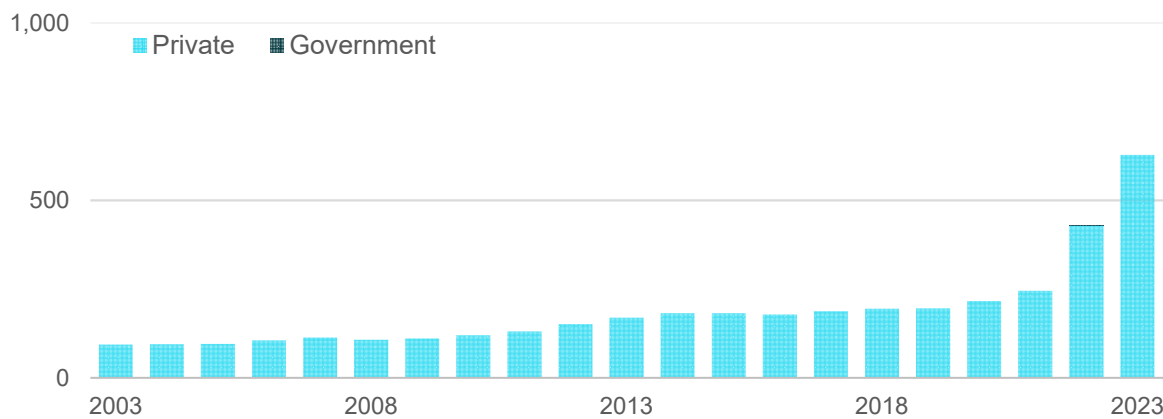
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

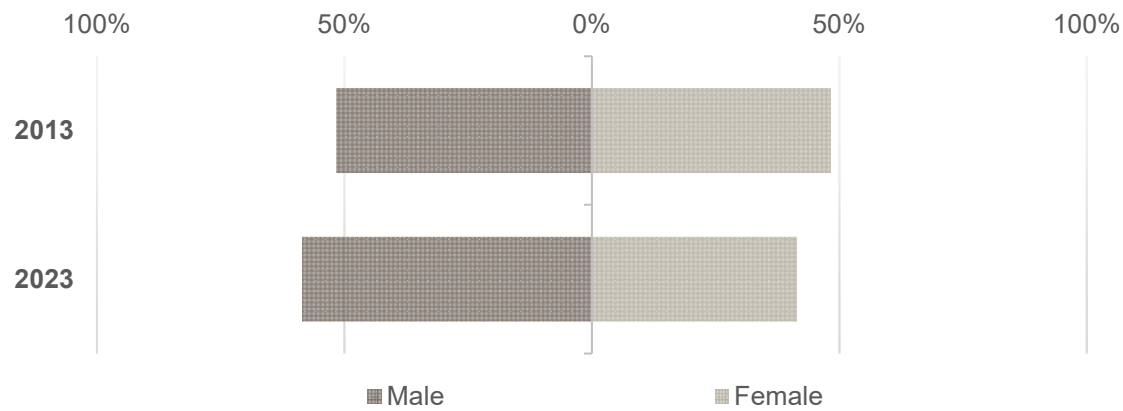


ESTABLISHMENTS

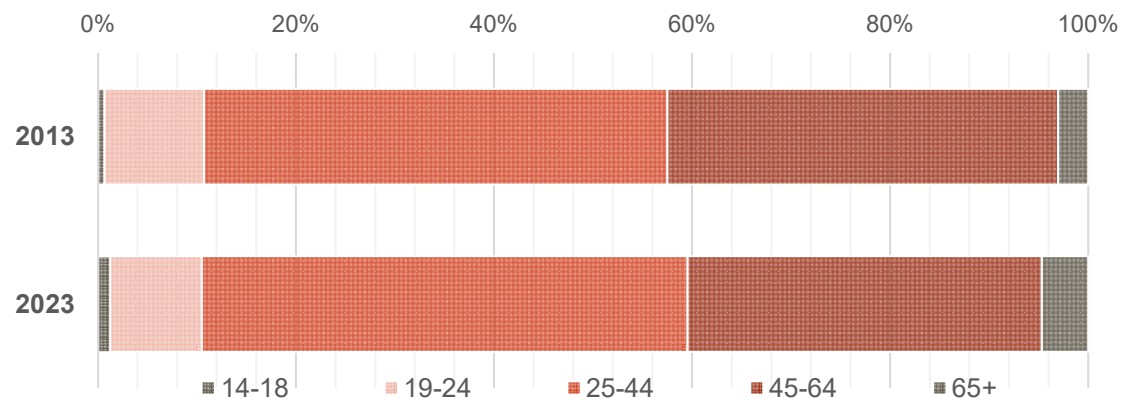


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

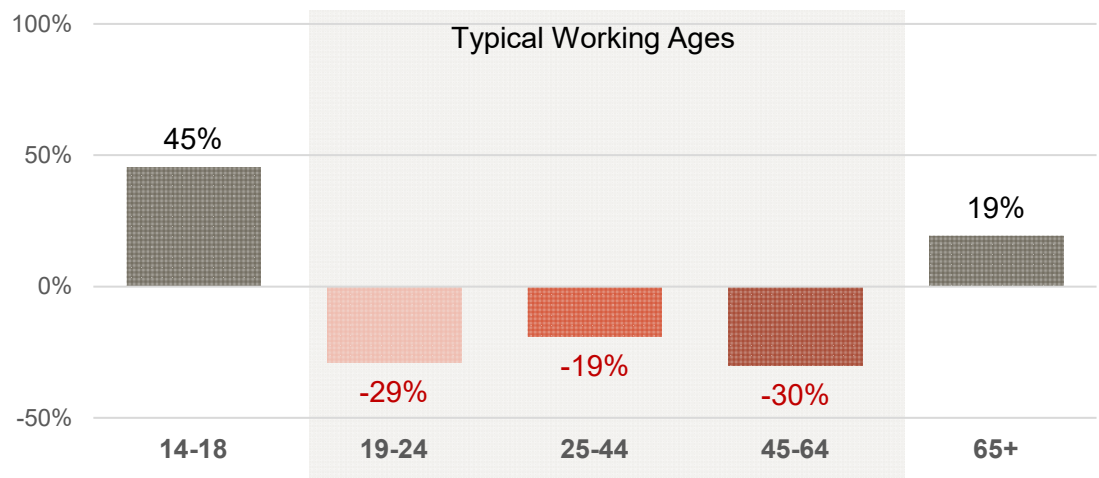
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

ADMINISTRATIVE AND WASTE SERVICES ▪ p. 66

This industry exhibits fluctuations from major economic events, like the Great Recession, the oil boom, and the COVID-19 pandemic. A likely explanation is that this industry is sensitive to the business cycle, since many businesses in this industry provide business support services (e.g. call centers, staffing agencies, janitorial services).

**AVERAGE
EMPLOYMENT**

In 2023, North Dakota's total employment in this industry was 13,931. From 2003 to 2023, the total average employment in this industry grew by 2,324 (20 percent). From 2013 to 2023, average employment decreased by 27 (0 percent). In 2023, most employment in this industry belonged to the private sector (98 percent).

	2003	2013	2023
AVG EMP	11,607	13,958	13,931
Private	96%	97%	98%
Government	4%	3%	2%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$50,200. From 2003 to 2023, average annual wages in this industry grew by \$31,801 (173 percent). From 2013 to 2023, average annual wages grew by \$18,253 (57 percent). In 2023, average annual wages in this industry were \$5,658 higher in the private sector.

	2003	2013	2023
AVG WAGE	\$18,399	\$31,947	\$50,200
Private	\$17,912	\$31,932	\$50,340
Government	\$31,005	\$32,365	\$44,682

**TOTAL
ESTABLISHMENTS**

In 2023, there were 2,296 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 1,155 (101 percent). From 2013 to 2023, the number of establishments grew by 841 (58 percent). In 2023, nearly all establishments in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
TOTAL ESTAB	1,141	1,455	2,296
Private	98%	99%	99%
Government	2%	1%	1%

EMPLOYMENT DEMOGRAPHICS ▪ p. 67

In 2023, employment in this industry was predominantly male (57 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 47 percent of all workers in 2023. In 2023, this industry's workforce had approximately 11,000 workers (80 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 57 percent male to 43 percent female. By comparison, in 2013, the composition was 57 percent male to 43 percent female. From 2013 to 2023, male workers decreased by 2 percent (approximately 300 workers). In the same 10-year period, female workers decreased by 1 percent (approximately 200 workers).

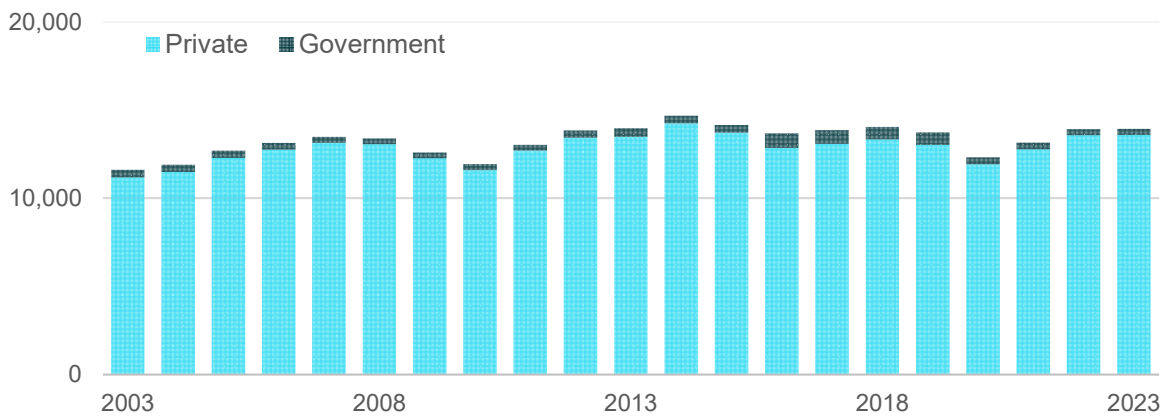
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +2 and -3 percent. The largest shifts in proportion occurred among the 19-24 year-old age group (-3 percent) and the 65+ year-old age group (+2 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (47 percent) and the 45-64 year-old age group (33 percent).

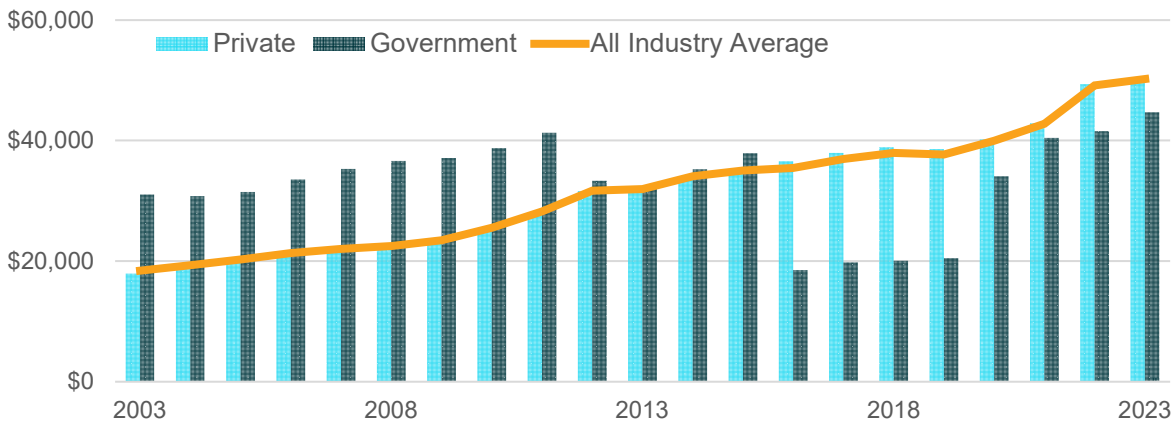
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 19-24 age group, which decreased by approximately 500 workers (25 percent). The largest change by percent occurred in the 14-18 year-old age group, which increased by approximately 100 workers (57 percent).

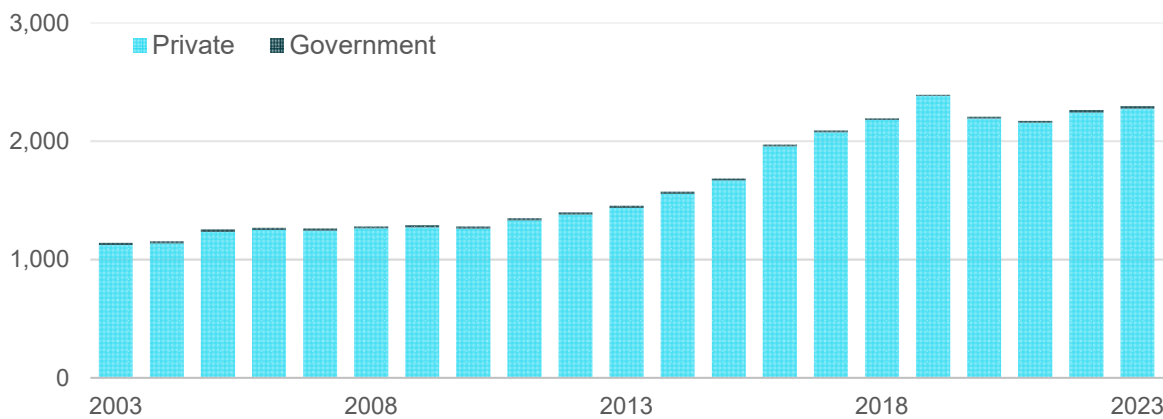
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

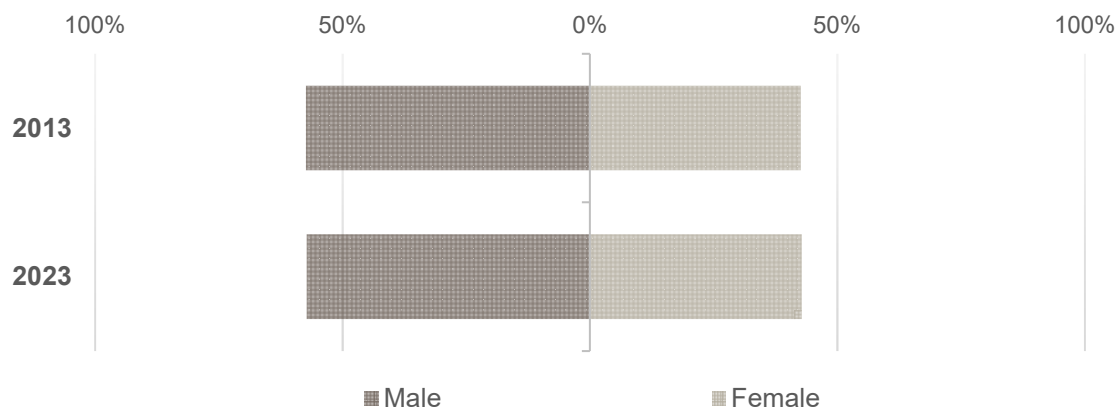


ESTABLISHMENTS

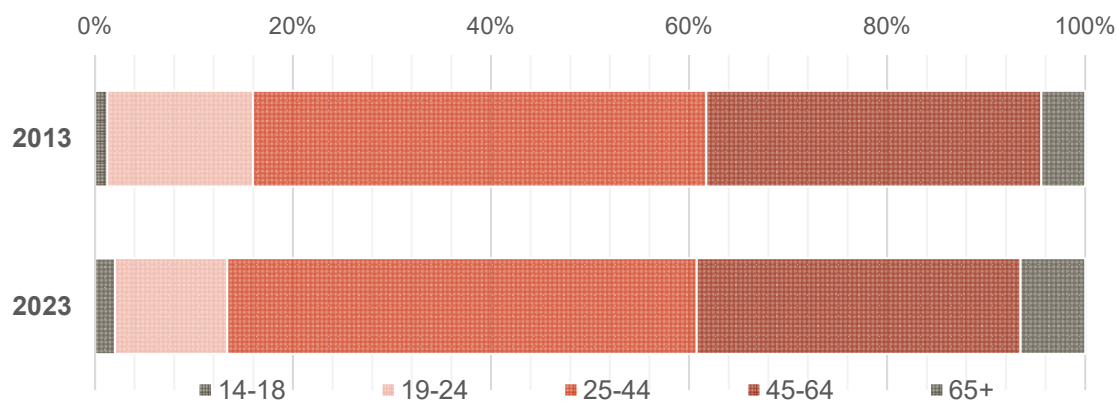


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

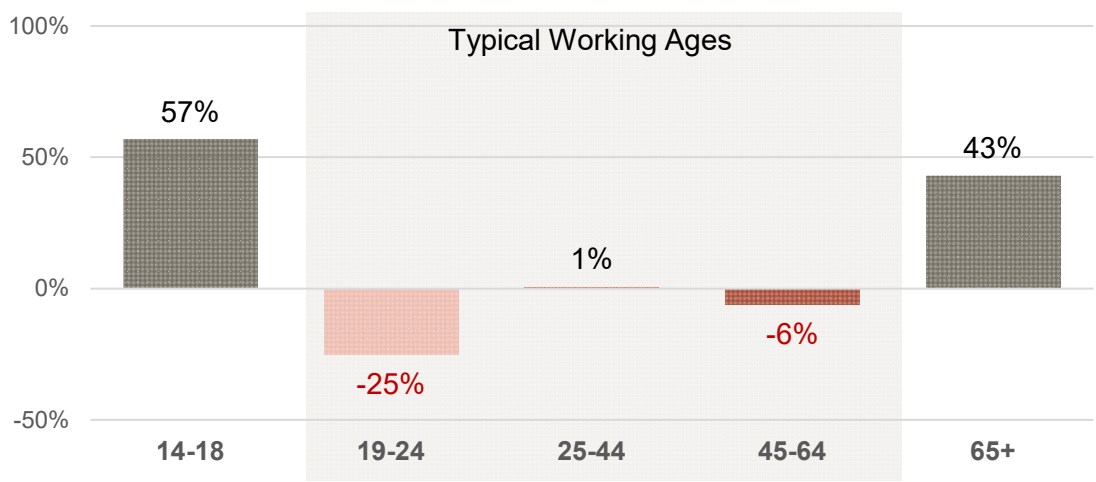
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

EDUCATIONAL SERVICES ▪ p. 69

This industry is one of a few dominated by government ownership because most of its establishments are public schools and universities. The figures reflect steady, gradual growth over the past 20 years. The steady growth in this industry corresponds with the growing state population in recent years.

**AVERAGE
EMPLOYMENT**

In 2023, North Dakota's total employment in this industry was 36,365. From 2003 to 2023, the total average employment in this industry grew by 6,996 (24 percent). From 2013 to 2023, average employment grew by 3,338 (10 percent). In 2023, most employment in this industry belonged to the government (91 percent).

	2003	2013	2023
AVG EMP	29,369	33,027	36,365
Private	5%	7%	9%
Government	95%	93%	91%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$51,933. From 2003 to 2023, average annual wages in this industry grew by \$23,577 (83 percent). From 2013 to 2023, average annual wages grew by \$10,966 (27 percent). In 2023, average annual wages in this industry were \$12,047 higher in the government.

	2003	2013	2023
AVG WAGE	\$28,356	\$40,968	\$51,933
Private	\$20,814	\$30,002	\$40,988
Government	\$28,719	\$41,743	\$53,035

**TOTAL
ESTABLISHMENTS**

In 2023, there were 650 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 260 (67 percent). From 2013 to 2023, the number of establishments grew by 211 (48 percent). In 2023, most establishments in this industry belonged to the private sector (41 percent).

	2003	2013	2023
TOTAL ESTAB	390	439	650
Private	29%	44%	59%
Government	71%	56%	41%

EMPLOYMENT DEMOGRAPHICS ▪ p. 70

In 2023, employment in this industry was predominantly female (69 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 43 percent of all workers in 2023. In 2023, this industry's workforce had approximately 32,000 workers (83 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 31 percent male to 69 percent female. By comparison, in 2013, the composition was 32 percent male to 68 percent female. From 2013 to 2023, male workers increased by 3 percent (approximately 1,000 workers). In the same 10-year period, female workers increased by 10 percent (approximately 3,400 workers).

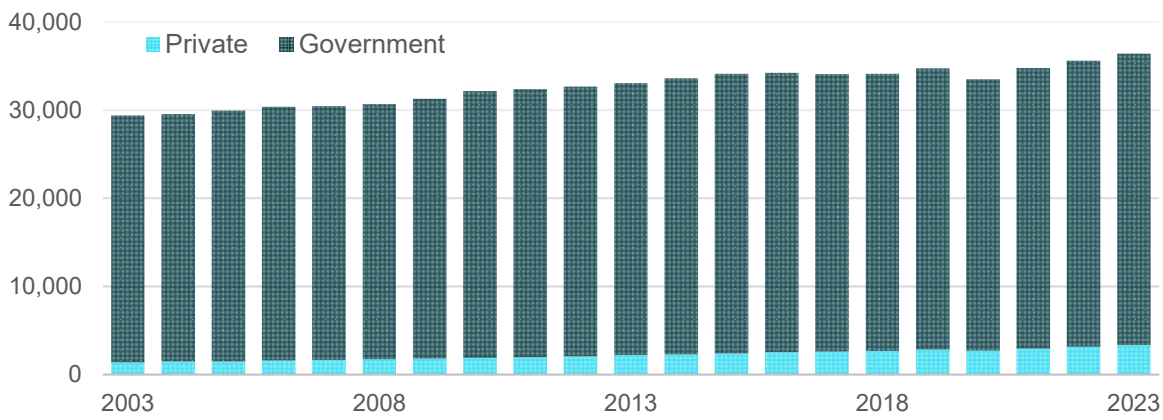
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +4 and -8 percent. The largest shifts in proportion occurred among the 45-64 year-old age group (-8 percent) and the 25-44 year-old age group (+4 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (43 percent) and the 45-64 year-old age group (39 percent).

