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STATE OF MINNESOTA

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Manpower Information
for
Affirmative Action Programs
1975

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discrimination

SUMMARY

Manpower Information for Affirmative Action Programs

Area Covered: STATE OF MINNESOTA

The majority of employers in Minnesota probably recruit their workers from within the State. However, some positions such as professional and skilled labor may have a much broader recruitment area. Therefore, in these cases, consideration would be given to adjacent States and other labor market areas in setting Affirmative Action Program (AAP) goals.

Description of Statistical Data

Table 1 presents population and labor force participation rates by sex and minority status. To illustrate the type of information that can be obtained from this table, females composed 51.0 per cent and minorities 2.4 per cent of the total population. The labor force participation rate for females was 43.5 per cent as compared to 59.4 per cent for both sexes.

Employment statistics by sex and minority status are given by Table 2. Annual average labor force data for 1975 as well as data from the 1970 Census of Population, are provided. In 1970, females comprised 38.1 per cent of the labor force while minorities made up 2.0 per cent. Females and minorities accounted for 39.7 per cent and 3.4 per cent, respectively, of the unemployed. The unemployment rate for females was 4.4 and for minorities it was 7.1 compared to 4.2 for the entire labor force. Total civilian labor force, total employment and total unemployment are regular estimates prepared by the Minnesota Department of Employment Services. Part of the total 1975 civilian labor force, employment and unemployment has been apportioned to females and minorities, on the basis of 1970 Census data and modified to account for changes since 1970. These modifications reflect the differing national rates of change, in terms of employment and unemployment, for the female and minority portions of the labor force as compared to the national rates of change for the labor force considered as a whole.

The occupations of employed persons shown in Table 3 are presented by sex and minority status. To illustrate, only 4.0 per cent of all employed persons were nonfarm laborers while, in comparison, 7.0 per cent of all minority workers were in this occupational group.

Table 4 presents the last occupation of the experienced unemployed by sex and minority status. The major occupational group; craftsmen, foremen, and related; comprised 18.0 per cent of the total experienced unemployed. Out of all minorities, 11.4 per cent were in this occupational group. These minorities constituted 2.1 per cent of the group total. Females accounted for 4.9 per cent of all craftsmen, foremen, and related workers.

The occupations of job applicants at local offices of the Minnesota Department of Employment Services are classified by sex and minority status in Table 5. Females comprised 36.1 per cent of the professional, technical, and managerial major occupational group while minorities constituted 3.8 per cent.

Definitions

Employed persons comprise all civilians 16 years of age and over who either: (a) worked as paid employees, worked in their own business or profession, or worked 15 hours or more as unpaid workers on a family farm or in a family business during the reference week; or (b) had a job during the reference week but were temporarily absent due to illness, bad weather, labor disputes, vacation, or other personal reasons. In almost all cases, the 1970 Census used the last week of March 1970 or the first week of April 1970.

With reference to the 1975 annual average labor force data, nonagricultural wage and salary employment is estimated by a survey of employers and then modified. The modifications attempt to: 1) Convert employment by place of work to employment by place of residence and 2) Control for dual job holding. Labor force data would include those who commute from the area of their residence to other areas to work but exclude workers who commute into the area. Under the labor force method persons holding more than one job would be counted only once.

Unemployed persons comprise all civilians 16 years of age and over who: (a) did not work during the reference week or were not temporarily absent from a job due to illness, bad weather, labor disputes, etc.; (b) were looking for work during the past four weeks; and (c) were available to accept a job. Persons waiting to be called back to a job from which they had been laid off are included as unemployed.

The civilian labor force consists of persons classified as employed or unemployed. As defined here, members of the Armed Forces are not counted as part of the labor force.

The unemployment rate represents the number unemployed as a per cent of the civilian labor force.

The Spanish-American population is identified as persons of Spanish language. Most of the Spanish-American Ethnic group is also counted primarily in the white race, but includes some blacks and other races.

The Minority classification as used here includes blacks, American-Indians, Orientals, and other nonwhite races plus the Spanish-American Ethnic group. A small amount of double counting has resulted because some persons were identified as Spanish-American and also counted as nonwhite.

