

MN's Job Market

Recent Trends and Realities

September 10, 2015

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Regional Analysis & Outreach Unit

Minnesota Dept. of Employment & Economic Development

Labor Market Information Office

<http://mn.gov/deed/data/>

Labor Market Information Office

- Each state produces employment and economic statistics in cooperation with U.S. Department of Labor's Bureau of Labor Statistics
- LMI includes employment statistics, unemployment rates, wages and salaries, job projections and more
- LMI is the foundation for informed, market-responsive planning



Minnesota

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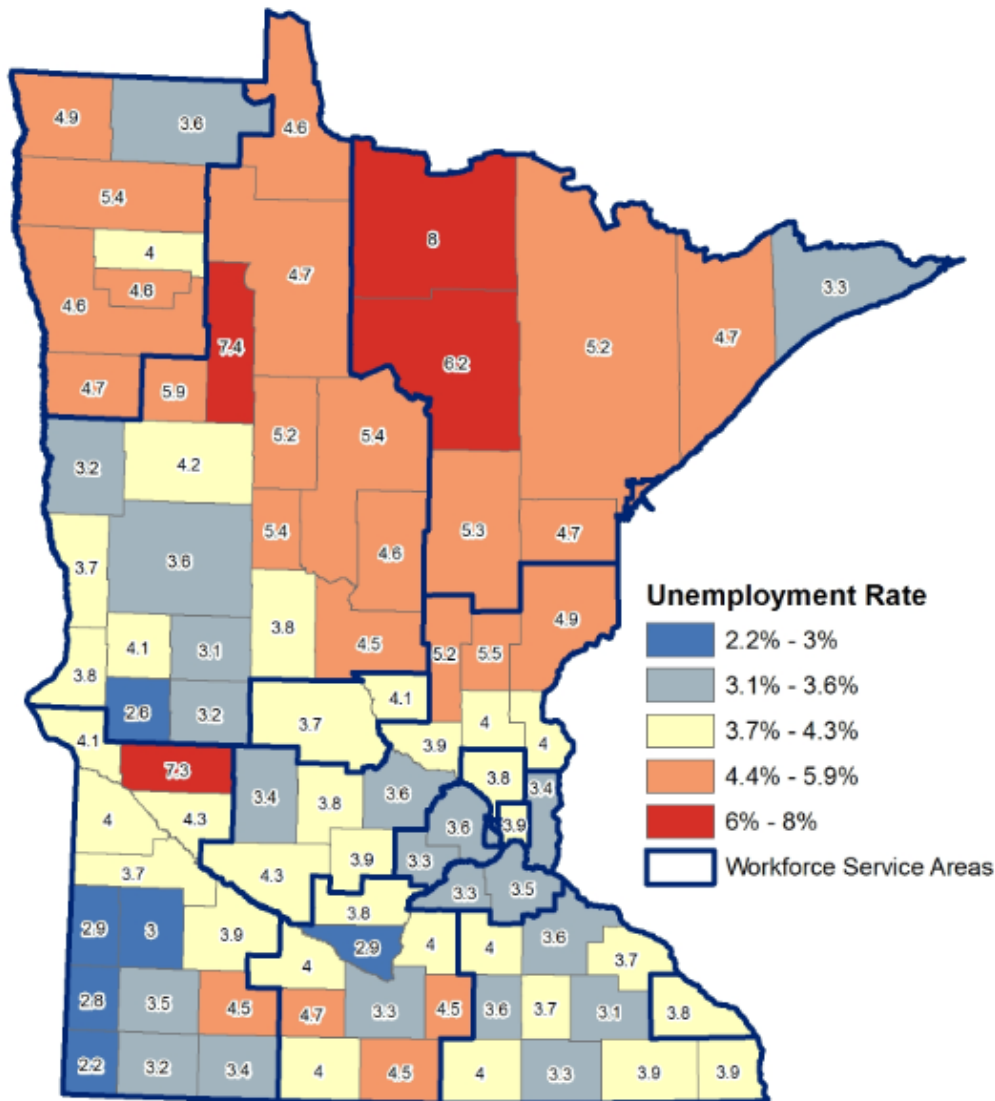
What is the state of the economy?