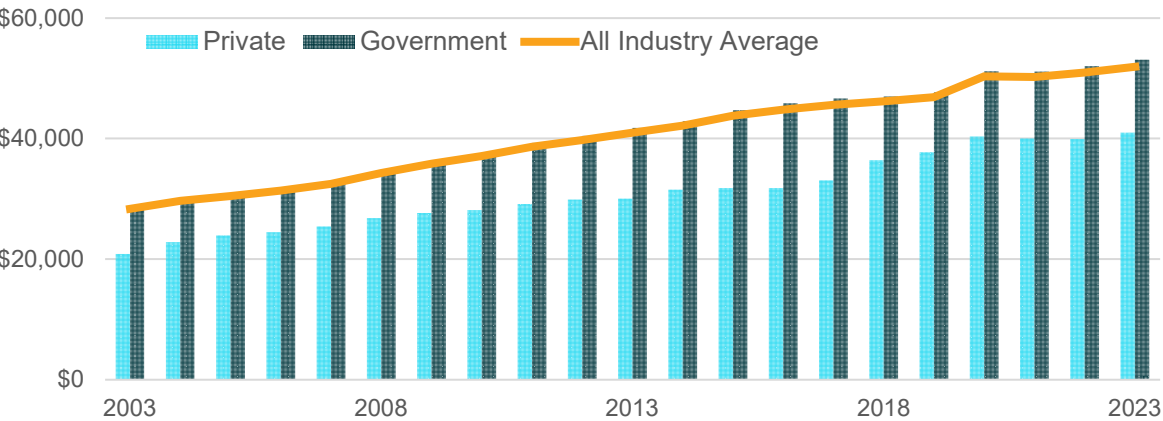
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 25-44 age group, which increased by approximately 3,300 workers (24 percent). The largest change by percent occurred in the 14-18 year-old age group, which increased by approximately 200 workers (76 percent).

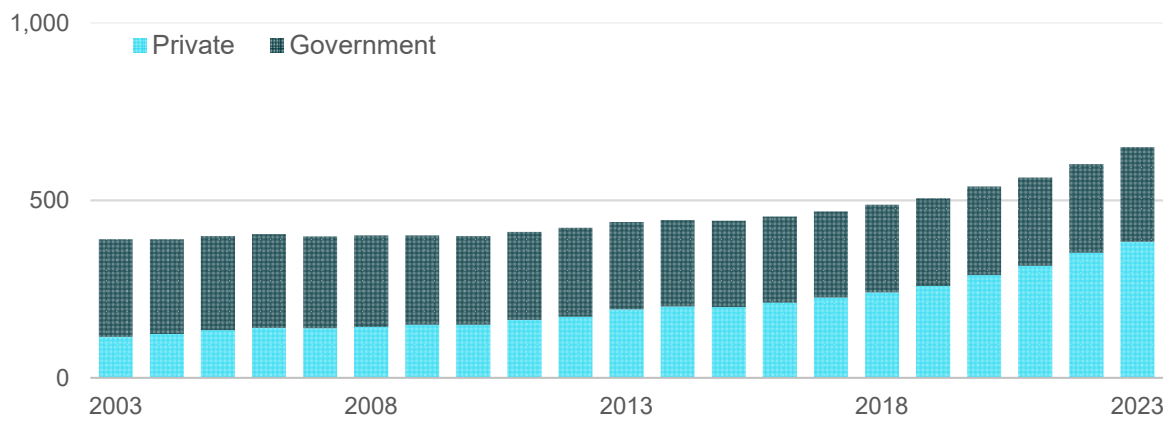
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

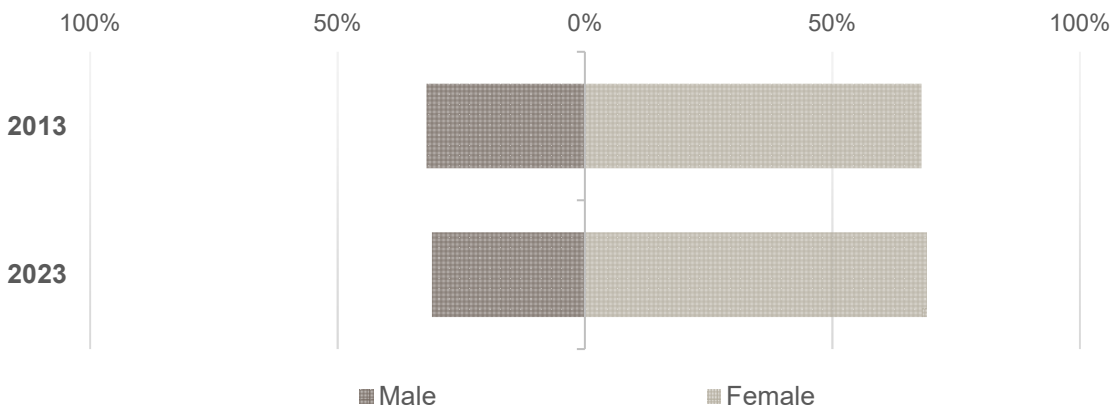


ESTABLISHMENTS

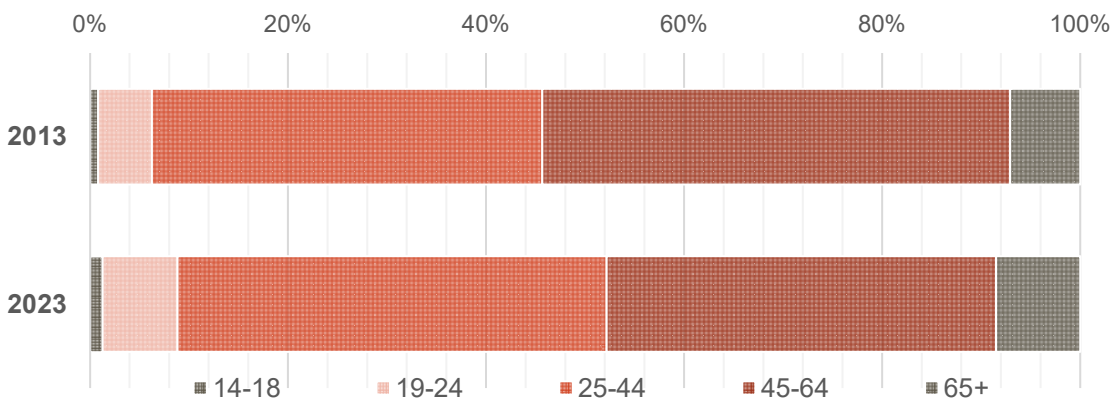


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

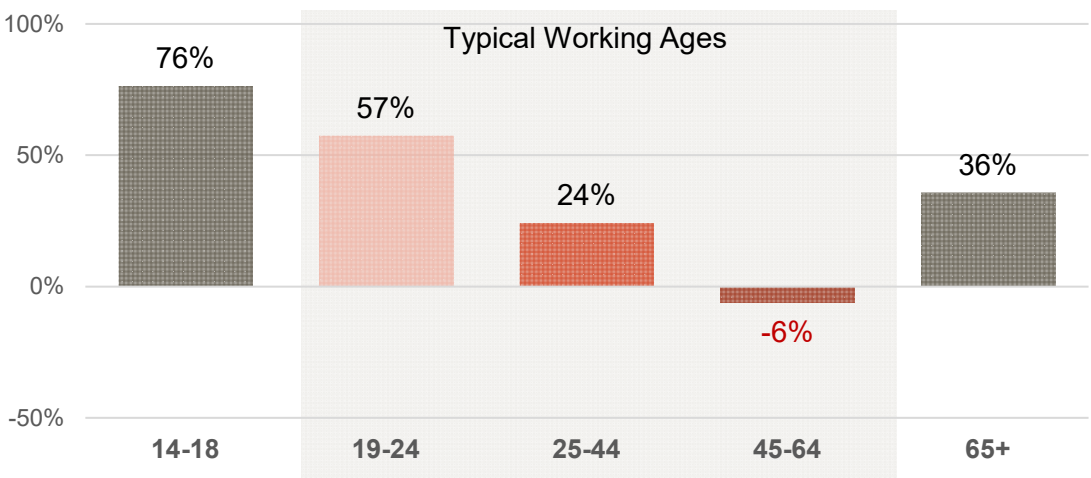
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

HEALTH CARE AND SOCIAL ASSISTANCE ▪ p. 72

This is North Dakota's largest industry by employment, so changes in this industry have a weighted impact on North Dakota's overall 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**

In 2023, North Dakota's total employment in this industry was 67,640. From 2003 to 2023, the total average employment in this industry grew by 19,423 (40 percent). From 2013 to 2023, average employment grew by 8,061 (14 percent). In 2023, most employment in this industry belonged to the private sector (92 percent).

	2003	2013	2023
AVG EMP	48,217	59,579	67,640
Private	92%	92%	92%
Government	8%	8%	8%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$64,279. From 2003 to 2023, average annual wages in this industry grew by \$34,754 (118 percent). From 2013 to 2023, average annual wages grew by \$19,357 (43 percent). In 2023, average annual wages in this industry were \$4,678 higher in the government.

	2003	2013	2023
AVG WAGE	\$29,526	\$44,923	\$64,279
Private	\$29,457	\$44,723	\$63,908
Government	\$30,309	\$47,373	\$68,586

**TOTAL
ESTABLISHMENTS**

In 2023, there were 3,393 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 1,793 (112 percent). From 2013 to 2023, the number of establishments grew by 1,123 (49 percent). In 2023, most establishments in this industry belonged to the private sector (96 percent).

	2003	2013	2023
TOTAL ESTAB	1,600	2,270	3,393
Private	93%	96%	96%
Government	7%	4%	4%

EMPLOYMENT DEMOGRAPHICS ▪ p. 73

In 2023, employment in this industry was predominantly female (80 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 46 percent of all workers in 2023. In 2023, this industry's workforce had approximately 54,000 workers (79 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 20 percent male to 80 percent female. By comparison, in 2013, the composition was 19 percent male to 81 percent female. From 2013 to 2023, male workers increased by 5 percent (approximately 3,000 workers). In the same 10-year period, female workers increased by 11 percent (approximately 6,300 workers).

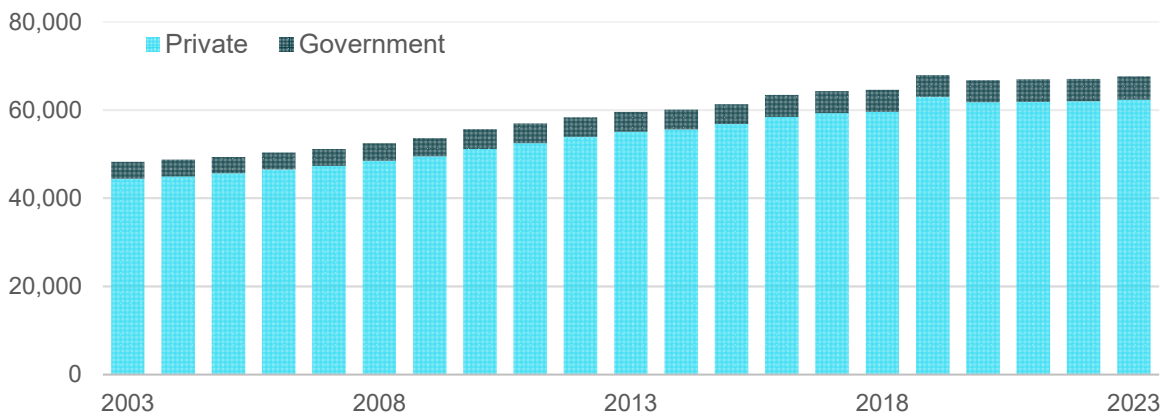
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +4 and -5 percent. The largest shifts in proportion occurred among the 45-64 year-old age group (-5 percent) and the 25-44 year-old age group (+4 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (46 percent) and the 45-64 year-old age group (33 percent).

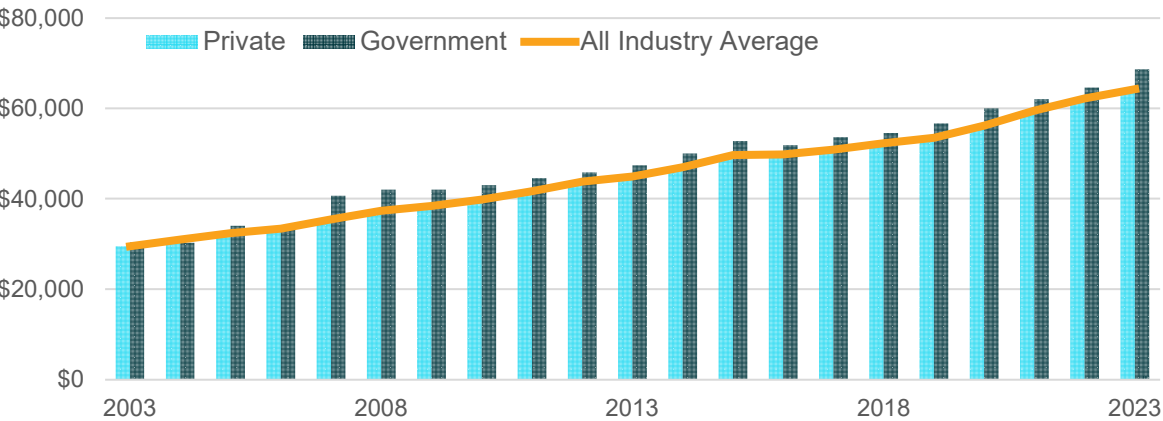
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 25-44 age group, which increased by approximately 6,500 workers (26 percent). The largest change by percent occurred in the 14-18 year-old age group, which increased by approximately 600 workers (59 percent).

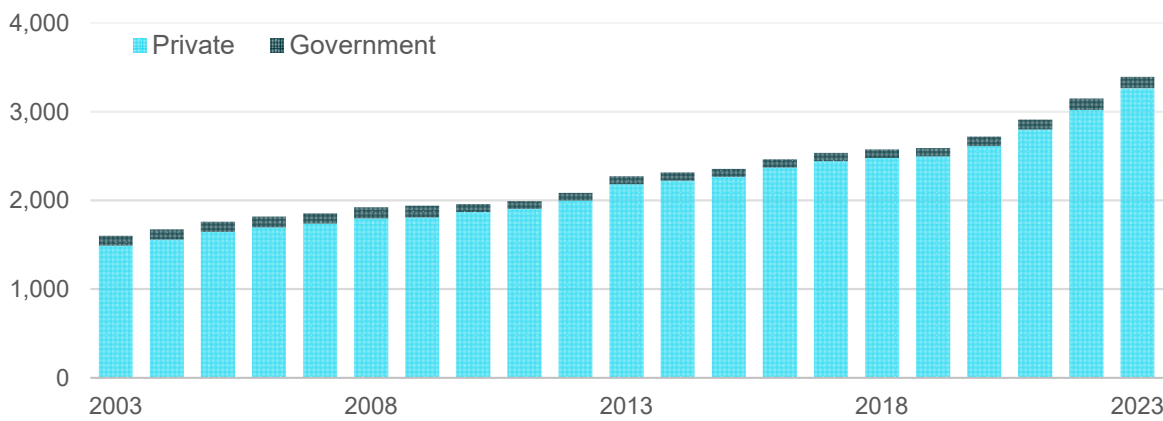
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

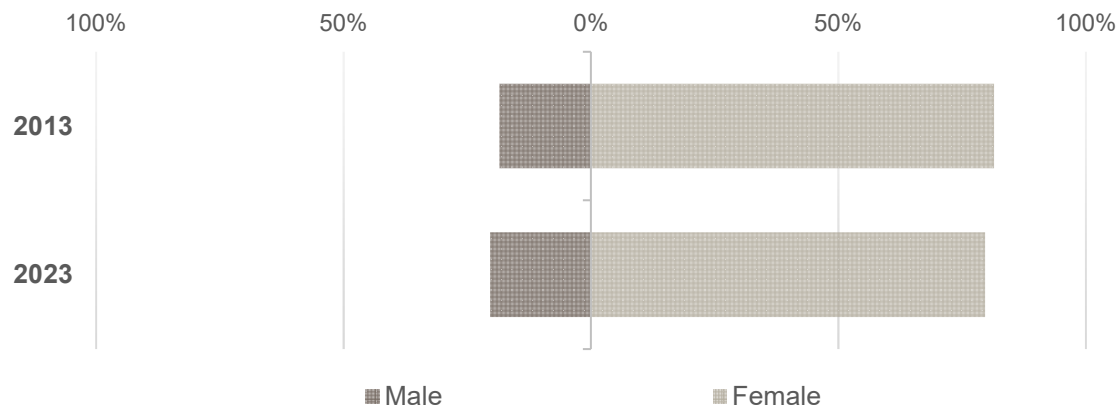


ESTABLISHMENTS

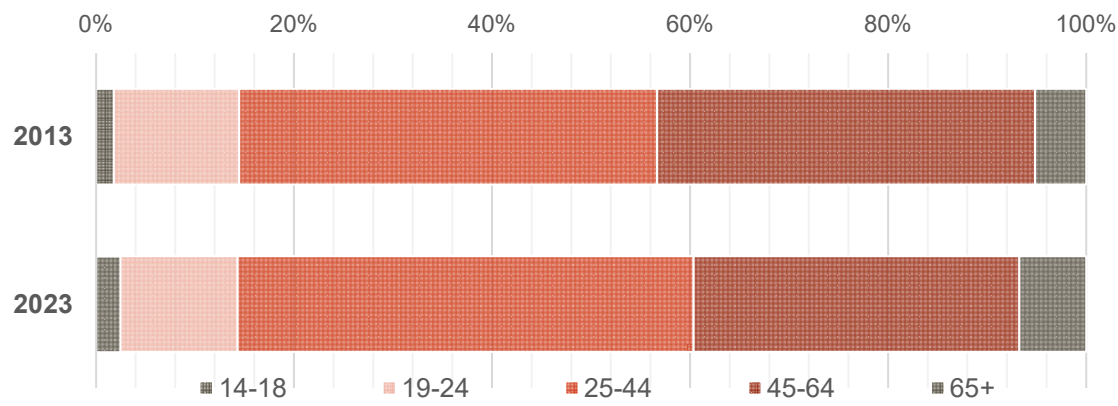


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

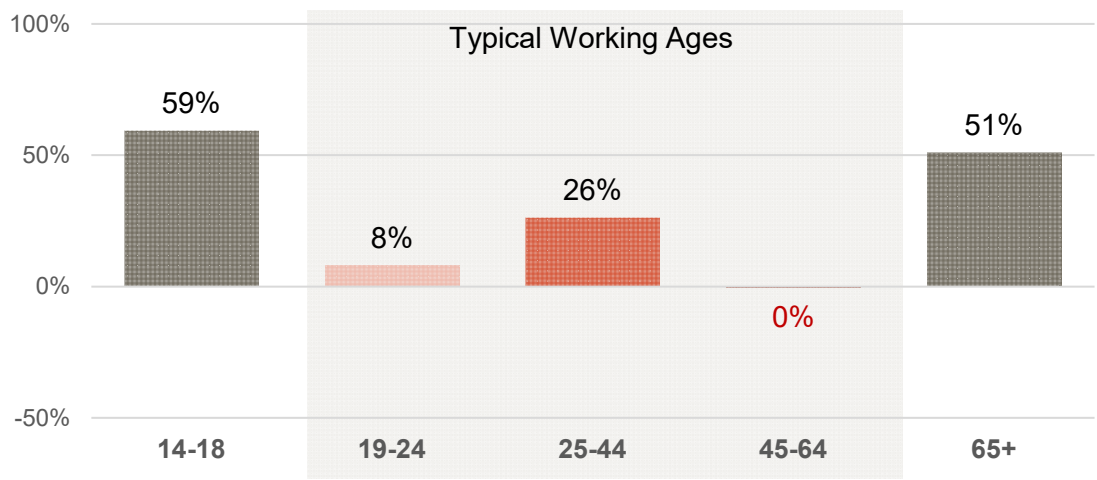
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

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. Public health mandates and social distancing practices during the COVID-19 pandemic affected this industry, resulting in a drop in average employment in 2020. Employment in this industry has since recovered to its pre-pandemic level.

**AVERAGE
EMPLOYMENT**

In 2023, North Dakota's total employment in this industry was 11,765. From 2003 to 2023, the total average employment in this industry grew by 4,387 (59 percent). From 2013 to 2023, average employment grew by 2,970 (34 percent). In 2023, most employment in this industry belonged to the private sector (55 percent).

	2003	2013	2023
AVG EMP	7,378	8,795	11,765
Private	46%	47%	55%
Government	54%	53%	45%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$25,562. From 2003 to 2023, average annual wages in this industry grew by \$11,523 (82 percent). From 2013 to 2023, average annual wages grew by \$6,508 (34 percent). In 2023, average annual wages in this industry were \$10,187 higher in the government.

	2003	2013	2023
AVG WAGE	\$14,039	\$19,054	\$25,562
Private	\$11,580	\$15,299	\$21,013
Government	\$16,139	\$22,355	\$31,200

**TOTAL
ESTABLISHMENTS**

In 2023, there were 713 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 195 (38 percent). From 2013 to 2023, the number of establishments grew by 120 (20 percent). In 2023, most establishments in this industry belonged to the private sector (77 percent).

	2003	2013	2023
TOTAL ESTAB	518	593	713
Private	74%	74%	77%
Government	26%	26%	23%

EMPLOYMENT DEMOGRAPHICS ■ p. 76

In 2023, employment in this industry was predominantly female (56 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 36 percent of all workers in 2023. In 2023, this industry's workforce had approximately 7,000 workers (60 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 44 percent male to 56 percent female. By comparison, in 2013, the composition was 48 percent male to 52 percent female. From 2013 to 2023, male workers increased by 13 percent (approximately 1,100 workers). In the same 10-year period, female workers increased by 25 percent (approximately 2,100 workers).

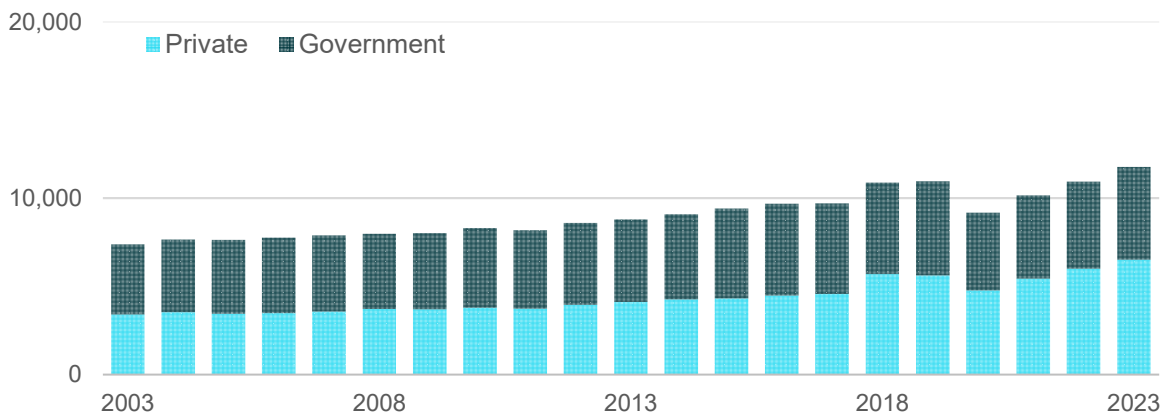
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +4 and -3 percent. The largest shifts in proportion occurred among the 14-18 year-old age group (+4 percent) and the 45-64 year-old age group (-3 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (36 percent) and the 45-64 year-old age group (24 percent).