Professional, Technical, and Managerial Occupation: Occupations concerned with the theoretical or practical aspects of such fields of human endeavor as science, engineering, education, medicine, law, business relations, and administrative, managerial, and technical work. Most of these occupations require substantial educational preparation.

Clerical and Sales Occupations: Occupations concerned with preparing, transcribing, transferring, systematizing, and preserving written communications and records; collecting accounts; distributing information and influencing customers in favor of a commodity or service. Includes occupations closely identified with sales transactions even though they do not involve actual participation.

Service Occupations: Occupations concerned with performing tasks in and around private households; serving individuals in institutions and in commercial and other establishments; and protecting the public against crime, fire, accidents, and acts of war.

Farming, Fishery, Forestry and Related Occupations: Occupations concerned with growing, harvesting, catching, and gathering land and aquatic plant and animal life and products thereof; and occupations concerned with providing services in support of these activities.

Processing Occupations: Occupations concerned with refining, mixing, compounding, chemically treating, heat treating, or similarly working materials and products. Knowledge of a process and adherence to formulas or other specifications are required in some degree. Vats, stills, ovens, furnaces, mixing machines, crushers, grinders, and related equipment or machines are usually involved.

Machine Trades Occupations: Occupations concerned with feeding, tending, operating, controlling and setting up machines to cut, bore, mill, abrade, print, and similarly work such materials as metal, paper, wood, and stone. Disassembly, repair, reassembly, installation, and maintenance of machines and mechanical equipment and weaving, knitting, spinning, and similarly working textiles are included in this category.

Benchwork Occupations: Occupations concerned with the use of body members, hand tools and bench machines to fit, grind, carve, mold, print, sew, assemble, inspect, repair, and similarly work relatively small objects and materials such as jewelry, phonographs, light bulbs, musical instruments, tires, footwear, pottery, and garments. The work is usually performed at a set position in a mill, plant or shop at a bench, worktable or conveyor.

Structural Work Occupations: Occupations concerned with fabricating, erecting, installing, paving, printing and similarly working structures or structural parts, such as bridges, roads, motor vehicles, cables, airplane engines, grinders, plates, and frames. The work generally occurs outside a factory or shop environment, except for factory production line operations. Tools used are hand or portable power tools, and such materials as wood, metal, concrete, glass, and clay are involved.

Miscellaneous Occupations: Occupations concerned with transportation services; packaging and warehousing; utilities; amusement, recreation and motion picture services; mining and logging; graphic arts; and various miscellaneous activities.

STATE OF MINNESOTA

Table 1. Population by Sex and Minority Status

1970

Minority Status	(1) Number		(2) Per Cent distribution *		(3) Labor Force participation rate ^{1/}	
	Total	Female	Total	Female	Total	Female
1. TOTAL 1970 *	3,804,971	1,941,161	100.0	100.0	59.4	43.5
2. White	3,736,038	1,906,621	98.2	98.2	59.4	43.4
3. Black	34,868	17,227	0.9	0.9	60.6	52.5
4. American Indian	23,128	11,795	0.6	0.6	47.9	36.0
5. Oriental ^{2/}	7,605	3,979	0.2	0.2	NA	NA
6. Other Races ^{3/}	3,332	1,539	0.1	0.1	^{5/} 53.3	^{5/} 40.8
7. Spanish-American	23,198	11,557	0.6	0.6	62.5	43.7
8. Minority Group ^{4/}	92,131	46,097	2.4	2.4	58.6	46.2

Notes: NA = Not Available

^{1/} Data in column 3 is from a different Census table. Some categories are not comparable with columns 1 and 2. See footnote 5.

^{2/} Sum of Japanese, Chinese, Filipino, Hawaiian and Korean.

^{3/} Sum of all other races excluding white, black, American Indian and Oriental.

^{4/} Sum of Spanish-American and all races except white. Some duplication possible since Spanish-American may include nonwhite races in addition to white.

^{5/} Includes American Indian and Oriental.

* Item 1 (TOTAL) is defined as the sum of items 2 through 6. The sum of individual items in column (2) may not equal totals because of rounding.

Source: Census of Population 1970.