What do the data tell us?

- Good news!
 - Steady Employment Growth
 - 6 years since recessionary rock bottom
 - Very low unemployment
- Points of concern...
 - Unemployment disparities
 - Lack of wage growth
 - Aging population and labor force

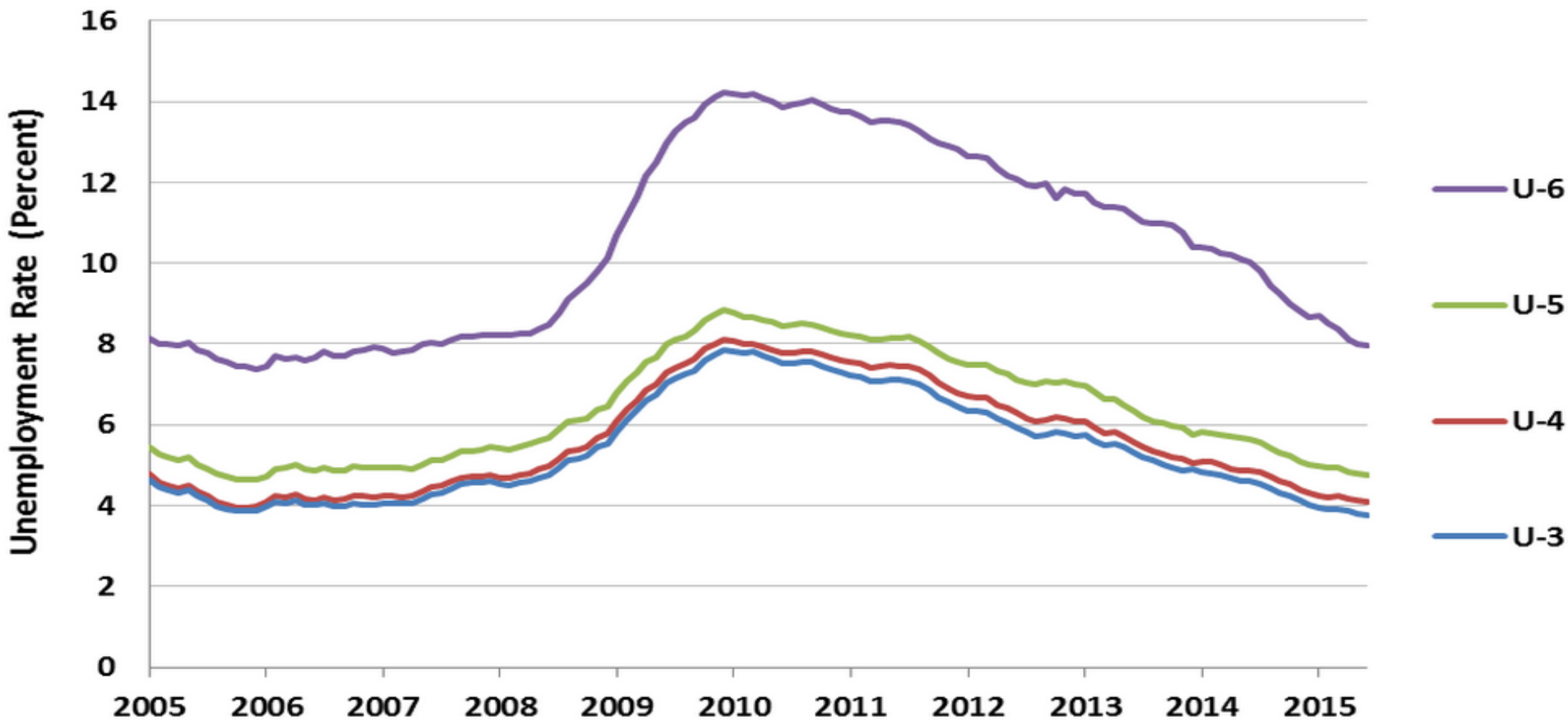
Regional Unemployment Rates



County	July 2015 Unemployment Rate
Anoka	3.8%
Carver	3.3%
Dakota	3.5%
Hennepin	3.6%
Ramsey	3.9%
Scott	3.3%
Washington	3.4%
Metro Area	3.6%
Minnesota	3.8%
Not Seasonally Adjusted	