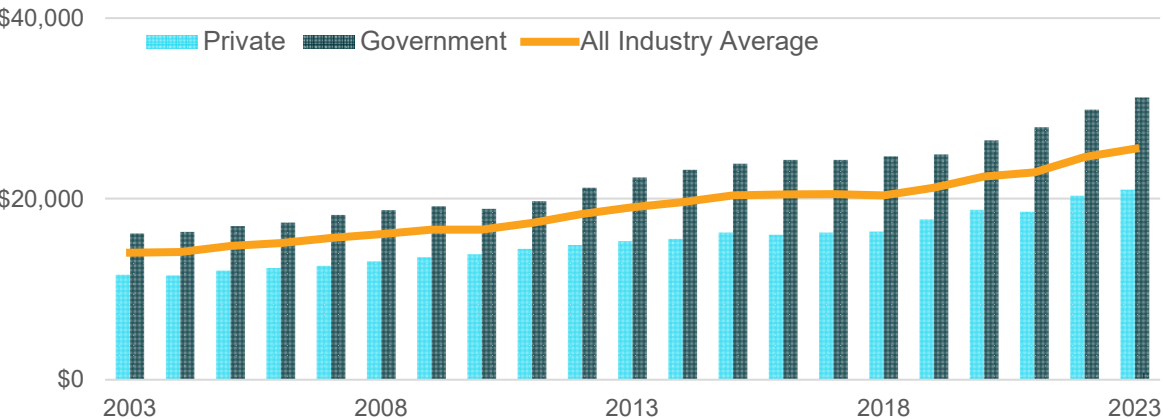
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 25-44 age group, which increased by approximately 1,000 workers (30 percent). The largest change by percent occurred in the 14-18 year-old age group, which increased by approximately 800 workers (108 percent).

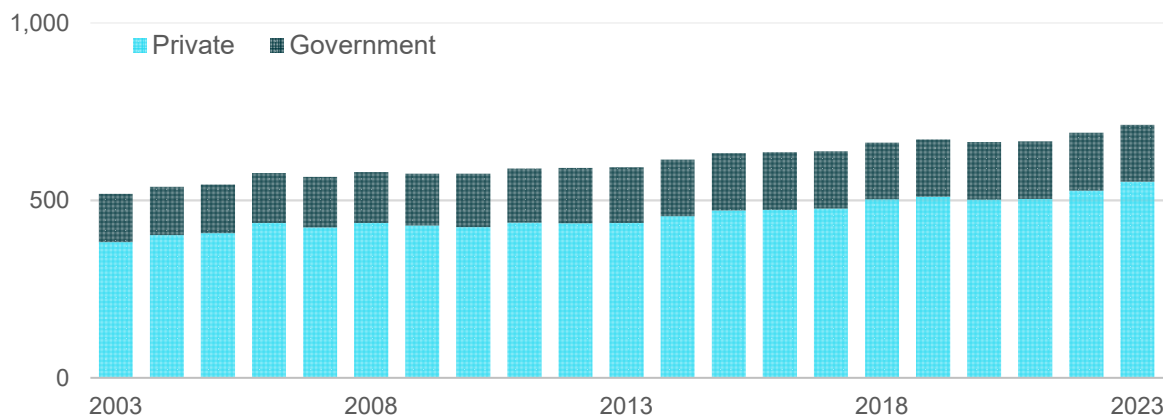
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

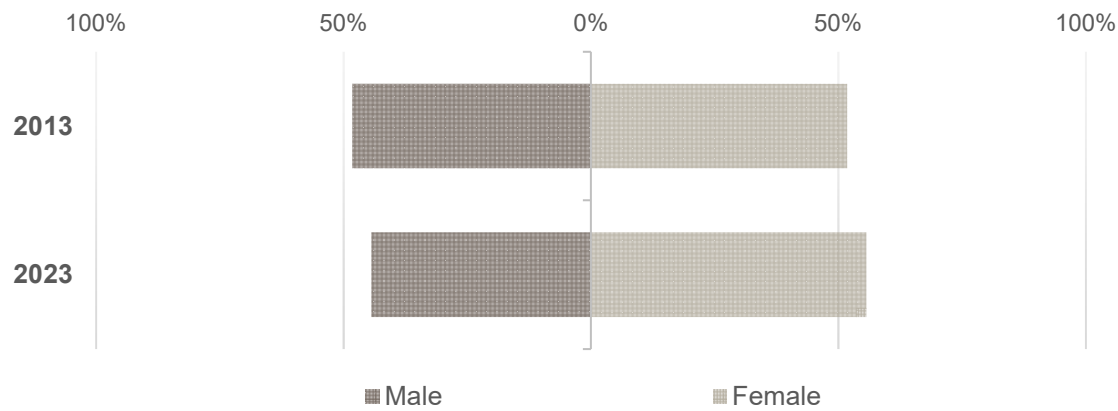


ESTABLISHMENTS

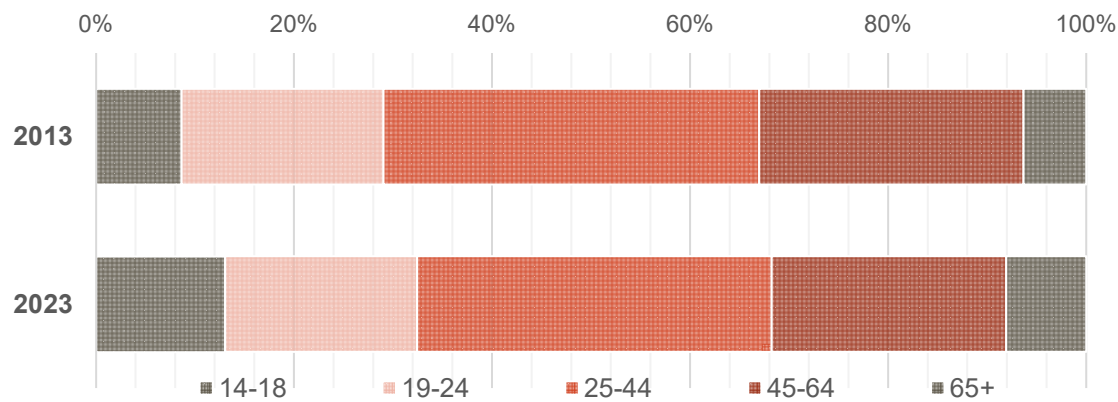


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

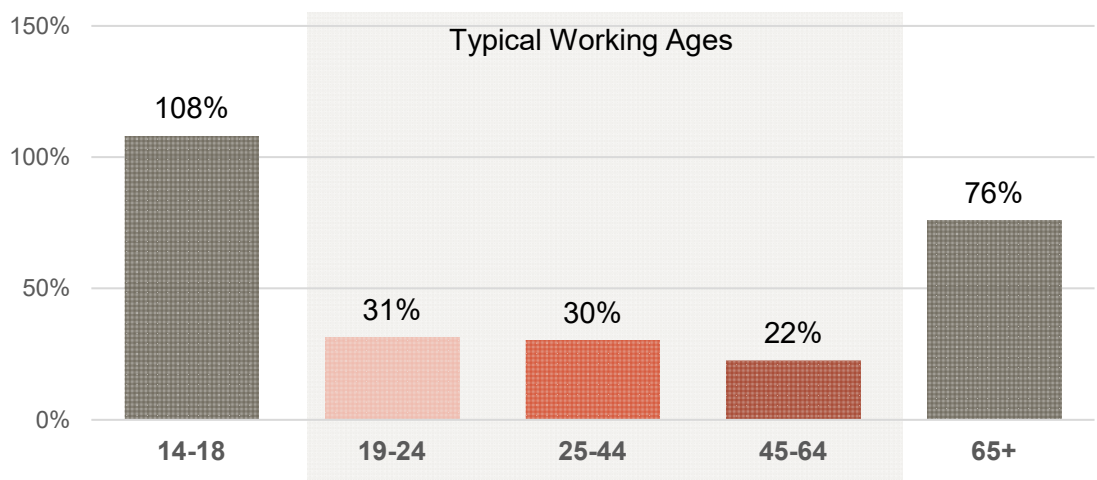
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

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**

In 2023, North Dakota's total employment in this industry was 33,541. From 2003 to 2023, the total average employment in this industry grew by 6,949 (26 percent). From 2013 to 2023, average employment decreased by 1,629 (5 percent). In 2023, nearly all employment in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
AVG EMP	26,592	35,170	33,541
Private	100%	100%	100%
Government	0%	0%	0%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$23,372. From 2003 to 2023, average annual wages in this industry grew by \$13,738 (143 percent). From 2013 to 2023, average annual wages grew by \$6,999 (43 percent). In 2023, average annual wages in this industry were \$1,707 higher in the private sector.

	2003	2013	2023
AVG WAGE	\$9,634	\$16,373	\$23,372
Private	\$9,635	\$16,373	\$23,374
Government	\$8,703	\$16,548	\$21,667

**TOTAL
ESTABLISHMENTS**

In 2023, there were 2,384 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 415 (21 percent). From 2013 to 2023, the number of establishments grew by 152 (7 percent). In 2023, nearly all establishments in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
TOTAL ESTAB	1,969	2,232	2,384
Private	100%	100%	100%
Government	0%	0%	0%

EMPLOYMENT DEMOGRAPHICS ■ p. 79

In 2023, employment in this industry was predominantly female (57 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 40 percent of all workers in 2023. In 2023, this industry's workforce had approximately 20,000 workers (59 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 43 percent male to 57 percent female. By comparison, in 2013, the composition was 43 percent male to 57 percent female. From 2013 to 2023, male workers decreased by 1 percent (approximately 200 workers). In the same 10-year period, female workers decreased by 2 percent (approximately 500 workers).

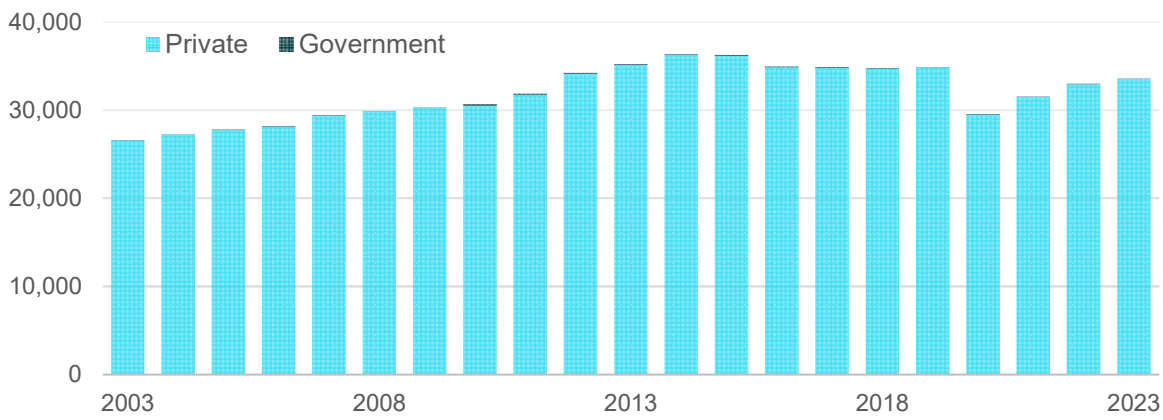
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +4 and -7 percent. The largest shifts in proportion occurred among the 19-24 year-old age group (-7 percent) and the 14-18 year-old age group (+4 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (40 percent) and the 19-24 year-old age group (22 percent).

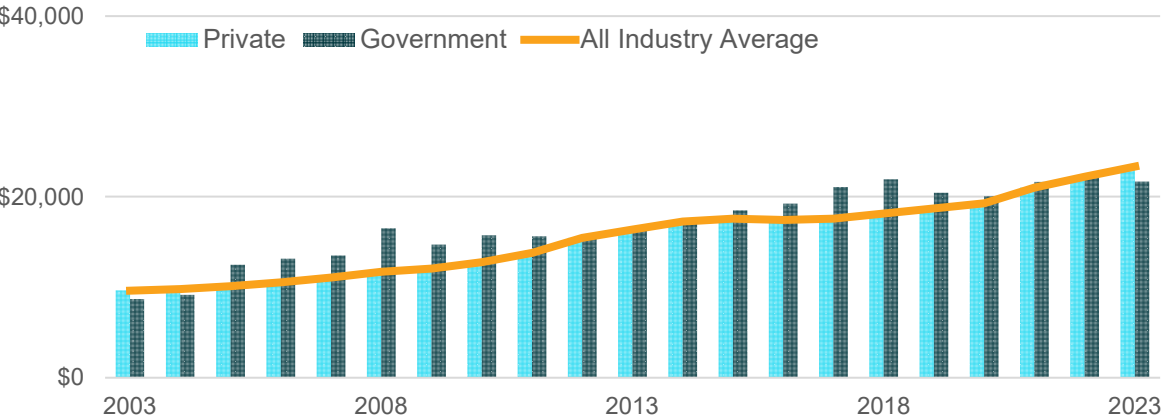
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 19-24 age group, which decreased by approximately 2,600 workers (27 percent). The largest change by percent occurred in the 65+ year-old age group, which increased by approximately 400 workers (38 percent).

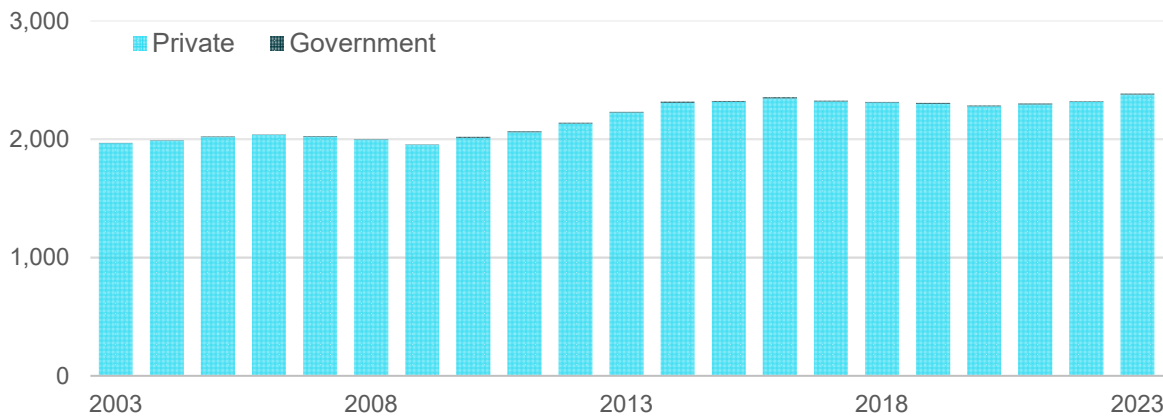
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

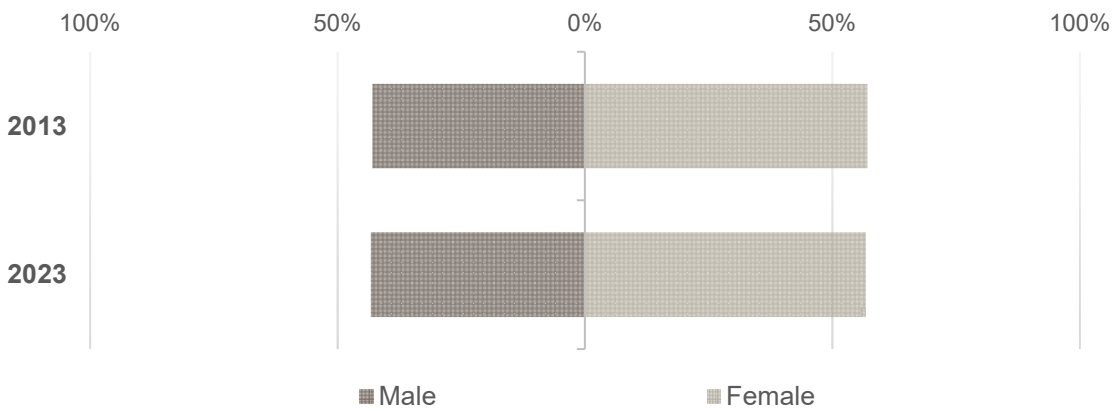


ESTABLISHMENTS

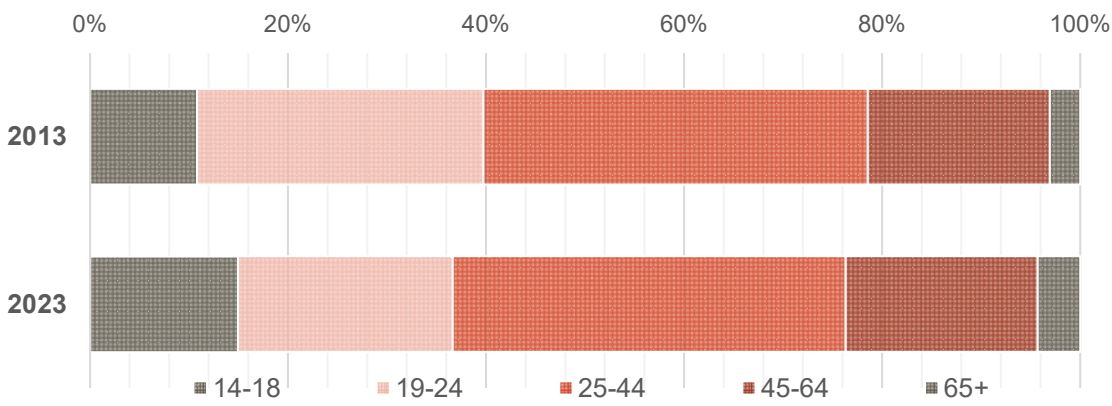


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

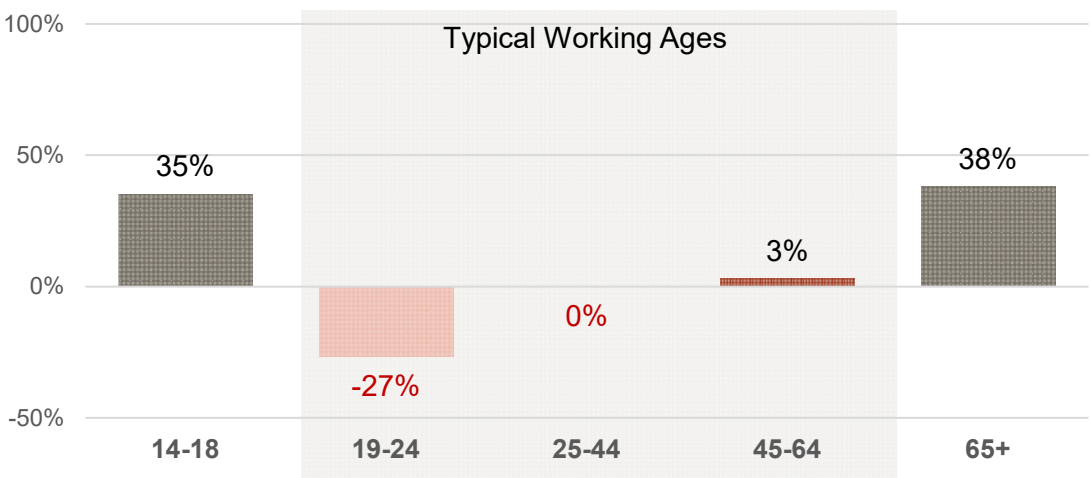
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

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 during the oil boom. Employment in this industry dipped in 2020 due to the COVID-19 pandemic, which prompted temporary closures of personal service businesses like salons and created consumer hesitancy toward services requiring close contact.

**AVERAGE
EMPLOYMENT**

In 2023, North Dakota's total employment in this industry was 11,800. From 2003 to 2023, the total average employment in this industry grew by 307 (3 percent). From 2013 to 2023, average employment decreased by 777 (6 percent). In 2023, most employment in this industry belonged to the private sector (97 percent).

	2003	2013	2023
AVG EMP	11,493	12,577	11,800
Private	97%	97%	97%
Government	3%	3%	3%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$48,867. From 2003 to 2023, average annual wages in this industry grew by \$30,111 (161 percent). From 2013 to 2023, average annual wages grew by \$18,770 (62 percent). In 2023, average annual wages in this industry were \$9,044 higher in the private sector.

	2003	2013	2023
AVG WAGE	\$18,756	\$30,097	\$48,867
Private	\$18,590	\$30,070	\$49,120
Government	\$24,041	\$31,062	\$40,076

**TOTAL
ESTABLISHMENTS**

In 2023, there were 2,438 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 414 (20 percent). From 2013 to 2023, the number of establishments grew by 242 (11 percent). In 2023, nearly all establishments in this industry belonged to the private sector (more than 99 percent).

	2003	2013	2023
TOTAL ESTAB	2,024	2,196	2,438
Private	100%	99%	100%
Government	0%	1%	0%

EMPLOYMENT DEMOGRAPHICS ■ p. 82

In 2023, employment in this industry was predominantly male (52 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 43 percent of all workers in 2023. In 2023, this industry's workforce had approximately 8,000 workers (74 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 52 percent male to 48 percent female. By comparison, in 2013, the composition was 47 percent male to 53 percent female. From 2013 to 2023, male workers increased by 0 percent (approximately 40 workers). In the same 10-year period, female workers decreased by 9 percent (approximately 1,100 workers).

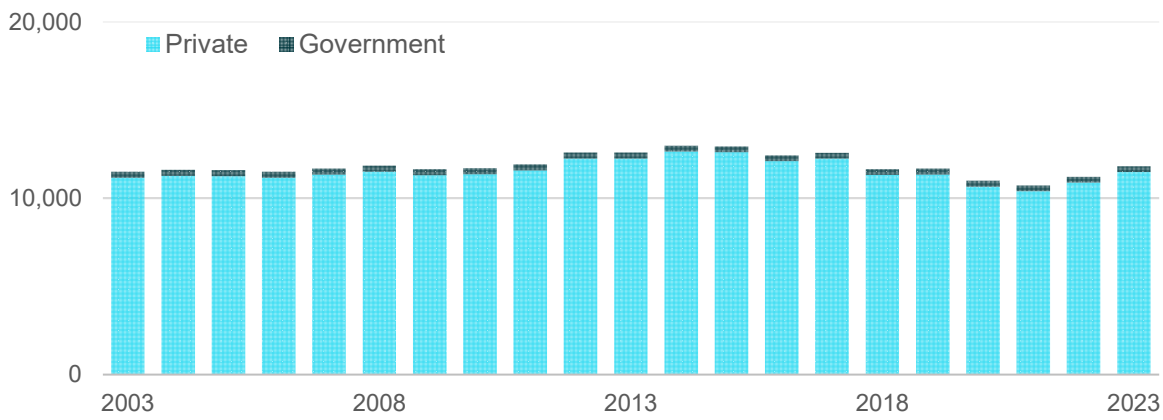
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +4 and -4 percent. The largest shifts in proportion occurred among the 19-24 year-old age group (-4 percent) and the 25-44 year-old age group (+4 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (43 percent) and the 45-64 year-old age group (32 percent).