STATE OF MINNESOTA

Table 2 Employment Status by Sex and Minority Status

Sex and Minority Status	Labor Force	Employed	Unemployed	Percent Distribution			Unemployment Rate
				Labor Force	Employed	Unemployed	
1975 Annual Averages - Total	1,799,000	1,692,000	107,000	100.0	100.0	100.0	5.9
Female	715,700	674,400	41,300	39.8	39.9	38.6	5.8
Minority	36,500	32,800	3,700	2.0	1.9	3.5	10.1
BOTH SEXES - 1970							
1. TOTAL	1,528,436	1,464,273	64,163	100.0	100.0	100.0	4.2
2. White	1,505,877	1,443,375	62,502	98.5	98.6	97.4	4.1
3. Black	12,941	12,196	745	0.8	0.8	1.2	5.7
4. Other Races <u>1/</u>	9,618	8,702	916	0.6	0.6	1.4	9.5
5. Spanish-American	8,168	7,637	531	0.5	0.5	0.8	6.5
6. Minority Group <u>2/</u>	30,727	28,535	2,192	2.0	1.9	3.4	7.1
FEMALE - 1970							
7. TOTAL	581,917	556,422	25,495	100.0	100.0	100.0	4.4
8. Percent of Both Sexes	38.1	38.0	39.7				
9. White	572,521	547,583	24,938	98.4	98.4	97.8	4.3
10. Black	5,537	5,273	264	0.9	0.9	1.0	4.8
11. Other Races <u>1/</u>	3,059	3,566	293	0.7	0.6	1.1	7.6
12. Spanish-American	2,919	2,714	205	0.5	0.5	0.8	7.0
13. Minority Group <u>2/</u>	12,315	11,553	762	2.1	2.1	3.0	6.2

Notes: 1/ Sum of all races except white and black.

2/ Sum of Spanish-American and all races except white. Some duplication possible since Spanish-American may include nonwhite races in addition to white.

Sum of individual items may not equal totals because of rounding.

Sources: Census of Population 1970

See Summary statement for explanation of 1975 annual averages.

Table 3. Occupations of Employed Persons, by Sex and Minority Status

		1970						
		B O T H S E X E S						
Occupation		Total	R A C E S			Spanish-American	Minority Group ^{2/}	
			White	Black	Other ^{1/}			
All Occupations - Number	1975	1,692,000	NA	NA	NA	NA	32,800	
	Number	1970	1,464,273	1,443,375	12,196	8,702	7,637	28,535
	Per Cent	1970	100.0	100.0	100.0	100.0	100.0	100.0
Prof., technical & related			15.7	15.7	15.0	23.0	15.5	17.6
Engineers			1.4	1.4	0.5	1.8	1.2	3.0
Medical & Health workers			2.7	2.7	2.1	6.4	3.6	3.5
Teachers, elem. & sec. schools			3.7	3.7	3.4	2.0	1.9	2.6
Other professional			7.9	7.9	8.9	12.9	8.8	8.2
Managers & administrators, nonfarm			8.6	8.7	3.8	4.1	6.4	4.6
Sales			7.0	7.1	2.7	2.1	4.6	3.0
Retail stores			4.0	4.1	1.5	1.4	2.8	1.8
Other sales workers			3.0	3.0	1.3	0.7	1.8	1.2
Clerical			17.2	17.2	19.1	14.9	14.0	16.5
Sec., stenc., & typists			4.5	4.5	3.3	4.6	3.9	3.9
Other clerical workers			12.7	12.7	15.8	10.3	10.1	12.6
Craftsmen, foremen & related			12.5	12.6	8.1	8.9	12.7	9.6
Construction craftsmen			3.4	3.4	1.2	3.1	2.4	2.1
Mechanics & repairmen			3.0	3.0	1.5	2.0	2.8	2.0
Machinists & other metal craftsmen			1.2	1.3	0.9	0.8	1.4	1.0
Other craftsmen			5.0	5.0	4.5	3.0	6.1	4.5
Operatives except transport			10.8	10.7	18.4	13.4	19.7	17.2
Durable goods mfg.			4.4	4.3	8.4	6.0	9.0	7.8
Nondurable goods mfg.			2.9	2.9	4.9	4.0	5.8	4.9
Nonmanufacturing			3.4	3.4	5.0	3.4	4.9	4.5
Transport equip. operatives			3.6	3.6	2.1	3.3	3.4	2.8
Laborers, nonfarm			4.0	3.9	6.5	8.3	6.2	7.0
Service exc. priv. household			12.4	12.3	22.0	19.0	14.9	19.2
Cleaning & food service			7.4	7.3	12.0	10.7	8.4	10.6
Protective service			0.7	0.7	0.8	0.9	0.7	0.8
Personal, health & other services			4.3	4.2	9.2	7.5	5.7	7.8
Private household workers			1.0	1.0	1.6	1.5	0.9	1.4
Farm workers			7.1	7.2	0.4	1.5	1.6	1.1

Notes: ^{1/} Sum of all races except white and black.