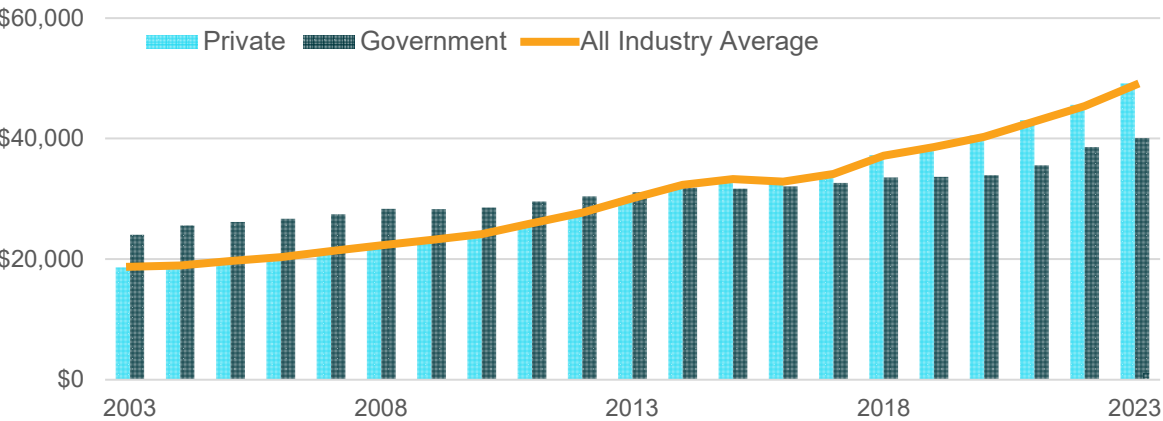
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change by both number and percent occurred in the 19-24 year-old age group, which decreased by approximately 600 workers (30 percent). The second largest change by number occurred in the 45-64 year-old age group, which decreased by approximately 600 workers (15 percent).

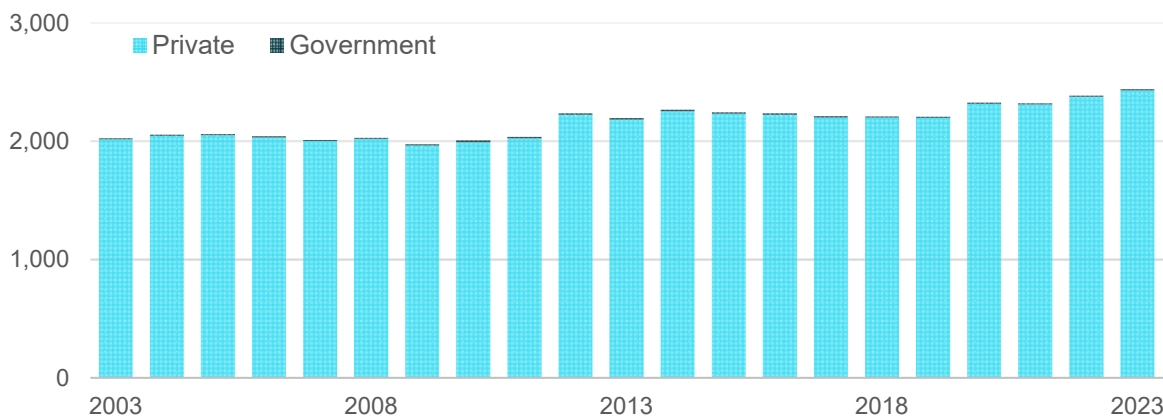
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

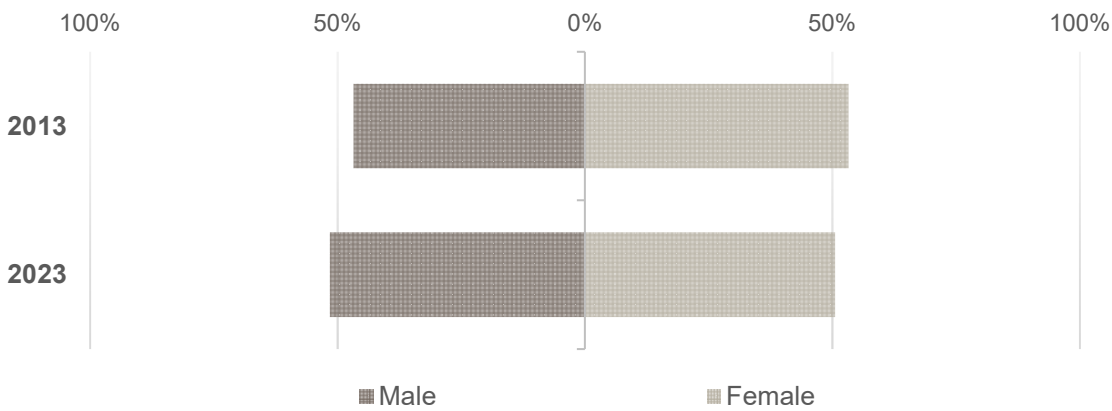


ESTABLISHMENTS

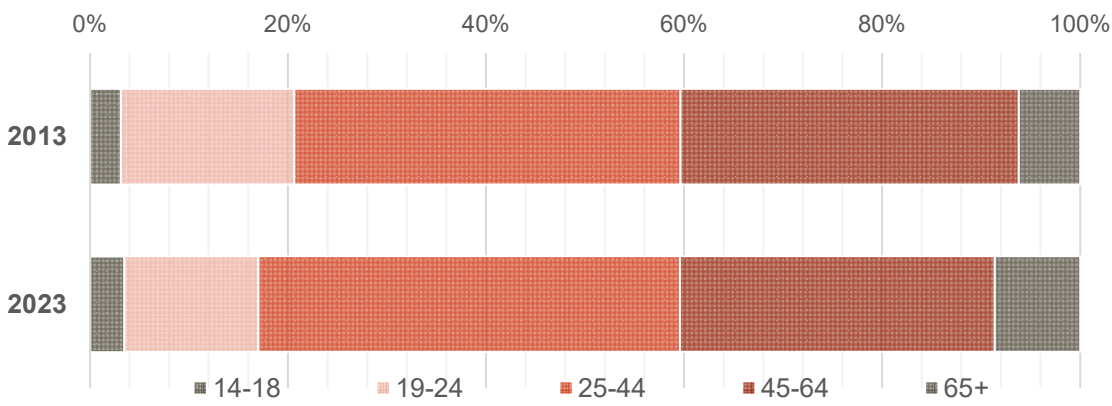


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

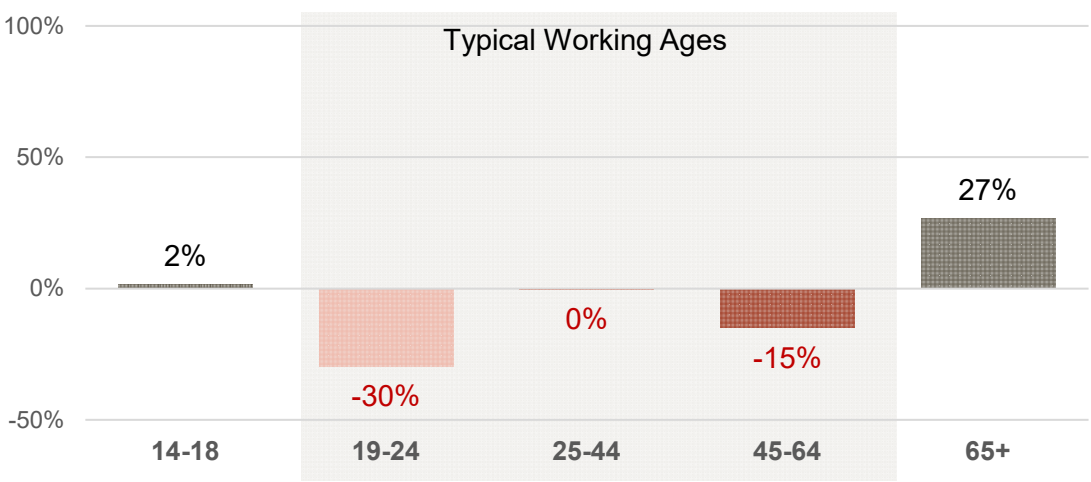
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

PUBLIC ADMINISTRATION ▪ p. 84

This industry is one of a few dominated by government ownership and includes entities like government offices and military bases.

**AVERAGE
EMPLOYMENT**

In 2023, North Dakota's total employment in this industry was 23,675. From 2003 to 2023, the total average employment in this industry grew by 4,005 (20 percent). From 2013 to 2023, average employment grew by 2,392 (11 percent). In 2023, all employment in this industry belonged to the government (100 percent).

	2003	2013	2023
AVG EMP	19,670	21,283	23,675
Private	---	---	---
Government	100%	100%	100%

**AVERAGE ANNUAL
WAGE**

In 2023, the average annual wage in this industry was \$63,041. From 2003 to 2023, average annual wages in this industry grew by \$31,108 (97 percent). From 2013 to 2023, average annual wages grew by \$17,128 (37 percent). In 2021, all wages belonged to the government.

	2003	2013	2023
AVG WAGE	\$31,934	\$45,913	\$63,041
Private	---	---	---
Government	\$31,934	\$45,913	\$63,041

**TOTAL
ESTABLISHMENTS**

In 2023, there were 1,200 establishments in this industry. From 2003 to 2023, the number of establishments in this industry grew by 32 (3 percent). From 2013 to 2023, the number of establishments grew by 69 (6 percent). In 2023, all establishments in this industry belonged to the government (100 percent).

	2003	2013	2023
TOTAL ESTAB	1,168	1,131	1,200
Private	---	---	---
Government	100%	100%	100%

EMPLOYMENT DEMOGRAPHICS ▪ p. 85

In 2023, employment in this industry was predominantly male (53 percent of all workers). The largest age group within this industry was 25- to 44-year-olds, which comprised 43 percent of all workers in 2023. In 2023, this industry's workforce had approximately 15,000 workers (84 percent) aged 25 to 64 years old, which is the typical working age range.

**COMPOSITION BY
SEX**

In 2023, the employment composition in this industry was 53 percent male to 47 percent female. By comparison, in 2013, the composition was 54 percent male to 46 percent female. From 2013 to 2023, male workers increased by 4 percent (approximately 700 workers). In the same 10-year period, female workers increased by 6 percent (approximately 900 workers).

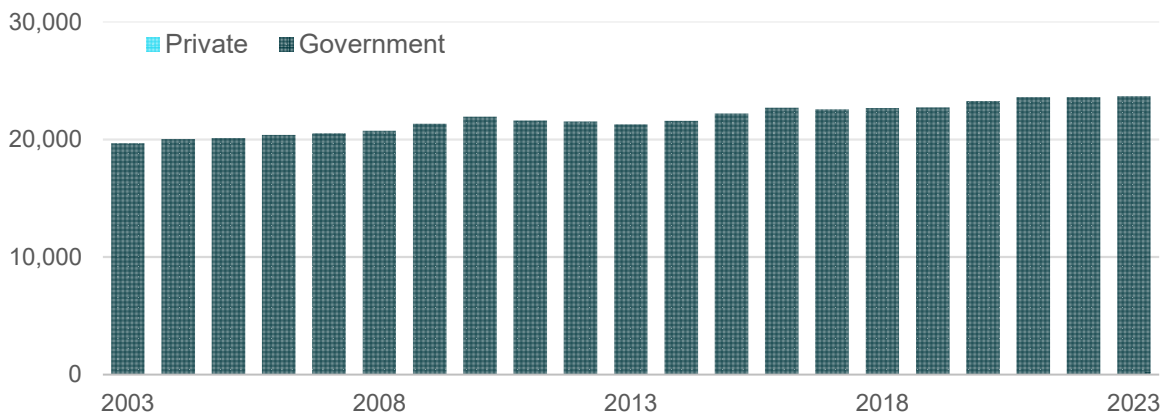
**COMPOSITION BY
AGE GROUP**

Since 2013, the proportions of each age group comprising this industry's workforce changed by a percentage between +3 and -6 percent. The largest shifts in proportion occurred among the 45-64 year-old age group (-6 percent) and the 25-44 year-old age group (+3 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (43 percent) and the 45-64 year-old age group (41 percent).

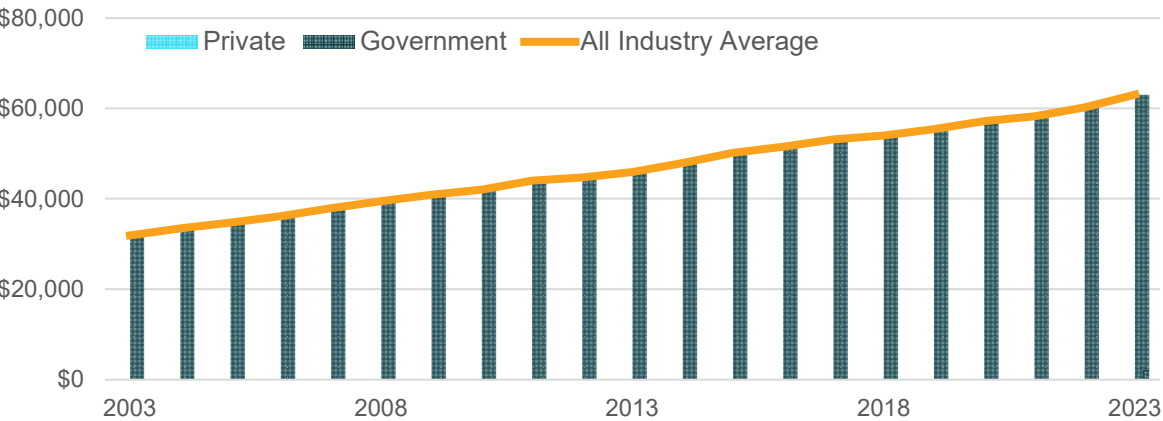
**TEN-YEAR CHANGE
BY AGE GROUP**

From 2013 to 2023, the largest change in this industry by number occurred in the 25-44 age group, which increased by approximately 1,200 workers (19 percent). The largest change by percent occurred in the 65+ year-old age group, which increased by approximately 500 workers (45 percent).

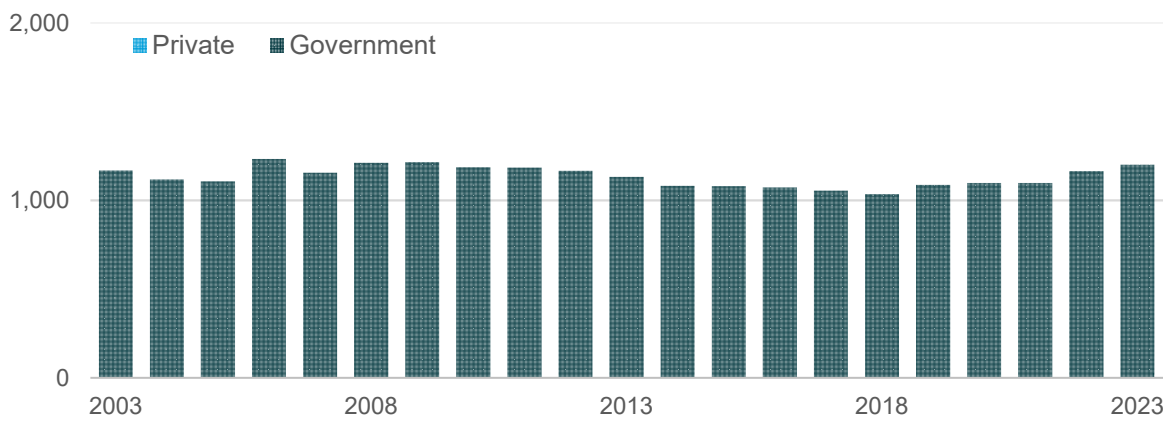
AVERAGE EMPLOYMENT



AVERAGE ANNUAL WAGE

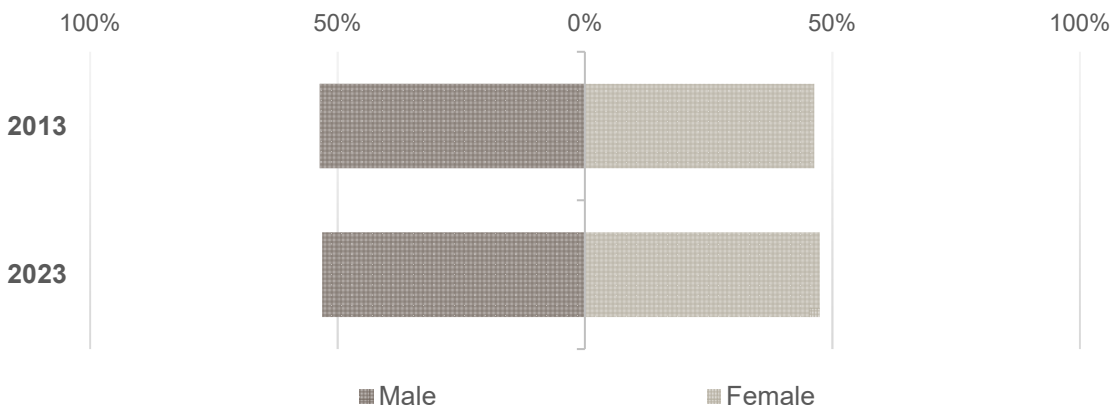


ESTABLISHMENTS

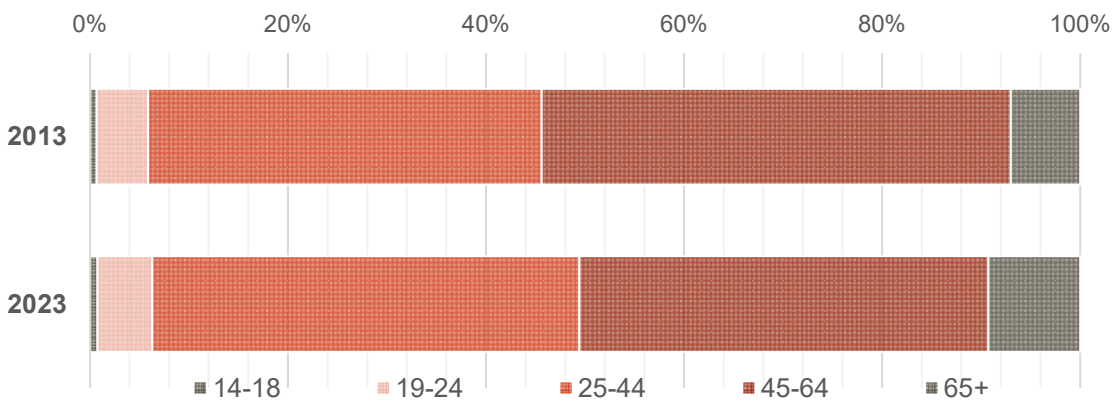


SOURCE: Labor Market Information Center, Job Service North Dakota, Quarterly Census of Employment and Wages (QCEW), 2003-2023.

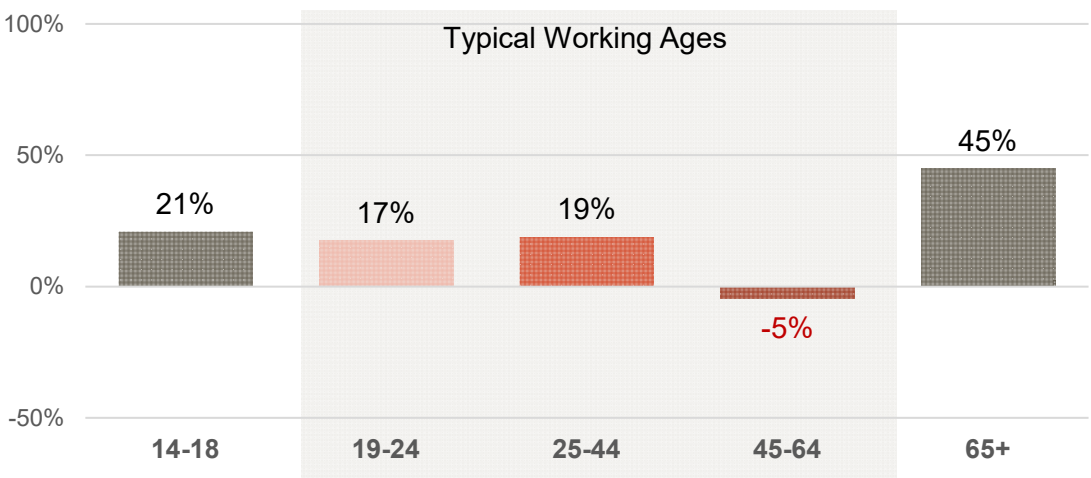
EMPLOYMENT COMPOSITION BY SEX



EMPLOYMENT COMPOSITION BY AGE GROUP



TEN-YEAR CHANGE BY AGE GROUP 2013-2023



SOURCE: US Census Bureau, Local Employment Dynamics, 2013-2023.

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 an economically influential city center. 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 show the effects of the oil boom and the economic adjustment which occurred in subsequent years.

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.

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. In nearly all the regions, the biggest share of employment belongs to the Health Care and Social Assistance industry, which is North Dakota's largest industry.

INDUSTRIES ACROSS ALL REGIONS ▪ 2023

The chart below displays all industries, ordered from largest total employment in 2023 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 2013.

Regions 5 and 7 stand out as having the largest shares of most industries in 2023. These regions are the biggest by population and contain the metropolitan areas of Fargo-Moorhead and Bismarck-Mandan, respectively. When compared with 2013, the overall concentration of employment by industries are similarly disbursed, 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	67,640	3%	9%	3%	13%	37%	7%	23%	4%
Retail Trade	45,362	6%	13%	4%	14%	30%	6%	21%	6%
Educational Services	36,365	5%	12%	***	18%	28%	8%	19%	5%
Accommodation and Food Services	33,541	8%	12%	3%	13%	33%	5%	20%	6%
Manufacturing	28,483	1%	4%	1%	14%	55%	8%	11%	6%
Construction	28,265	14%	9%	2%	10%	35%	5%	18%	7%
Wholesale Trade	23,867	9%	11%	3%	9%	38%	8%	14%	7%
Public Administration	23,675	13%	11%	9%	10%	17%	6%	28%	6%
Transportation and Warehousing	19,347	16%	11%	2%	9%	40%	4%	12%	7%
Mining, Quarrying, and Oil and Gas Extraction	18,110	54%	17%	***	1%	0%	0%	9%	19%
Professional and Technical Services	17,507	6%	7%	1%	10%	41%	4%	25%	5%
Finance and Insurance	17,396	3%	9%	3%	6%	46%	5%	18%	4%
Administrative and Waste Services	13,931	8%	10%	1%	12%	39%	2%	21%	3%
Other Services (except Public Administration)	11,800	8%	11%	4%	9%	32%	5%	22%	7%
Arts, Entertainment, and Recreation	11,765	5%	11%	8%	10%	33%	4%	22%	7%
Information	5,791	4%	10%	3%	9%	43%	7%	19%	4%
Real Estate and Rental and Leasing	5,724	18%	10%	4%	10%	36%	2%	13%	6%
Agriculture, Forestry, Fishing and Hunting	5,000	2%	8%	6%	25%	27%	15%	11%	6%
Management of Companies and Enterprises	4,495	1%	4%	***	7%	49%	3%	32%	2%
Utilities	3,575	11%	9%	3%	10%	8%	6%	48%	5%

Represents top industry leader(s) in 2023

Represents secondary industry leader(s) in 2023

*** Data not available due to confidentiality restrictions


INDUSTRIES ACROSS ALL REGIONS ▪ 2013

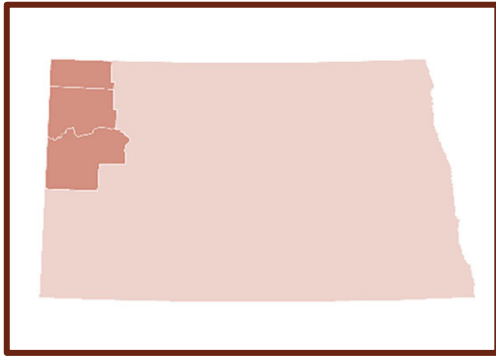
The chart below displays all industries, ordered from largest total employment in 2013 to smallest for easy comparison with the chart on the previous page. As with the 2023 industry shares, highlighted regions have the highest share of employment in the given industry, with darker shades indicating the largest share(s).

As with the data for 2023, this chart also shows the dominance of Regions 5 and 7 holding the largest shares of most industries in 2013. Because the western regions were already impacted by the oil boom in 2013, employment concentrations were similarly disbursed as they were in 2023.

INDUSTRY	TOTAL EMP	REGIONS							
		1	2	3	4	5	6	7	8
Health Care and Social Assistance	59,579	3%	10%	4%	14%	31%	9%	25%	5%
Retail Trade	49,277	6%	15%	3%	16%	29%	6%	19%	6%
Educational Services	33,027	4%	12%	6%	20%	27%	8%	18%	5%
Accommodation and Food Services	35,170	8%	14%	3%	14%	31%	6%	19%	6%
Manufacturing	25,659	2%	5%	3%	13%	53%	11%	8%	6%
Construction	33,456	19%	14%	2%	9%	24%	3%	19%	8%
Wholesale Trade	26,407	14%	11%	3%	9%	34%	8%	13%	7%
Public Administration	21,283	8%	11%	9%	11%	16%	7%	32%	6%
Transportation and Warehousing	22,127	24%	17%	2%	8%	21%	4%	11%	12%
Mining, Quarrying, and Oil and Gas Extraction	26,198	56%	14%	0%	1%	0%	0%	5%	22%
Professional and Technical Services	16,300	8%	10%	1%	10%	35%	4%	26%	5%
Finance and Insurance	17,392	3%	11%	4%	8%	44%	5%	20%	4%
Administrative and Waste Services	13,958	7%	11%	2%	10%	43%	3%	20%	3%
Other Services (except Public Administration)	12,577	6%	12%	4%	11%	32%	7%	22%	7%
Arts, Entertainment, and Recreation	8,795	4%	10%	12%	12%	30%	4%	20%	7%
Information	7,044	3%	10%	5%	8%	46%	6%	17%	5%
Real Estate and Rental and Leasing	5,597	25%	11%	3%	7%	30%	3%	12%	8%
Agriculture, Forestry, Fishing and Hunting	4,273	4%	5%	5%	35%	24%	14%	9%	4%
Management of Companies and Enterprises	5,127	0%	2%	2%	3%	62%	2%	28%	1%
Utilities	3,863	8%	9%	3%	9%	7%	5%	55%	4%

 Represents top industry leader(s) in 2013

 Represents secondary industry leader(s) in 2013



REGION 1 OVERVIEW

LARGEST CITY: Williston (27,706)

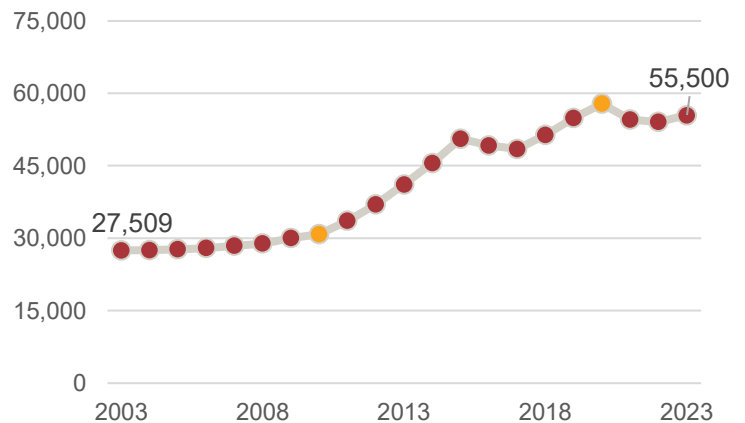
Region 1 is in the northwest corner of the state. This region grew dramatically during the oil boom (2006-2015), and has had a high, but fluctuating, population since the boom ended in 2015. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 1 experienced extreme growth during the oil boom, stabilized, and started growing again in the years after. The decline in oil demand during the COVID-19 pandemic caused an initial drop in economic measures, but the region has since recovered.

REGION 1 POPULATION 2003-2023

In 2023, the population in Region 1 was 55,500, and had increased by 1,476, or 3 percent, from 2022.

From 2003 to 2013, the population had a net increase of 13,687, with an average annual growth rate of 4.2 percent. From 2013 to 2023, the population had a net increase of 14,304, with an average annual growth rate of 3.2 percent.

The population in Region 1 has been sensitive to oil activity in the region, growing steadily during the oil boom, dropping during the pandemic, and stabilizing in recent years.



Census years are indicated by gold markers on the graph.

REGION 1 EMPLOYMENT ▪ p. 90

EMPLOYMENT COMPOSITION BY SEX

In 2023, the employment composition in Region 1 was 65 percent male to 35 percent female. By comparison, in 2013, the composition was 77 percent male to 23 percent female. From 2013 to 2023, male workers decreased by 24 percent (approximately 11,200 workers). In the same 10-year period, female workers increased by 4 percent (approximately 2,000 workers).

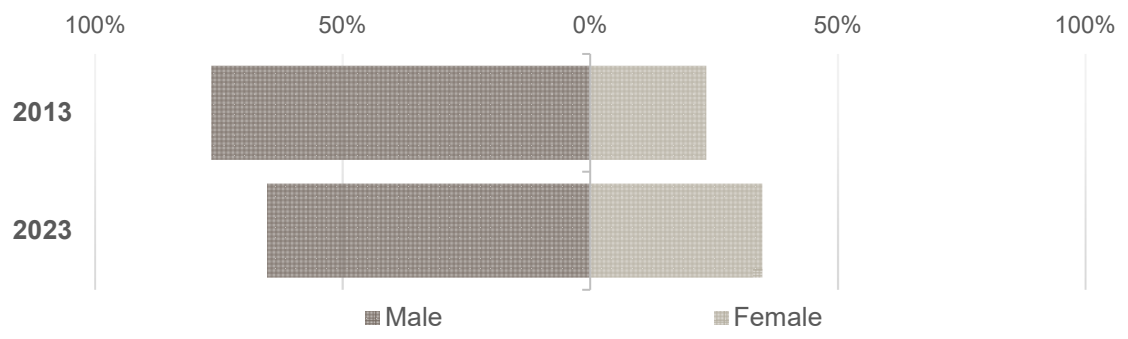
EMPLOYMENT COMPOSITION BY AGE

Since 2013, the proportions of each age group comprising Region 1's workforce changed on average by +/-2 percent. The largest shifts in proportion occurred among the 19-24 year-old age group (-3 percent) and the 65+ year-old age group (+3 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (51 percent) and the 45-64 year-old age group (30 percent).

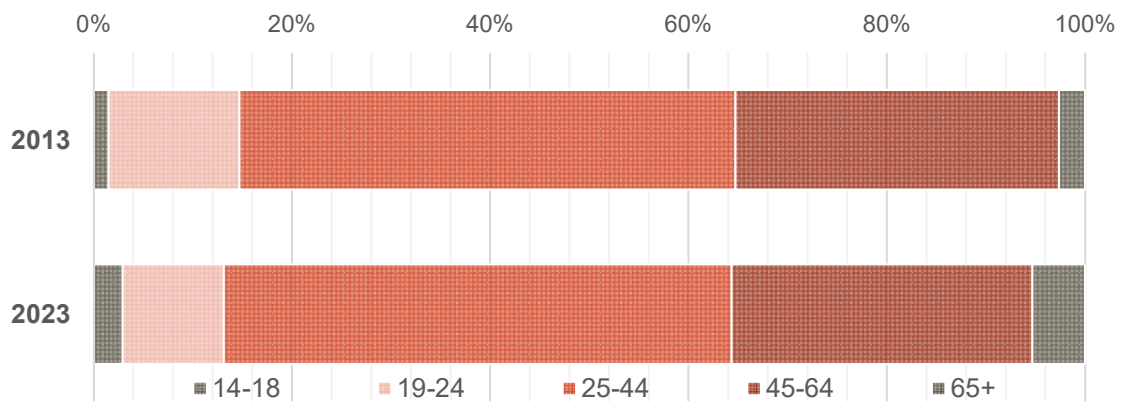
UNEMPLOYMENT RATE

In 2023, Region 1 had an unemployment rate of 1.5 percent, which was lower than the statewide unemployment rate. Unemployment rates spiked nationally in 2020 due to the COVID-19 pandemic but have since declined. The rate reflects a decrease of 0.5 percent from 2022.

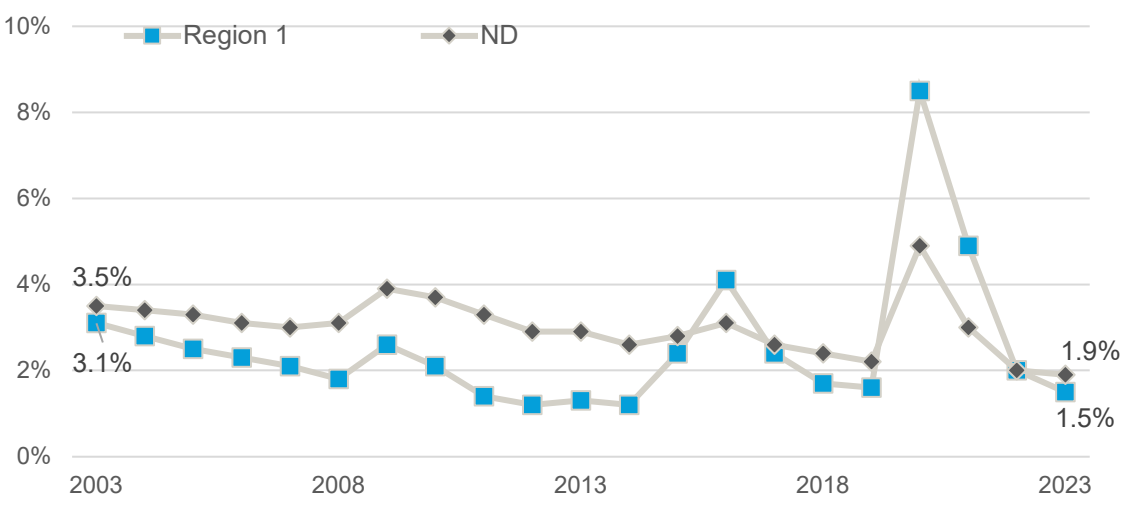
REGION 1 EMPLOYMENT COMPOSITION BY SEX



REGION 1 EMPLOYMENT COMPOSITION BY AGE GROUP



REGION 1 UNEMPLOYMENT RATE



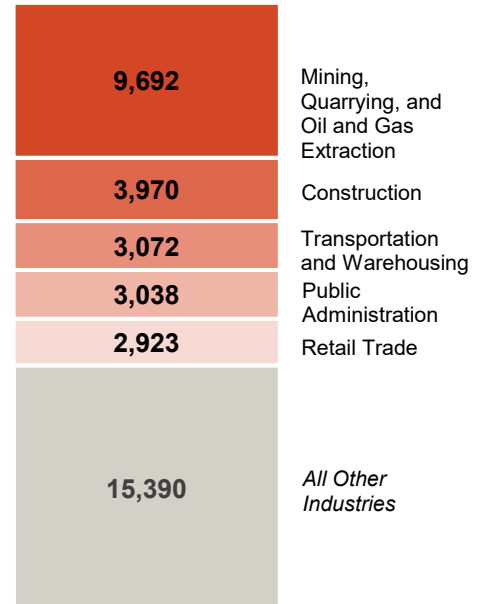
REGION 1 TOP INDUSTRIES

TOTAL EMPLOYMENT: 38,085

In 2023, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest share of employment in Region 1, with 9,692 employees out of a total 38,085 (25 percent). The top five largest industries in this region accounted for 22,695 employees (60 percent) of the total.

TOP INDUSTRIES 2023

25%	1. Mining, Quarrying, and Oil and Gas Extraction
10%	2. Construction
8%	3. Transportation and Warehousing
8%	4. Public Administration
8%	5. Retail Trade
40%	All Other Industries



REGION 1 INDUSTRY PROFILES

In 2023, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest share of employment in Region 1. The Public Administration industry had the highest employment growth by percent from 2013-2023. In the same 10-year time period, the Utilities industry had the highest wage growth by percent.

MINING, QUARRYING, AND OIL AND GAS EXTRACTION • Largest Employment 2023

In 2023, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest employment in Region 1 with 9,692 workers. From 2003 to 2023, average employment increased by 8,673 workers (or 851 percent); from 2013 to 2023, average employment decreased by 5,046 workers (or 34 percent).

	2003	2013	2023
AVG EMP	1,019	14,738	9,692
AVG WAGE	\$49,009	\$100,026	\$130,880
TOTAL ESTAB	68	380	370

PUBLIC ADMINISTRATION • High Growth Industry 2013-2023

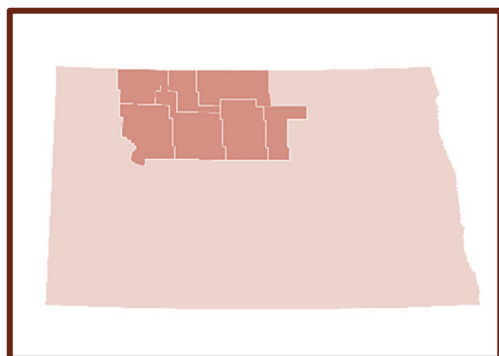
In 2023, the Public Administration industry had the highest employment growth by percent since 2013 in Region 1. From 2013 to 2023, average employment increased by 1,905 workers (or 168 percent); from 2013 to 2023, average employment increased by 1,422 workers (or 88 percent).

	2003	2013	2023
AVG EMP	1,133	1,616	3,038
AVG WAGE	\$27,106	\$46,097	\$63,881
TOTAL ESTAB	63	64	70

UTILITIES • High Growth Wages 2013-2023

In 2023, the Utilities industry had the highest wage growth by percent since 2013 in Region 1. From 2003 to 2023, average annual wages increased by \$66,337 (or 148 percent); from 2013 to 2023, average annual wages increased by \$40,984 (or 58 percent).

	2003	2013	2023
AVG EMP	103	295	386
AVG WAGE	\$44,852	\$70,205	\$111,189
TOTAL ESTAB	12	24	34



REGION 2 OVERVIEW

LARGEST CITY: Minot (47,373)

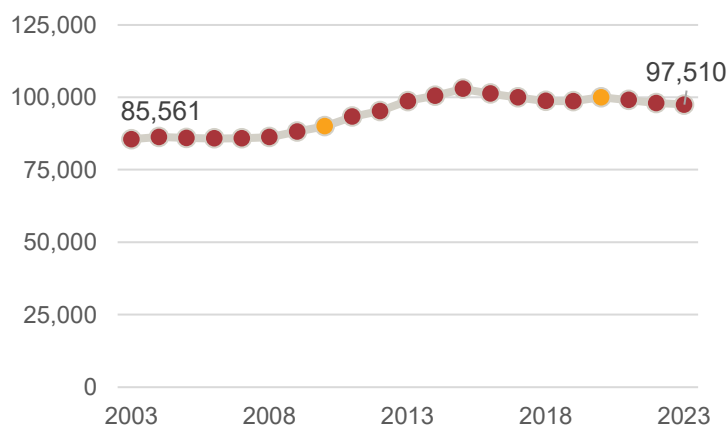
Region 2 is in the northwest central part of the state. This region has had relatively flat population growth, except for the years of the oil boom (2006-2015), when the population grew moderately. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Region 2 is close to and contains some counties located in the Bakken Oil Field, so overall economic measures have been somewhat influenced by oil activity in recent years.

REGION 2 POPULATION 2003-2023

In 2023, the population in Region 2 was 97,510, and had decreased by 411, or 0 percent, from 2022.

From 2003 to 2013, the population had a net increase of 13,160, with an average annual growth rate of 1.5 percent. From 2013 to 2023, the population had a net decrease of 1,211, with an average annual growth rate of -0.1 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. The population has remained flat in recent years.



Census years are indicated by gold markers on the graph.

REGION 2 EMPLOYMENT ▪ p. 93

EMPLOYMENT COMPOSITION BY SEX

In 2023, the employment composition in Region 2 was 51 percent male to 49 percent female. By comparison, in 2013, the composition was 55 percent male to 45 percent female. From 2013 to 2023, male workers decreased by 11 percent (approximately 5,300 workers). In the same 10-year period, female workers decreased by 3 percent (approximately 1,500 workers).

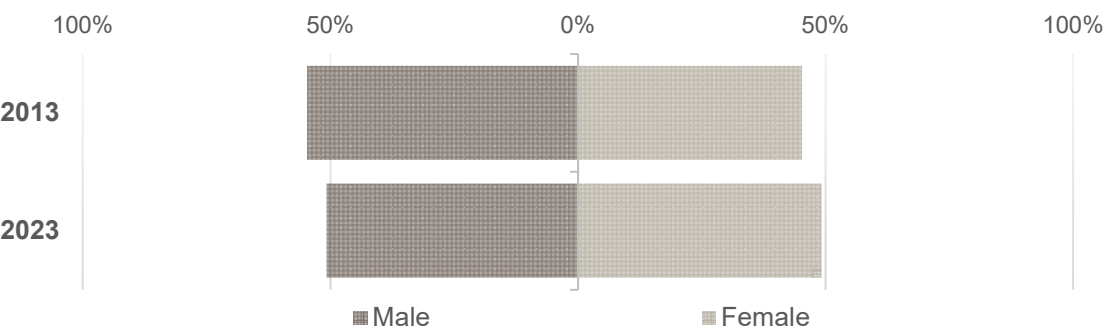
EMPLOYMENT COMPOSITION BY AGE

Since 2013, the proportions of each age group comprising Region 2's workforce changed on average by +/-2 percent. The largest shifts in proportion occurred among the 19-24 year-old age group (-3 percent) and the 65+ year-old age group (+2 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (43 percent) and the 45-64 year-old age group (34 percent).

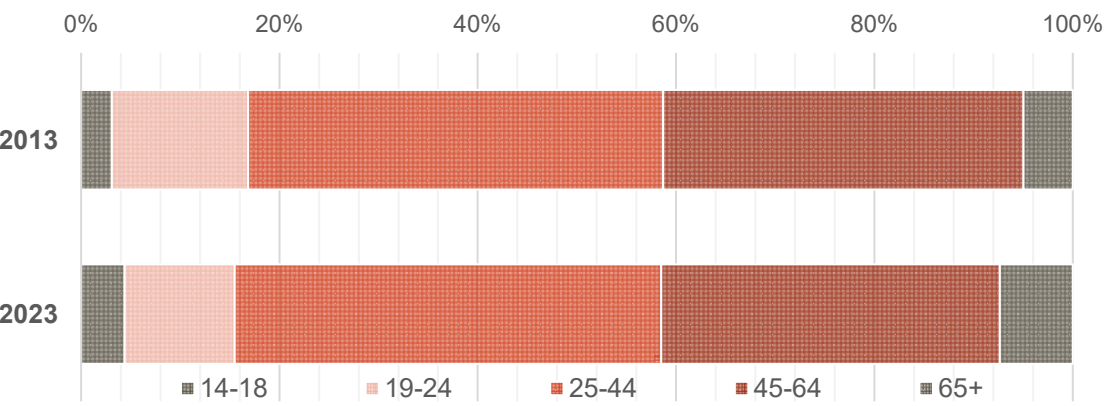
UNEMPLOYMENT RATE

In 2023, Region 2 had an unemployment rate of 2 percent, which was higher than the statewide unemployment rate. Unemployment rates spiked nationally in 2020 due to the COVID-19 pandemic but have since declined. The rate reflects a decrease of 0.2 percent from 2022.