^{2/} Sum of Spanish-American and all races except white. Some duplication possible since Spanish-American may include nonwhite races in addition to white.

Sum of individual items may not equal totals because of rounding.

Source: Census of Population 1970

Table 3. Occupations of Employed Persons, by Sex and Minority Status

1970

Occupation	F E M A L E					
	Total	R A C E S			Spanish-American	Minority Group ^{2/}
		White	Black	Other ^{1/}		
All Occupations - Number 1975	674,400	NA	NA	NA	NA	NA
Number 1970	556,422	547,583	5,273	3,566	2,714	11,553
Per Cent 1970	100.0	100.0	100.0	100.0	100.0	100.0
Prof., technical & related	16.7	16.7	14.3	21.2	12.8	16.1
Engineers	NA	NA	NA	NA	NA	NA
Medical & Health workers	4.8	4.8	2.5	10.1	4.1	5.2
Teachers, elem. & sec. schools	6.3	6.3	5.8	2.9	3.1	4.3
Other professional	5.6	5.6	6.0	8.2	5.7	6.6
Managers & administrators, nonfarm	3.4	3.4	1.7	2.1	1.9	1.9
Sales	7.4	7.5	3.2	2.6	4.6	3.3
Retail stores	6.5	6.5	2.4	2.5	4.0	2.8
Other sales workers	0.9	0.9	0.7	0.1	0.5	0.5
Clerical	34.4	34.5	29.5	28.5	28.3	28.9
Sec., stenos., & typists	11.5	11.6	7.3	10.7	10.5	9.1
Other clerical workers	22.9	22.9	22.2	17.8	17.8	19.8
Craftsmen, foremen & related	1.5	1.5	1.1	1.0	2.1	1.3
Construction craftsmen	NA	NA	NA	NA	NA	NA
Mechanics & repairmen	NA	NA	NA	NA	NA	NA
Machinists & other metal craftsmen	NA	NA	NA	NA	NA	NA
Other craftsmen	NA	NA	NA	NA	NA	NA
Operatives except transport	10.7	10.5	19.8	14.1	21.5	18.5
Durable goods mfg.	4.1	4.1	8.2	4.1	7.9	6.8
Nondurable goods mfg.	3.6	3.6	4.6	6.1	9.0	6.1
Nonmanufacturing	2.9	2.8	7.0	3.9	4.6	5.5
Transport equip. operatives	0.3	0.3	0.1	0.1	0.4	0.2
Laborers, nonfarm	1.0	1.0	1.2	1.4	2.8	1.7
Service exc. priv. household	20.5	20.5	25.4	24.4	23.3	24.5
Cleaning & food service	11.4	11.4	10.4	10.9	10.1	10.5
Protective service	0.1	0.1	0.1	0.1	0.0	0.1
Personal, health & other services	9.1	9.0	14.9	13.4	12.6	13.9
Private household workers	2.6	2.6	3.5	3.6	2.6	3.3
Farm workers	1.4	1.4	0.1	0.7	0.0	0.3

Notes: 1/ Sum of all races except white and black.

2/ Sum of Spanish-American and all races except white. Some duplication possible since Spanish-American may include nonwhite races in addition to white.

Sum of individual items may not equal totals because of rounding.