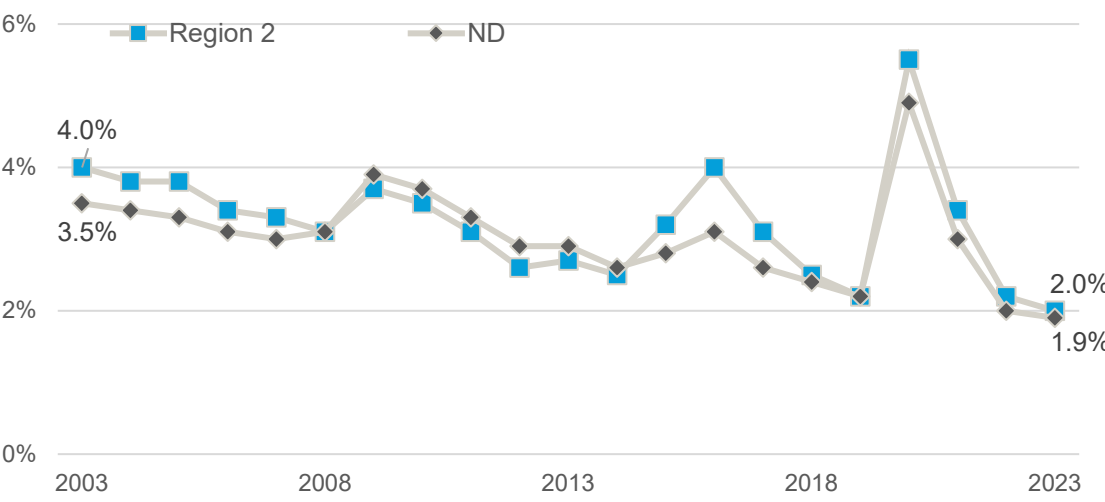
REGION 2 EMPLOYMENT COMPOSITION BY SEX



REGION 2 EMPLOYMENT COMPOSITION BY AGE GROUP



REGION 2 UNEMPLOYMENT RATE



REGION 2 TOP INDUSTRIES

TOTAL EMPLOYMENT: 43,181

In 2023, the Health Care and Social Assistance industry had the largest share of employment in Region 2, with 6,108 employees out of a total 43,181 (14 percent). The top five largest industries in this region accounted for 23,571 employees (55 percent) of the total.

TOP INDUSTRIES 2023

14%	1. Health Care and Social Assistance
14%	2. Retail Trade
10%	3. Educational Services
10%	4. Accommodation and Food Services
7%	5. Mining, Quarrying, and Oil and Gas Extraction
45%	All Other Industries

6,108	Health Care and Social Assistance
5,989	Retail Trade
4,261	Educational Services
4,160	Accommodation and Food Services
3,053	Mining, Quarrying, and Oil and Gas Extraction
19,610	All Other Industries

REGION 2 INDUSTRY PROFILES

In 2023, the Health Care and Social Assistance industry had the largest share of employment in Region 2. The Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth by percent from 2013-2023. In the same 10-year time period, the Other Services (except Public Administration) industry had the highest wage growth by percent.

HEALTH CARE AND SOCIAL ASSISTANCE ▪ Largest Employment 2023

In 2023, the Health Care and Social Assistance industry had the largest employment in Region 2 with 6,108 workers. From 2003 to 2023, average employment increased by 364 workers (or 6 percent); from 2013 to 2023, average employment increased by 214 workers (or 4 percent).

	2003	2013	2023
AVG EMP	5,744	5,894	6,108
AVG WAGE	\$28,690	\$49,354	\$64,907
TOTAL ESTAB	214	254	348

AGRICULTURE, FORESTRY, FISHING AND HUNTING ▪ High Growth Industry 2013-2023

In 2023, the Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth by percent since 2013 in Region 2. Comparative data from 2003 for this industry is unavailable due to confidentiality restrictions. From 2013 to 2023, average employment increased by 167 workers (or 75 percent).

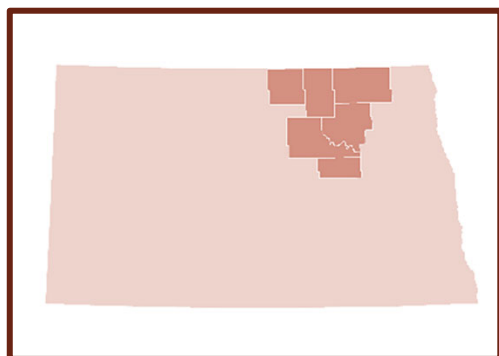
	2003	2013	2023
AVG EMP	***	223	390
AVG WAGE	***	\$42,503	\$56,579
TOTAL ESTAB	32	66	99

OTHER SERVICES (EXCEPT PUBLIC ADMINISTRATION) ▪ High Growth Wages 2013-2023

In 2023, the Other Services (except Public Administration) industry had the highest wage growth by percent since 2013 in Region 2. From 2003 to 2023, average annual wages increased by \$35,573 (or 194 percent); from 2013 to 2023, average annual wages increased by \$21,959 (or 69 percent).

	2003	2013	2023
AVG EMP	1,157	1,470	1,316
AVG WAGE	\$18,328	\$31,942	\$53,901
TOTAL ESTAB	246	265	264

*** Data not available due to confidentiality restrictions



REGION 3 OVERVIEW

LARGEST CITY: Devils Lake (7,135)

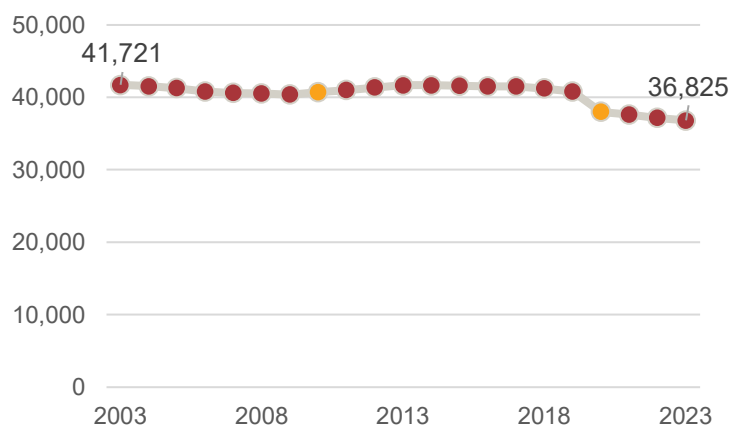
Region 3 is located in the northeast central part of the state. This region has had a flat and somewhat declining population over the past 20 years. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 3 has remained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

REGION 3 POPULATION 2003-2023

In 2023, the population in Region 3 was 36,825, and had decreased by 305, or 1 percent, from 2022.

From 2003 to 2013, the population had a net decrease of 76, with an average annual growth rate of 0 percent. From 2013 to 2023, the population had a net decrease of 4,820, with an average annual growth rate of -1.2 percent.

Region 3 is largely insulated from economic activity in other regions, like the impact of the oil boom on western regions. The flat curve of population over time suggests a constant, static, economy.



Census years are indicated by gold markers on the graph.

REGION 3 EMPLOYMENT • p. 96

EMPLOYMENT COMPOSITION BY SEX

In 2023, the employment composition in Region 3 was 46 percent male to 54 percent female. By comparison, in 2013, the composition was 46 percent male to 54 percent female. From 2013 to 2023, male workers decreased by 2 percent (approximately 200 workers). In the same 10-year period, female workers decreased by 2 percent (approximately 300 workers).

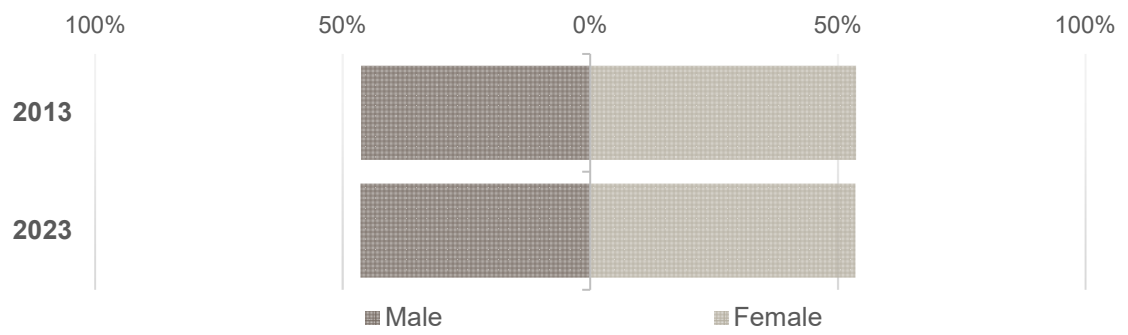
EMPLOYMENT COMPOSITION BY AGE

Since 2013, the proportions of each age group comprising Region 3's workforce changed on average by +/-2 percent. The largest shifts in proportion occurred among the 45-64 year-old age group (-5 percent) and the 65+ year-old age group (+3 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (39 percent) and the 45-64 year-old age group (37 percent).

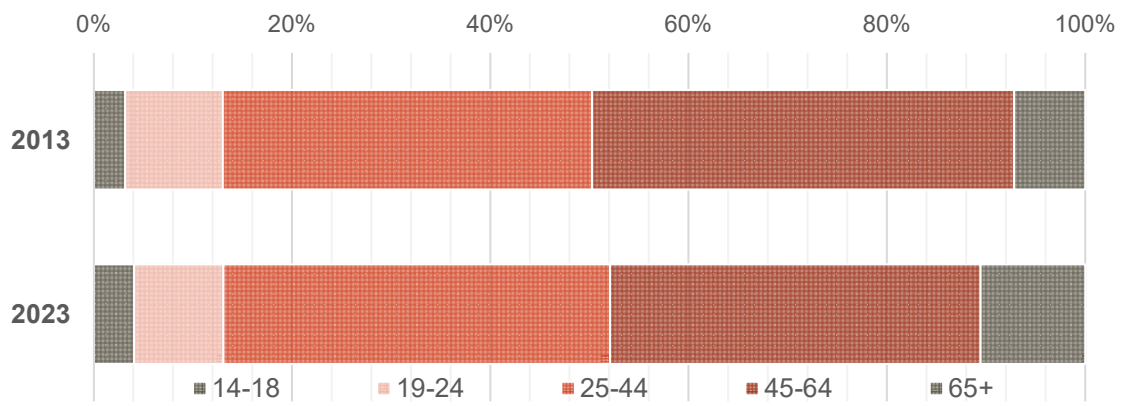
UNEMPLOYMENT RATE

In 2023, Region 3 had an unemployment rate of 3.2 percent, which was higher than the statewide unemployment rate. Unemployment rates spiked nationally in 2020 due to the COVID-19 pandemic but have since declined. The rate reflects a decrease of 0.3 percent from 2022.

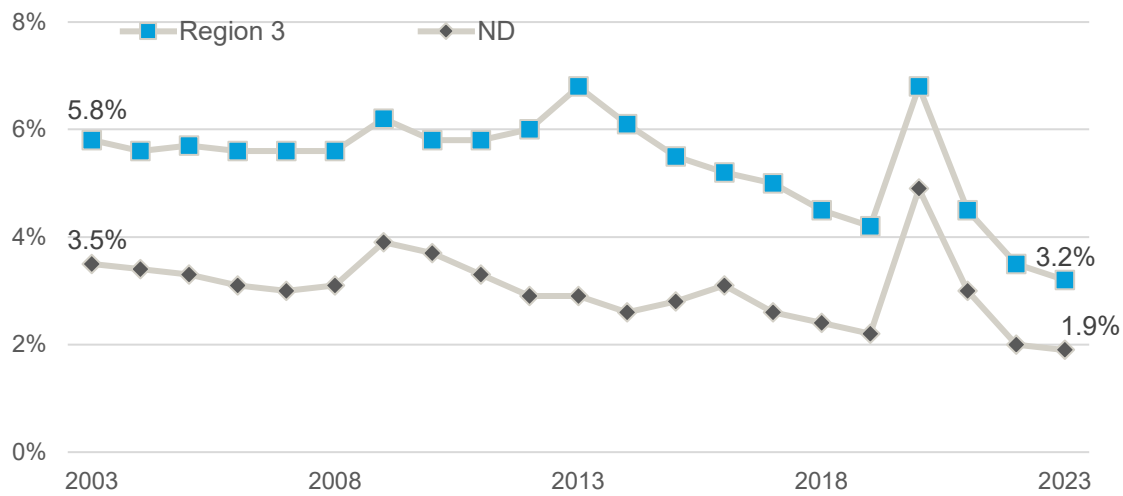
REGION 3 EMPLOYMENT COMPOSITION BY SEX



REGION 3 EMPLOYMENT COMPOSITION BY AGE GROUP



REGION 3 UNEMPLOYMENT RATE



REGION 3 TOP INDUSTRIES

TOTAL EMPLOYMENT: 14,636

In 2023, the Health Care and Social Assistance industry had the largest share of employment in Region 3, with 2,256 employees out of a total 14,636 (15 percent). The top five largest industries in this region accounted for 8,081 employees (55 percent) of the total.

TOP INDUSTRIES 2023

15%	1. Health Care and Social Assistance
15%	2. Public Administration
12%	3. Retail Trade
7%	4. Accommodation and Food Services
6%	5. Arts, Entertainment, and Recreation
45%	All Other Industries

2,256	Health Care and Social Assistance
2,171	Public Administration
1,700	Retail Trade
1,049	Accommodation and Food Services
905	Arts, Entertainment, and Recreation
6,555	All Other Industries

REGION 3 INDUSTRY PROFILES

In 2023, 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 by percent from 2013-2023. In the same 10-year time period, the Administrative and Waste Services industry had the highest wage growth by percent.

HEALTH CARE AND SOCIAL ASSISTANCE • Largest Employment 2023

In 2023, the Health Care and Social Assistance industry had the largest employment in Region 3 with 2,256 workers. From 2003 to 2023, average employment decreased by 289 workers (or 11 percent); from 2013 to 2023, average employment decreased by 32 workers (or 1 percent).

	2003	2013	2023
AVG EMP	2,545	2,288	2,256
AVG WAGE	\$24,379	\$36,854	\$53,650
TOTAL ESTAB	95	127	157

AGRICULTURE, FORESTRY, FISHING AND HUNTING • High Growth Industry 2013-2023

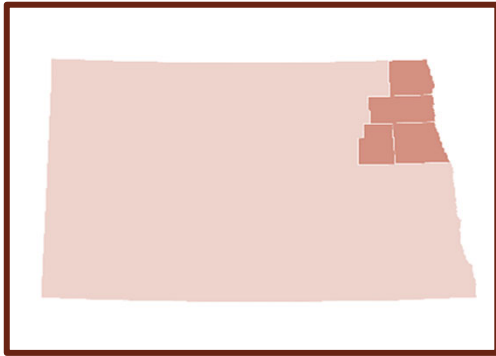
In 2023, the Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth by percent since 2013 in Region 3. From 2013 to 2023, average employment increased by 166 workers (or 132 percent); from 2013 to 2023, average employment increased by 81 workers (or 38 percent).

	2003	2013	2023
AVG EMP	126	211	292
AVG WAGE	\$21,860	\$36,138	\$50,958
TOTAL ESTAB	49	48	76

ADMINISTRATIVE AND WASTE SERVICES • High Growth Wages 2013-2023

In 2023, the Administrative and Waste Services industry had the highest wage growth by percent since 2013 in Region 3. From 2003 to 2023, average annual wages increased by \$35,222 (or 250 percent); from 2013 to 2023, average annual wages increased by \$21,852 (or 80 percent).

	2003	2013	2023
AVG EMP	276	235	191
AVG WAGE	\$14,109	\$27,479	\$49,332
TOTAL ESTAB	33	41	42



REGION 4 OVERVIEW

LARGEST CITY: Grand Forks (58,921)

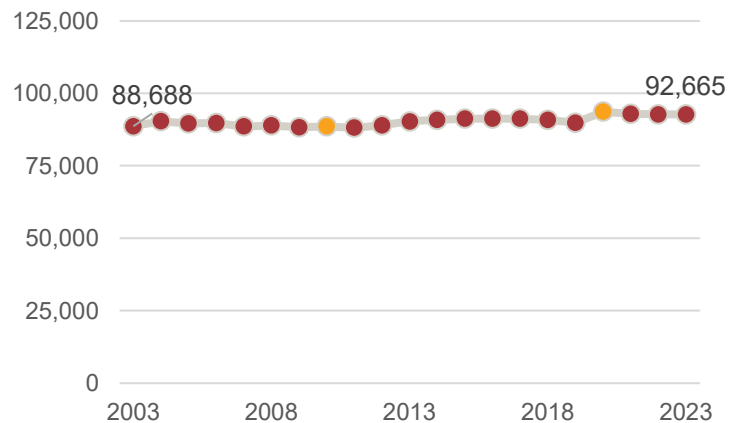
Region 4 is in the northeastern corner of the state. This region has had a relatively flat population over the past 20 years. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 4 has remained somewhat constant in economic measures and has experienced modest growth in employment.

REGION 4 POPULATION 2003-2023

In 2023, the population in Region 4 was 92,665, and had increased by 40, or 0 percent, from 2022.

From 2003 to 2013, the population had a net increase of 1,645, with an average annual growth rate of 0.2 percent. From 2013 to 2023, the population had a net increase of 2,332, with an average annual growth rate of 0.3 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 SEX

In 2023, the employment composition in Region 4 was 50 percent male to 50 percent female. By comparison, in 2013, the composition was 49 percent male to 51 percent female. From 2013 to 2023, male workers decreased by 2 percent (approximately 700 workers). In the same 10-year period, female workers decreased by 3 percent (approximately 1,400 workers).

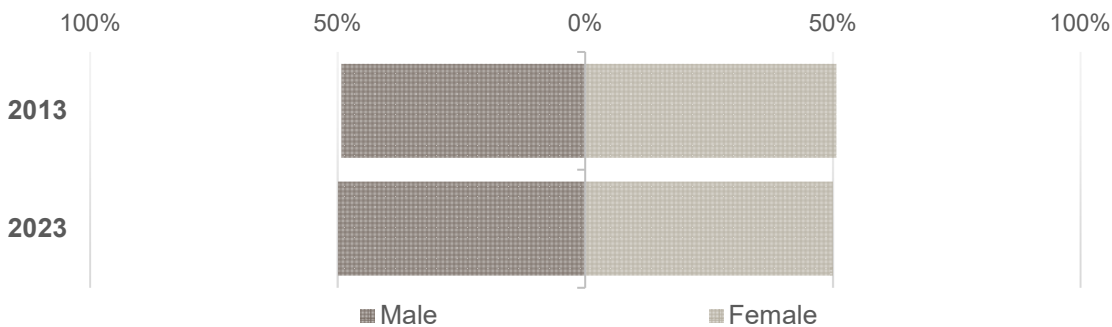
EMPLOYMENT COMPOSITION BY AGE

Since 2013, the proportions of each age group comprising Region 4's workforce changed on average by +/-2 percent. The largest shifts in proportion occurred among the 45-64 year-old age group (-3 percent) and the 65+ year-old age group (+3 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (42 percent) and the 45-64 year-old age group (33 percent).

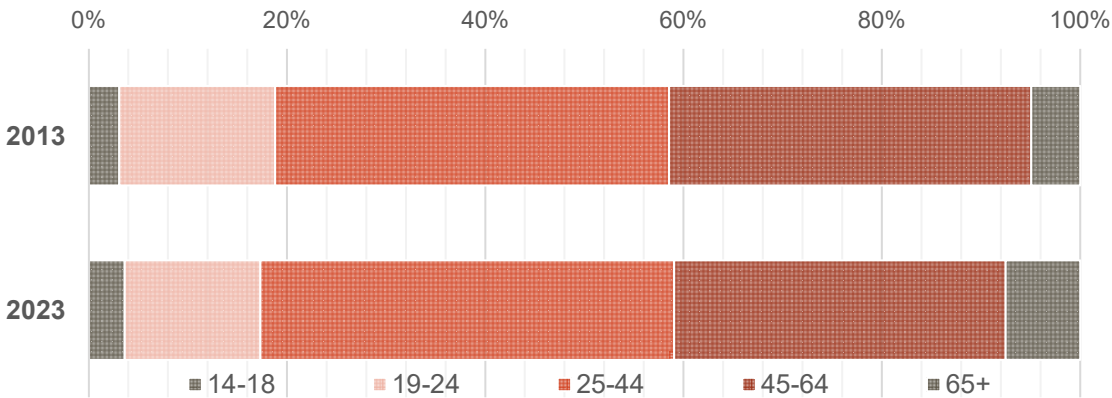
UNEMPLOYMENT RATE

In 2023, Region 4 had an unemployment rate of 1.9 percent, which was the same as the statewide unemployment rate. Unemployment rates spiked nationally in 2020 due to the COVID-19 pandemic but have since declined. The rate reflects a decrease of 0.2 percent from 2022.

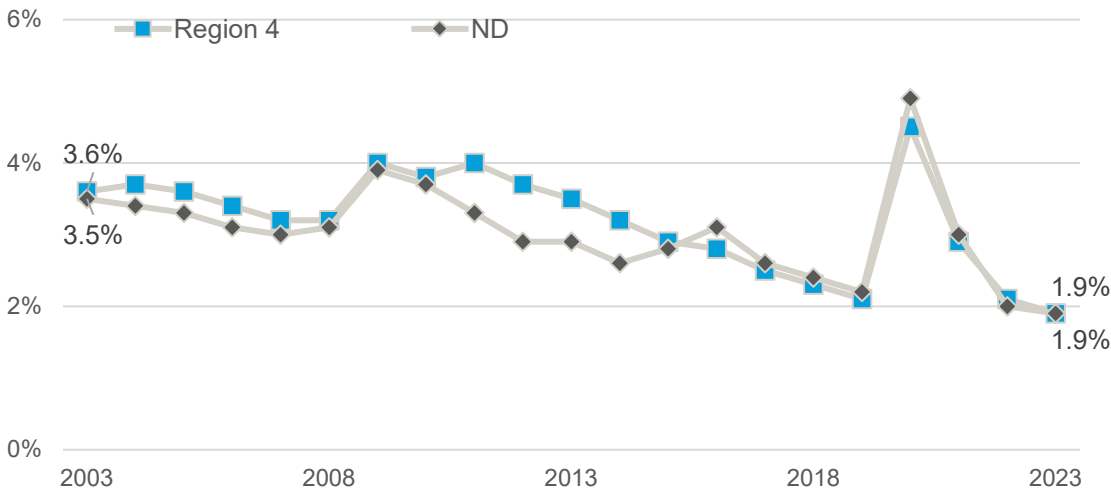
REGION 4 EMPLOYMENT COMPOSITION BY SEX



REGION 4 EMPLOYMENT COMPOSITION BY AGE GROUP



REGION 4 UNEMPLOYMENT RATE



REGION 4 TOP INDUSTRIES

TOTAL EMPLOYMENT: 48,897

In 2023, the Health Care and Social Assistance industry had the largest share of employment in Region 4, with 8,651 employees out of a total 48,897 (18 percent). The top five largest industries in this region accounted for 29,739 employees (61 percent) of the total.

TOP INDUSTRIES 2023

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

8,651	Health Care and Social Assistance
6,588	Educational Services
6,262	Retail Trade
4,242	Accommodation and Food Services
3,996	Manufacturing
19,158	All Other Industries

REGION 4 INDUSTRY PROFILES

In 2023, the Health Care and Social Assistance industry had the largest share of employment in Region 4. The Management of Companies and Enterprises industry had the highest employment growth by percent from 2013-2023. In the same 10-year time period, the Real Estate and Rental and Leasing industry had the highest wage growth by percent.

HEALTH CARE AND SOCIAL ASSISTANCE • Largest Employment 2023

In 2023, the Health Care and Social Assistance industry had the largest employment in Region 4 with 8,651 workers. From 2003 to 2023, average employment increased by 1,636 workers (or 23 percent); from 2013 to 2023, average employment increased by 143 workers (or 2 percent).

	2003	2013	2023
AVG EMP	7,015	8,508	8,651
AVG WAGE	\$29,430	\$43,226	\$64,035
TOTAL ESTAB	172	267	390

MANAGEMENT OF COMPANIES AND ENTERPRISES • High Growth Industry 2013-2023

In 2023, the Management of Companies and Enterprises industry had the highest employment growth by percent since 2013 in Region 4. Comparative data from 2003 for this industry is unavailable due to confidentiality restrictions. From 2013 to 2023, average employment increased by 166 workers (or 109 percent).

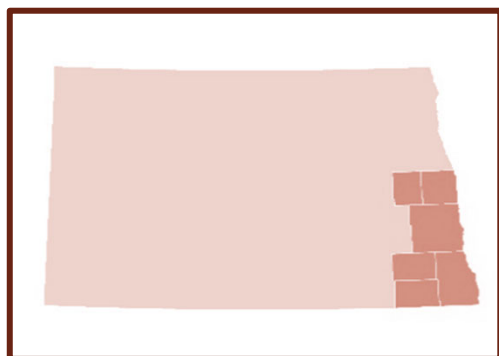
	2003	2013	2023
AVG EMP	***	152	318
AVG WAGE	***	\$60,299	\$90,279
TOTAL ESTAB	15	13	73

REAL ESTATE AND RENTAL AND LEASING • High Growth Wages 2013-2023

In 2023, the Real Estate and Rental and Leasing industry had the highest wage growth by percent since 2013 in Region 4. From 2003 to 2023, average annual wages increased by \$30,478 (or 166 percent); from 2013 to 2023, average annual wages increased by \$21,259 (or 77 percent).

	2003	2013	2023
AVG EMP	408	407	589
AVG WAGE	\$18,368	\$27,587	\$48,846
TOTAL ESTAB	91	84	97

*** Data not available due to confidentiality restrictions



REGION 5 OVERVIEW

LARGEST CITIES: Fargo (133,188), West Fargo (40,400)

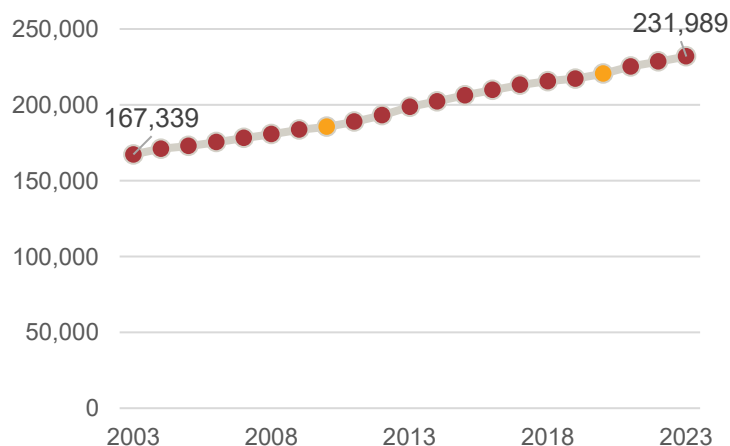
Region 5 is in the southeastern corner of the state. This region has grown steadily in population over the past 20 years without much variance. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 5 has remained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

REGION 5 POPULATION 2003-2023

In 2023, the population in Region 5 was 231,989, and had increased by 3,503, or 2 percent, from 2022.

From 2003 to 2013, the population had a net increase of 31,270, with an average annual growth rate of 1.7 percent. From 2013 to 2023, the population had a net increase of 33,380, with an average annual growth rate of 1.6 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 SEX

In 2023, the employment composition in Region 5 was 52 percent male to 48 percent female. By comparison, in 2013, the composition was 53 percent male to 47 percent female. From 2013 to 2023, male workers increased by 6 percent (approximately 7,900 workers). In the same 10-year period, female workers increased by 8 percent (approximately 10,700 workers).

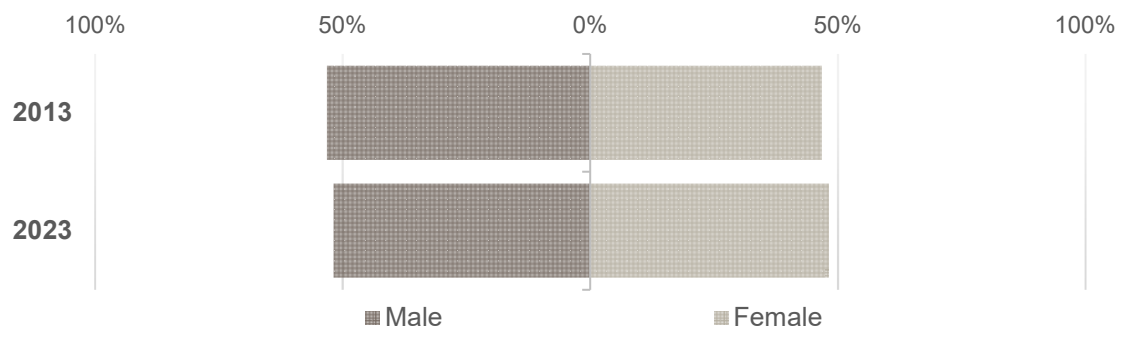
EMPLOYMENT COMPOSITION BY AGE

Since 2013, the proportions of each age group comprising Region 5's workforce changed on average by +/-1 percent. The largest shifts in proportion occurred among the 65+ year-old age group (+2 percent) and the 19-24 year-old age group (-2 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (46 percent) and the 45-64 year-old age group (32 percent).

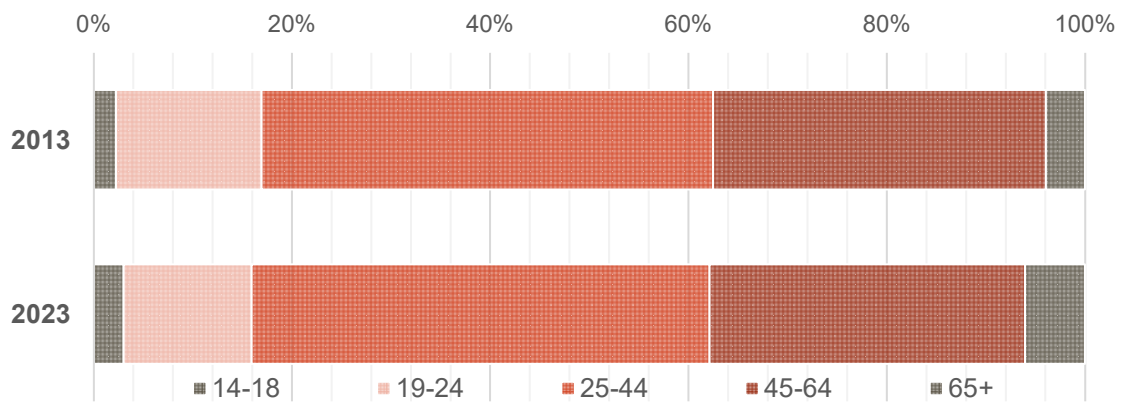
UNEMPLOYMENT RATE

In 2023, Region 5 had an unemployment rate of 1.7 percent, which was lower than the statewide unemployment rate. Unemployment rates spiked nationally in 2020 due to the COVID-19 pandemic but have since declined. The rate reflects a decrease of 0 percent from 2022.

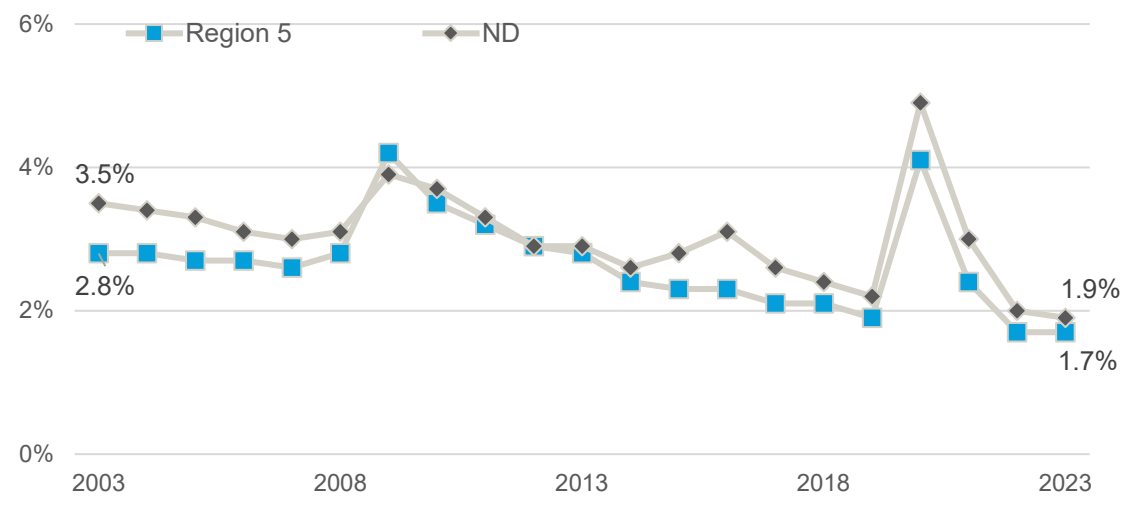
REGION 5 EMPLOYMENT COMPOSITION BY SEX



REGION 5 EMPLOYMENT COMPOSITION BY AGE GROUP



REGION 5 UNEMPLOYMENT RATE



REGION 5 TOP INDUSTRIES

TOTAL EMPLOYMENT: 142,860

In 2023, the Health Care and Social Assistance industry had the largest share of employment in Region 5, with 25,203 employees out of a total 142,860 (18 percent). The top five largest industries in this region accounted for 75,595 employees (53 percent) of the total.

TOP INDUSTRIES 2023

18%	1. Health Care and Social Assistance
11%	2. Manufacturing
10%	3. Retail Trade
8%	4. Accommodation and Food Services
7%	5. Educational Services
47%	All Other Industries

25,203	Health Care and Social Assistance
15,577	Manufacturing
13,698	Retail Trade
11,084	Accommodation and Food Services
10,033	Educational Services
67,265	All Other Industries

REGION 5 INDUSTRY PROFILES

In 2023, the Health Care and Social Assistance industry had the largest share of employment in Region 5. The Transportation and Warehousing industry had the highest employment growth by percent from 2013-2023. In the same 10-year time period, the Management of Companies and Enterprises industry had the highest wage growth by percent.

HEALTH CARE AND SOCIAL ASSISTANCE ▪ Largest Employment 2023

In 2023, the Health Care and Social Assistance industry had the largest employment in Region 5 with 25,203 workers. From 2003 to 2023, average employment increased by 11,981 workers (or 91 percent); from 2013 to 2023, average employment increased by 6,819 workers (or 37 percent).

	2003	2013	2023
AVG EMP	13,222	18,384	25,203
AVG WAGE	\$33,703	\$49,099	\$69,143
TOTAL ESTAB	417	616	1069

TRANSPORTATION AND WAREHOUSING ▪ High Growth Industry 2013-2023

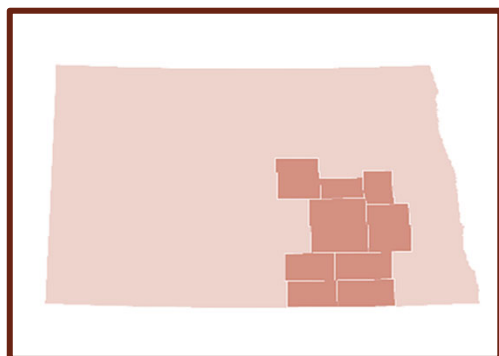
In 2023, the Transportation and Warehousing industry had the highest employment growth by percent since 2013 in Region 5. From 2013 to 2023, average employment increased by 3,771 workers (or 97 percent); from 2013 to 2023, average employment increased by 2,986 workers (or 64 percent).

	2003	2013	2023
AVG EMP	3,906	4,691	7,677
AVG WAGE	\$32,743	\$42,564	\$55,671
TOTAL ESTAB	331	437	470

MANAGEMENT OF COMPANIES AND ENTERPRISES ▪ High Growth Wages 2013-2023

In 2023, the Management of Companies and Enterprises industry had the highest wage growth by percent since 2013 in Region 5. From 2003 to 2023, average annual wages increased by \$74,870 (or 188 percent); from 2013 to 2023, average annual wages increased by \$52,592 (or 85 percent).

	2003	2013	2023
AVG EMP	1,650	3,189	2,213
AVG WAGE	\$39,735	\$62,013	\$114,605
TOTAL ESTAB	39	60	252



REGION 6 OVERVIEW

LARGEST CITY: Jamestown (15,691)

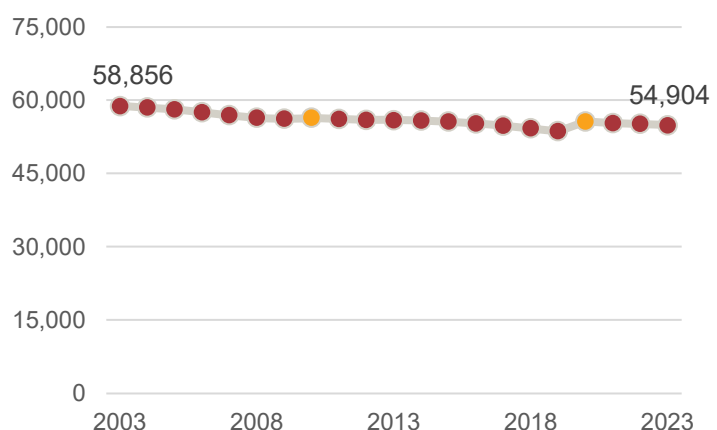
Region 6 is in the southeast central part of the state. The population in this region has somewhat declined over 20 years, though it has been relatively flat in recent years. The following pages feature a closer examination of population, employment composition, and significant industries in the area.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

REGION 6 POPULATION 2003-2023

In 2023, the population in Region 6 was 54,904, and had decreased by 221, or 0 percent, from 2022.

From 2003 to 2013, the population had a net decrease of 2,905, with an average annual growth rate of -0.5 percent. From 2013 to 2023, the population had a net decrease of 1,047, with an average annual growth rate of -0.2 percent.

The population in Region 6 has gradually decreased over twenty years, but recently has held at a nearly flat rate.



Census years are indicated by gold markers on the graph.

REGION 6 EMPLOYMENT ▪ p. 105

EMPLOYMENT COMPOSITION BY SEX

In 2023, the employment composition in Region 6 was 49 percent male to 51 percent female. By comparison, in 2013, the composition was 47 percent male to 53 percent female. From 2013 to 2023, male workers decreased by 2 percent (approximately 400 workers). In the same 10-year period, female workers decreased by 5 percent (approximately 1,300 workers).

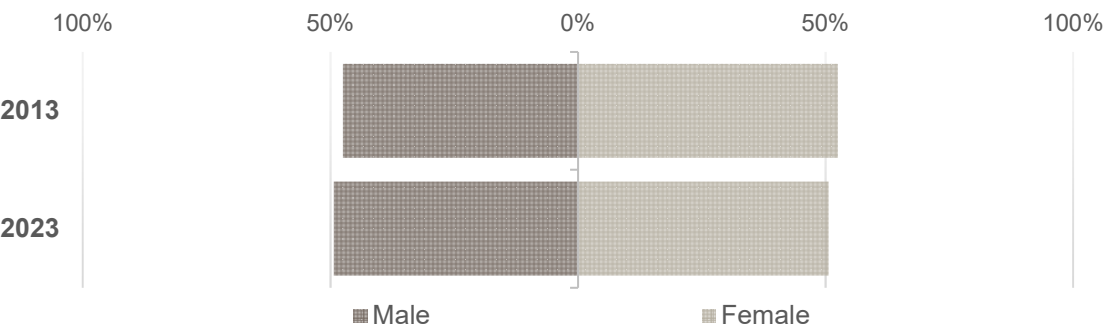
EMPLOYMENT COMPOSITION BY AGE

Since 2013, the proportions of each age group comprising Region 6's workforce changed on average by +/-2 percent. The largest shifts in proportion occurred among the 45-64 year-old age group (-4 percent) and the 65+ year-old age group (+3 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (38 percent) and the 45-64 year-old age group (38 percent).

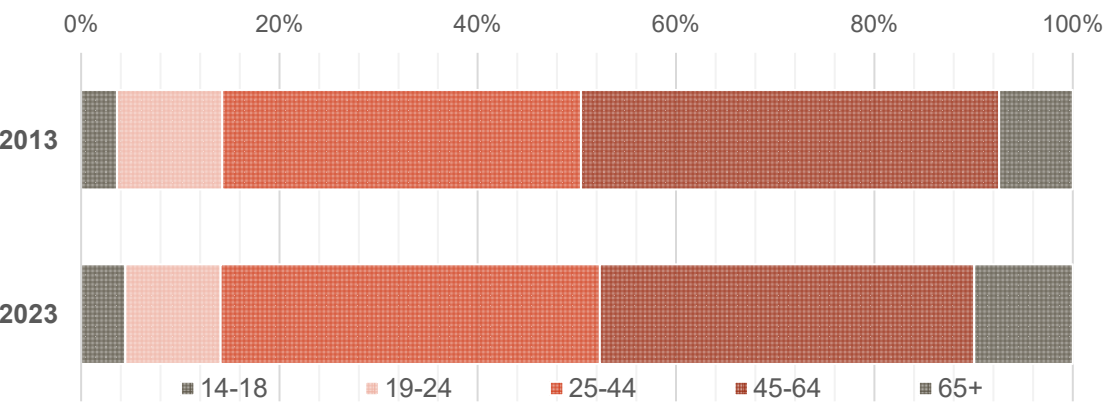
UNEMPLOYMENT RATE

In 2023, Region 6 had an unemployment rate of 2 percent, which was higher than the statewide unemployment rate. Unemployment rates spiked nationally in 2020 due to the COVID-19 pandemic but have since declined. The rate reflects a decrease of 0 percent from 2022.

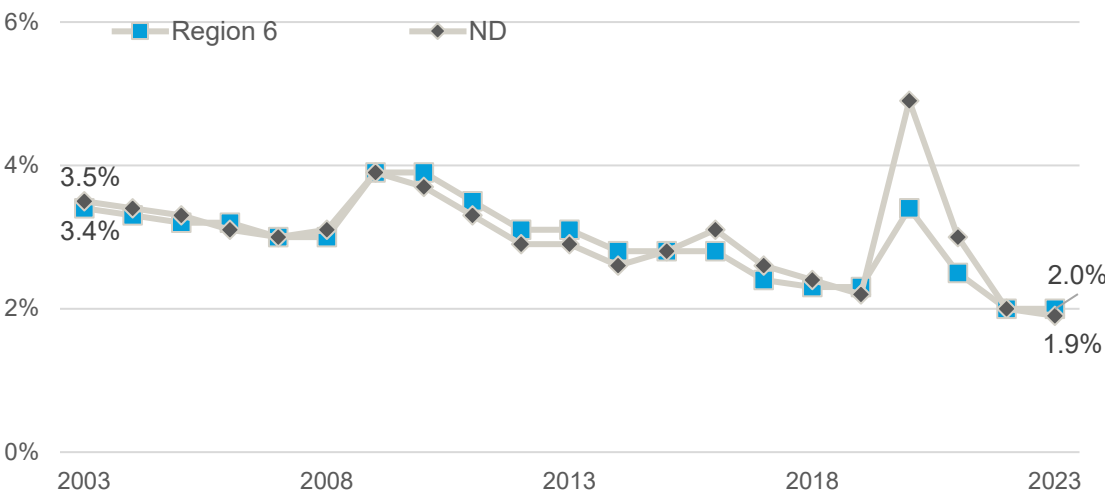
REGION 6 EMPLOYMENT COMPOSITION BY SEX



REGION 6 EMPLOYMENT COMPOSITION BY AGE GROUP



REGION 6 UNEMPLOYMENT RATE



REGION 6 TOP INDUSTRIES

TOTAL EMPLOYMENT: 23,944

In 2023, the Health Care and Social Assistance industry had the largest share of employment in Region 6, with 4,544 employees out of a total 23,944 (19 percent). The top five largest industries in this region accounted for 14,230 employees (59 percent) of the total.

TOP INDUSTRIES 2023

19%	1. Health Care and Social Assistance
12%	2. Educational Services
11%	3. Retail Trade
9%	4. Manufacturing
8%	5. Wholesale Trade
41%	All Other Industries

4,544	Health Care and Social Assistance
2,765	Educational Services
2,716	Retail Trade
2,265	Manufacturing
1,940	Wholesale Trade
9,714	All Other Industries

REGION 6 INDUSTRY PROFILES

In 2023, the Health Care and Social Assistance industry had the largest share of employment in Region 6. The Management of Companies and Enterprises industry had the highest employment growth by percent from 2013-2023. In the same 10-year time period, the Other Services (except Public Administration) industry had the highest wage growth by percent.

HEALTH CARE AND SOCIAL ASSISTANCE ▪ Largest Employment 2023

In 2023, the Health Care and Social Assistance industry had the largest employment in Region 6 with 4,544 workers. From 2003 to 2023, average employment decreased by 38 workers (or 1 percent); from 2013 to 2023, average employment decreased by 540 workers (or 11 percent).

	2003	2013	2023
AVG EMP	4,582	5,084	4,544
AVG WAGE	\$23,504	\$32,220	\$48,154
TOTAL ESTAB	165	210	246

MANAGEMENT OF COMPANIES AND ENTERPRISES ▪ High Growth Industry 2013-2023

In 2023, the Management of Companies and Enterprises industry had the highest employment growth by percent since 2013 in Region 6. Comparative data from 2003 for this industry is unavailable due to confidentiality restrictions. From 2013 to 2023, average employment increased by 53 workers (or 65 percent).