Source: Census of Population 1970

STATE OF MINNESOTA

Table 4. Last Occupation of the Experienced Unemployed by Sex and Minority Status
1970

Major Occupational Group	B O T H S E X E S						
	Total	R A C E S			Spanish American	Minority Group ^{2/}	
		White	Black	Other ^{1/}		Total	Percent of all Races
TOTAL 1970	60,737	59,210	676	851	513	2,040	3.3
Percent of Total	100.0	100.0	100.0	100.0	100.0	100.0	---
Prof., technical, & related	8.2	8.2	10.9	7.0	2.7	7.2	3.0
Sales	4.4	4.5	2.4	1.2	1.4	1.6	1.2
Clerical	11.1	11.2	10.3	8.1	10.5	9.5	2.8
Craftsmen, foremen, & related	18.0	18.2	6.8	15.1	11.3	11.4	2.1
Operatives	27.2	27.2	32.4	24.4	28.6	28.1	3.5
Nonfarm laborers	12.3	12.1	9.8	25.4	16.2	17.9	4.9
Service, except private households	12.7	12.6	25.6	12.1	17.7	18.0	4.7
Service, private households	1.2	1.1	1.8	2.9	1.7	2.2	6.4
Farm workers	2.9	2.9	0.0	3.0	8.2	3.3	3.9
Last worked 1959 or earlier ^{3/}	1.9	2.0	0.0	0.6	1.5	0.6	1.1

Notes: ^{1/} Sum of all races except white and black.^{2/} Sum of Spanish-American and all races except white. Some duplication possible since Spanish-American may include nonwhite races in addition to white.^{3/} Occupation not available

Sum of individual items may not equal totals because of rounding.

Source: Census of Population 1970

STATE OF MINNESOTA

Table 4. Continued

1970

Major Occupational Group	FEMALE							
	Total	Total Female as a Percent of Total Both Sexes	R A C E S			Spanish American	Minority Group ^{2/}	
			White	Black	Other ^{1/}		Total	Percent of Both Sexes
Total 1970	23,260	38.3	22,772	224	264	205	693	3.0
Percent of Total	100.0	----	100.0	100.0	100.0	100.0	100.0	---
Prof., technical, & related	8.3	38.9	8.3	6.2	7.9	0.0	5.0	1.8
Sales	6.3	54.9	6.4	3.6	3.8	0.0	2.6	1.2
Clerical	22.8	78.5	22.9	19.2	20.4	21.0	20.2	2.6
Craftsmen, foremen, & related	2.3	4.9	2.3	1.8	3.8	0.0	2.0	2.6
Operatives	29.2	41.1	29.2	33.5	25.0	50.2	35.2	3.6
Nonfarm laborers	3.2	10.1	3.3	0.0	2.3	0.0	0.9	0.8
Service, except private households	19.5	58.7	19.4	30.3	25.4	18.5	25.0	3.8
Service, private households	2.9	95.4	2.8	5.3	9.5	4.4	6.6	6.8
Farm workers	0.8	10.5	0.8	0.0	1.9	1.9	1.3	4.9
Last worked 1959 or earlier ^{3/}	4.5	88.2	4.6	0.0	0.0	3.9	1.1	0.8

Notes: ^{1/} Sum of all races except white and black.

^{2/} Sum of Spanish-American and all races except white. Some duplication possible since Spanish-American may include nonwhite races in addition to white.

^{3/} Occupation not available

Sum of individual items may not equal totals because of rounding.

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Table 5. Occupation of Job Applicants 1/ at Area Offices of the Minnesota Department of Employment Services, by Sex and Minority Status

FY 1975

Major Occupational Group	Total	Female		Minority	
		Number	Per Cent of Total	Number	Per Cent of Total
Total FY 1975	334,940	147,464	44.0	17,977	5.4
Prof., tech., & Managerial	40,433	14,610	36.1	1,528	3.8
Clerical & Sales	69,108	54,100	78.3	2,590	3.7
Service	43,163	28,031	64.9	3,040	7.0
Processing	8,277	3,183	38.5	447	5.4
Machine Trades	15,881	1,777	11.2	784	4.9
Benchwork	21,176	13,465	63.6	1,245	5.9
Structural work	33,204	690	2.1	1,334	4.0
Farm., Forestry & fish.	21,816	8,776	40.2	355	1.6
Miscellaneous	59,427	8,928	15.0	5,021	8.4
Unassigned <u>2/</u>	22,455	13,904	61.9	1,633	7.3

Notes 1/ Residents of State of Minnesota

2/ Occupation not available

Source: Minnesota Department of Employment Services.