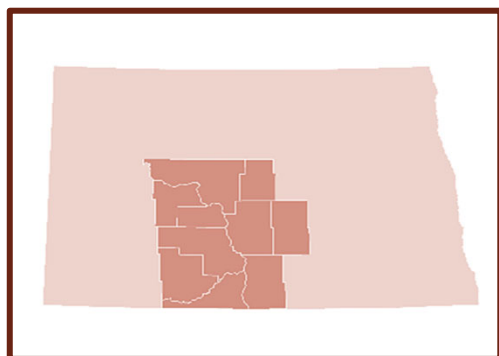
	2003	2013	2023
AVG EMP	***	81	134
AVG WAGE	***	\$64,063	\$71,238
TOTAL ESTAB	2	7	29

OTHER SERVICES (EXCEPT PUBLIC ADMINISTRATION) ▪ High Growth Wages 2013-2023

In 2023, the Other Services (except Public Administration) industry had the highest wage growth by percent since 2013 in Region 6. From 2003 to 2023, average annual wages increased by \$24,036 (or 172 percent); from 2013 to 2023, average annual wages increased by \$15,384 (or 68 percent).

	2003	2013	2023
AVG EMP	981	834	626
AVG WAGE	\$13,979	\$22,631	\$38,015
TOTAL ESTAB	196	177	151

*** Data not available due to confidentiality restrictions



REGION 7 OVERVIEW

LARGEST CITIES: Bismarck (75,092), Mandan (24,586)

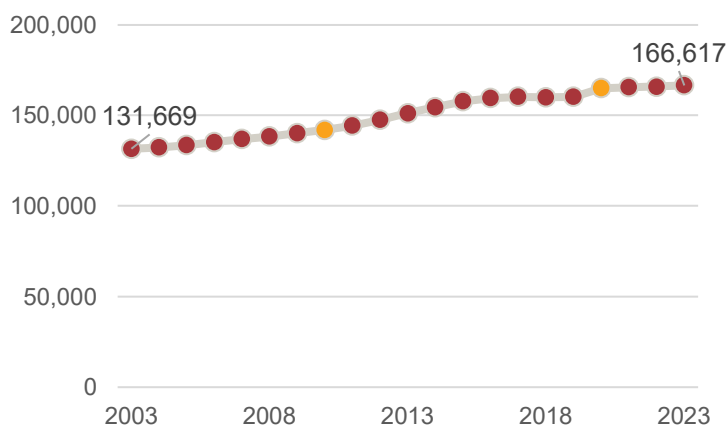
Region 7 is in the south central part of the state. This region has grown steadily in population over the past 20 years. The following pages feature a closer examination of population, employment composition, and significant industries in the area. Overall, Region 7 has remained consistent and strong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

REGION 7 POPULATION 2003-2023

In 2023, the population in Region 7 was 166,617, and had increased by 624, or 0 percent, from 2022.

From 2003 to 2013, the population had a net increase of 19,698, with an average annual growth rate of 1.4 percent. From 2013 to 2023, the population had a net increase of 15,250, with an average annual growth rate of 1 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 SEX

In 2023, the employment composition in Region 7 was 49 percent male to 51 percent female. By comparison, in 2013, the composition was 49 percent male to 51 percent female. From 2013 to 2023, male workers increased by 0 percent (approximately 200 workers). In the same 10-year period, female workers increased by 1 percent (approximately 800 workers).

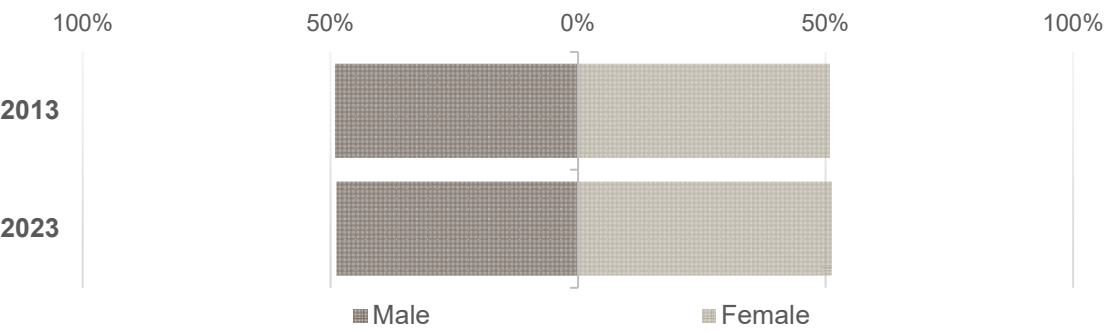
EMPLOYMENT COMPOSITION BY AGE

Since 2013, the proportions of each age group comprising Region 7's workforce changed on average by +/-2 percent. The largest shifts in proportion occurred among the 45-64 year-old age group (-4 percent) and the 25-44 year-old age group (+2 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (43 percent) and the 45-64 year-old age group (35 percent).

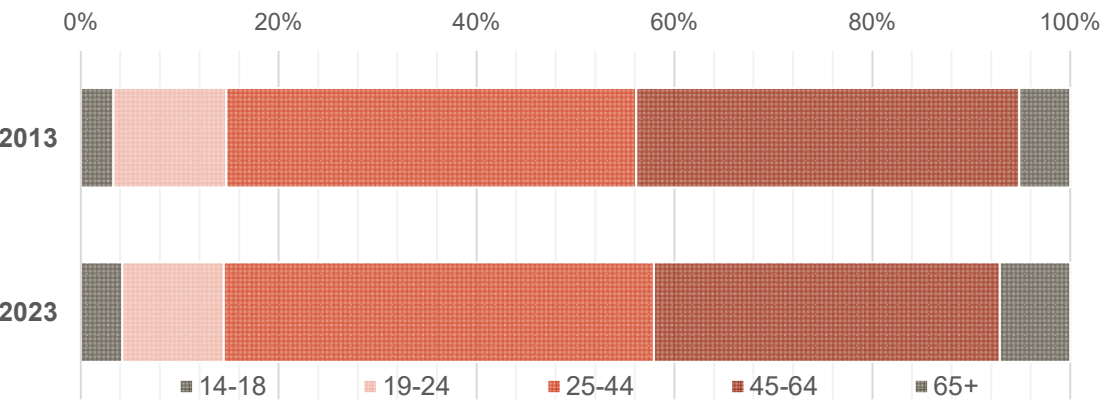
UNEMPLOYMENT RATE

In 2023, Region 7 had an unemployment rate of 2 percent, which was higher than the statewide unemployment rate. Unemployment rates spiked nationally in 2020 due to the COVID-19 pandemic but have since declined. The rate reflects a decrease of 0.2 percent from 2022.

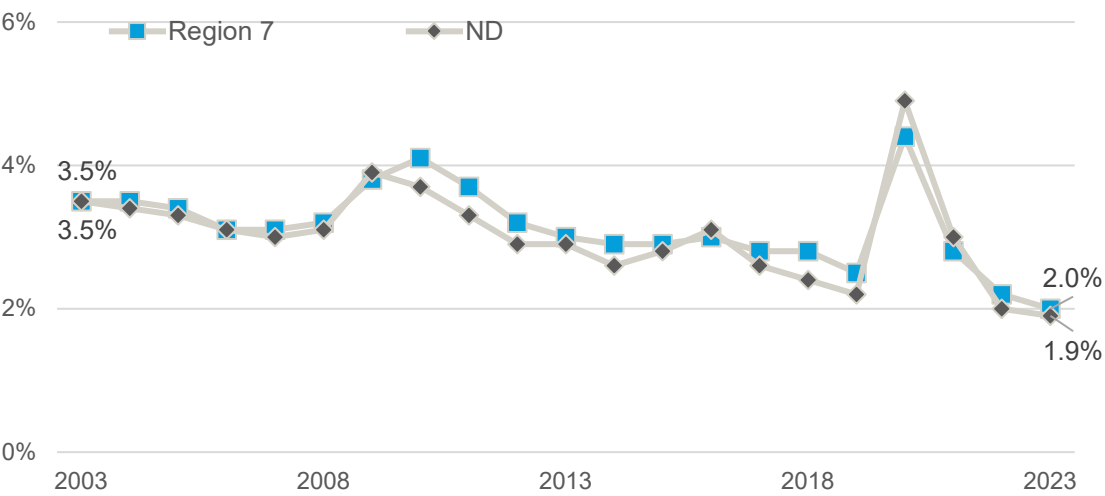
REGION 7 EMPLOYMENT COMPOSITION BY SEX



REGION 7 EMPLOYMENT COMPOSITION BY AGE GROUP



REGION 7 UNEMPLOYMENT RATE



REGION 7 TOP INDUSTRIES

TOTAL EMPLOYMENT: 81,752

In 2023, the Health Care and Social Assistance industry had the largest share of employment in Region 7, with 15,496 employees out of a total 81,752 (19 percent). The top five largest industries in this region accounted for 45,332 employees (55 percent) of the total.

TOP INDUSTRIES 2023

19%	1. Health Care and Social Assistance
12%	2. Retail Trade
8%	3. Educational Services
8%	4. Accommodation and Food Services
8%	5. Public Administration
45%	All Other Industries

15,496	Health Care and Social Assistance
9,442	Retail Trade
6,854	Educational Services
6,850	Accommodation and Food Services
6,690	Public Administration
36,420	All Other Industries

REGION 7 INDUSTRY PROFILES

In 2023, the Health Care and Social Assistance industry had the largest share of employment in Region 7. The Arts, Entertainment, and Recreation industry had the highest employment growth by percent from 2013-2023. In the same 10-year time period, the Administrative and Waste Services industry had the highest wage growth by percent.

HEALTH CARE AND SOCIAL ASSISTANCE ▪ Largest Employment 2023

In 2023, the Health Care and Social Assistance industry had the largest employment in Region 7 with 15,496 workers. From 2003 to 2023, average employment increased by 5,058 workers (or 48 percent); from 2013 to 2023, average employment increased by 873 workers (or 6 percent).

	2003	2013	2023
AVG EMP	10,438	14,623	15,496
AVG WAGE	\$30,938	\$46,209	\$65,210
TOTAL ESTAB	330	473	711

ARTS, ENTERTAINMENT, AND RECREATION ▪ High Growth Industry 2013-2023

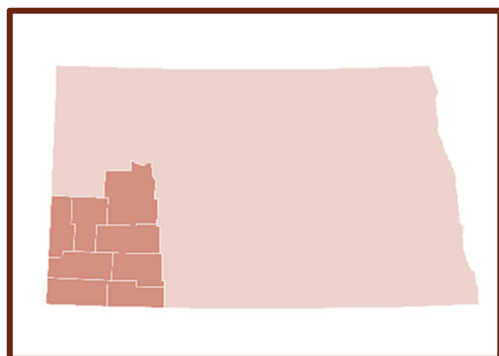
In 2023, the Arts, Entertainment, and Recreation industry had the highest employment growth by percent since 2013 in Region 7. From 2013 to 2023, average employment increased by 1,032 workers (or 65 percent); from 2013 to 2023, average employment increased by 834 workers (or 46 percent).

	2003	2013	2023
AVG EMP	1,598	1,796	2,630
AVG WAGE	\$14,266	\$20,370	\$23,263
TOTAL ESTAB	90	107	129

ADMINISTRATIVE AND WASTE SERVICES ▪ High Growth Wages 2013-2023

In 2023, the Administrative and Waste Services industry had the highest wage growth by percent since 2013 in Region 7. From 2003 to 2023, average annual wages increased by \$32,204 (or 157 percent); from 2013 to 2023, average annual wages increased by \$19,915 (or 61 percent).

	2003	2013	2023
AVG EMP	2,134	2,849	2,910
AVG WAGE	\$20,564	\$32,853	\$52,768
TOTAL ESTAB	237	281	485



REGION 8 OVERVIEW

LARGEST CITY: Dickinson (25,130)

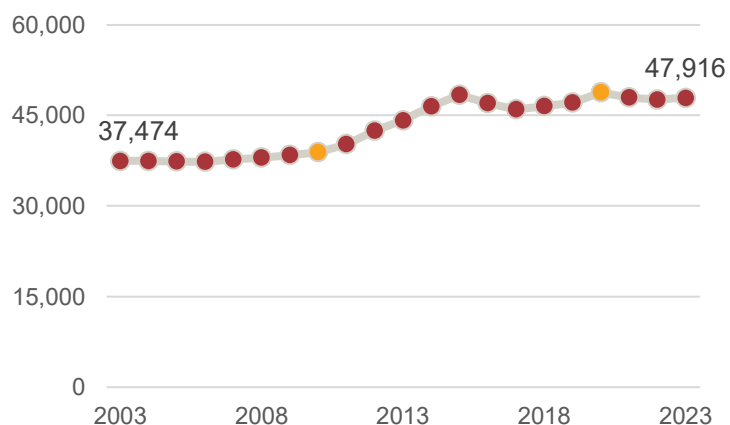
Region 8 is in the southwestern corner of the state. This region had relatively flat population growth for several years, grew dramatically during the oil boom, and has been relatively flat since the end of the boom. The following pages feature a closer examination of population, employment composition, 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 stabilized oil and gas activity.

REGION 8 POPULATION 2003-2023

In 2023, the population in Region 8 was 47,916, and had increased by 308, or 1 percent, from 2022.

From 2003 to 2013, the population had a net increase of 6,740, with an average annual growth rate of 1.7 percent. From 2013 to 2023, the population had a net increase of 3,702, with an average annual growth rate of 0.8 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 SEX

In 2023, the employment composition in Region 8 was 57 percent male to 43 percent female. By comparison, in 2013, the composition was 64 percent male to 36 percent female. From 2013 to 2023, male workers decreased by 15 percent (approximately 4,400 workers). In the same 10-year period, female workers decreased by 0 percent (approximately 100 workers).

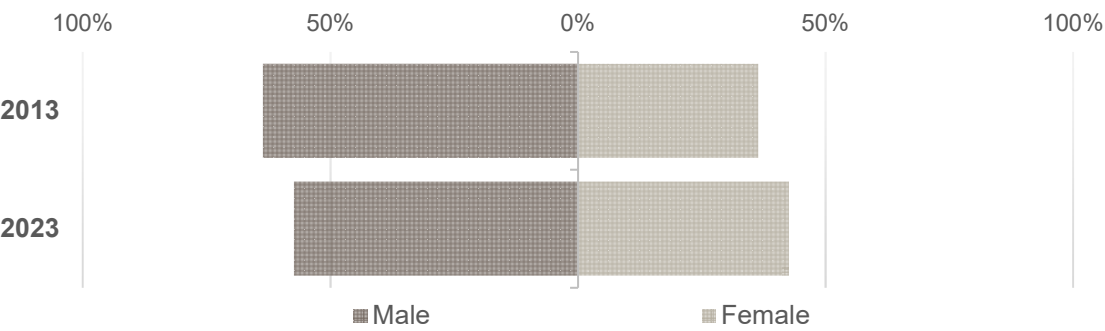
EMPLOYMENT COMPOSITION BY AGE

Since 2013, the proportions of each age group comprising Region 1's workforce changed on average by +/-2 percent. The largest shifts in proportion occurred among the 65+ year-old age group (+3 percent) and the 19-24 year-old age group (-3 percent). In 2023, the age groups with the largest shares of this industry's workers were the 25-44 year-old age group (45 percent) and the 45-64 year-old age group (32 percent).

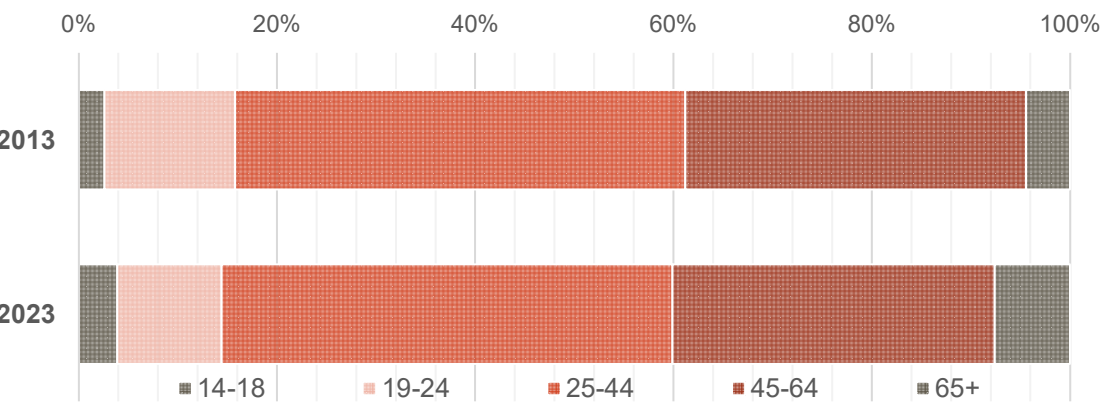
UNEMPLOYMENT RATE

In 2023, Region 8 had an unemployment rate of 1.5 percent, which was lower than the statewide unemployment rate. Unemployment rates spiked nationally in 2020 due to the COVID-19 pandemic but have since declined. The rate reflects a decrease of 0.2 percent from 2022.

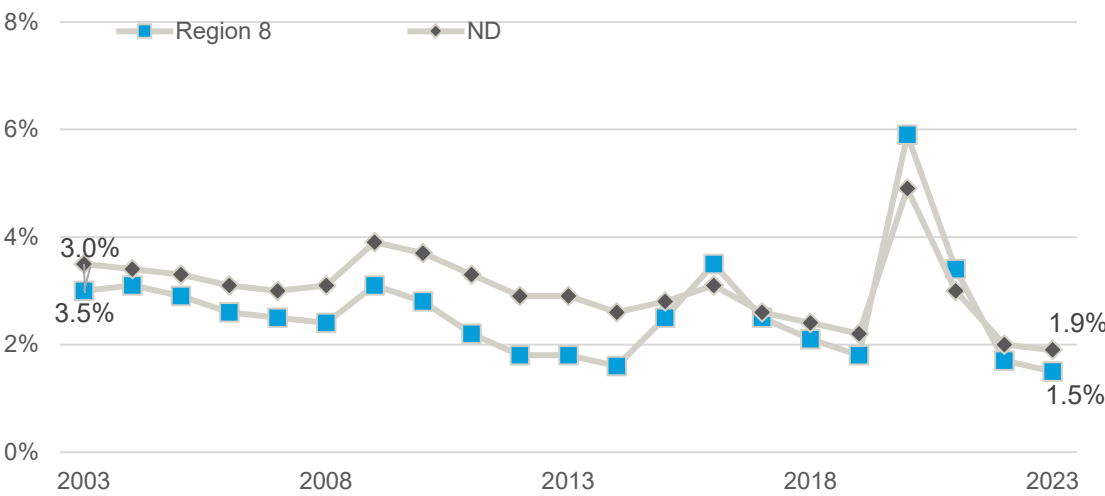
REGION 8 EMPLOYMENT COMPOSITION BY SEX



REGION 8 EMPLOYMENT COMPOSITION BY AGE GROUP



REGION 8 UNEMPLOYMENT RATE



REGION 8 TOP INDUSTRIES

TOTAL EMPLOYMENT: 25,255

In 2023, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest share of employment in Region 8, with 3,411 employees out of a total 25,255 (14 percent). The top five largest industries in this region accounted for 12,743 employees (50 percent) of the total.

TOP INDUSTRIES 2023

14%	1. Mining, Quarrying, and Oil and Gas Extraction
11%	2. Health Care and Social Assistance
10%	3. Retail Trade
8%	4. Construction
8%	5. Accommodation and Food Services
50%	All Other Industries

3,411	Mining, Quarrying, and Oil and Gas Extraction
2,889	Health Care and Social Assistance
2,556	Retail Trade
1,992	Construction
1,895	Accommodation and Food Services
12,512	All Other Industries

REGION 8 INDUSTRY PROFILES

In 2023, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest share of employment in Region 8. The Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth by percent from 2013-2023. In the same 10-year time period, the Utilities industry had the highest wage growth by percent.

MINING, QUARRYING, AND OIL AND GAS EXTRACTION • Largest Employment 2023

In 2023, the Mining, Quarrying, and Oil and Gas Extraction industry had the largest employment in Region 8 with 3,411 workers. From 2003 to 2023, average employment increased by 2,914 workers (or 586 percent); from 2013 to 2023, average employment decreased by 2,456 workers (or 42 percent).

	2003	2013	2023
AVG EMP	497	5,867	3,411
AVG WAGE	\$50,024	\$103,713	\$123,428
TOTAL ESTAB	44	190	141

AGRICULTURE, FORESTRY, FISHING AND HUNTING • High Growth Industry 2013-2023

In 2023, the Agriculture, Forestry, Fishing and Hunting industry had the highest employment growth by percent since 2013 in Region 8. Comparative data from 2003 for this industry is unavailable due to confidentiality restrictions. From 2013 to 2023, average employment increased by 122 workers (or 66 percent).

	2003	2013	2023
AVG EMP	***	185	307
AVG WAGE	***	\$35,487	\$53,359
TOTAL ESTAB	18	40	85

UTILITIES • High Growth Wages 2013-2023

In 2023, the Utilities industry had the highest wage growth by percent since 2013 in Region 8. From 2003 to 2023, average annual wages increased by \$67,657 (or 145 percent); from 2013 to 2023, average annual wages increased by \$41,324 (or 57 percent).

	2003	2013	2023
AVG EMP	129	171	178
AVG WAGE	\$46,682	\$73,014	\$114,339
TOTAL ESTAB	12	16	19

*** Data not available due to confidentiality restrictions

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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.

EMPLOYMENT RATE

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.

WAGE DATA

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.

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

Numeric employment change is the difference in the number of jobs between the base and projected years. A positive number means employment is growing due to the creation of new jobs. A negative number indicates employment is declining in the occupation. Numeric change is important to consider along with percent change, because both types of change are affected by the size of employment in an occupation. Occupations with a large base of numeric employment may be creating large numbers of new jobs yet have small percent changes. Occupations with a small base of numeric employment may be creating a small number of new jobs yet have large percent changes.

(Occupational Projections notes continue on next page)

OCCUPATIONAL PROJECTIONS (LONG-TERM)

PERCENT EMPLOYMENT CHANGE

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

INDUSTRY PROJECTIONS (LONG-TERM)

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

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

QUARTERLY CENSUS OF EMPLOYMENT AND WAGES (QCEW)

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

EMPLOYMENT

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