Unemployment up-close

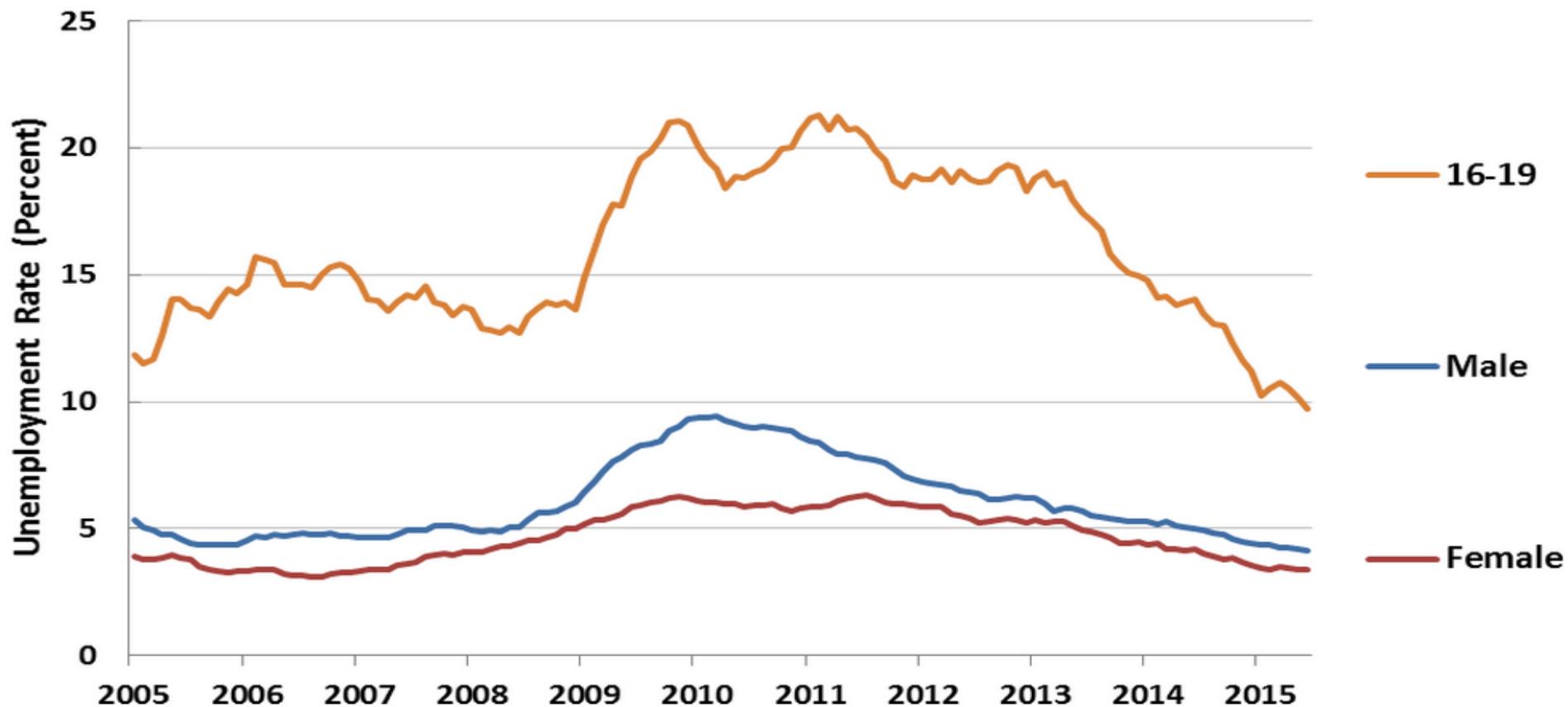
Minnesota Unemployment and Underemployment



Source: Minnesota DEED, Labor Market Information, Current Population Survey

Unemployment up-close

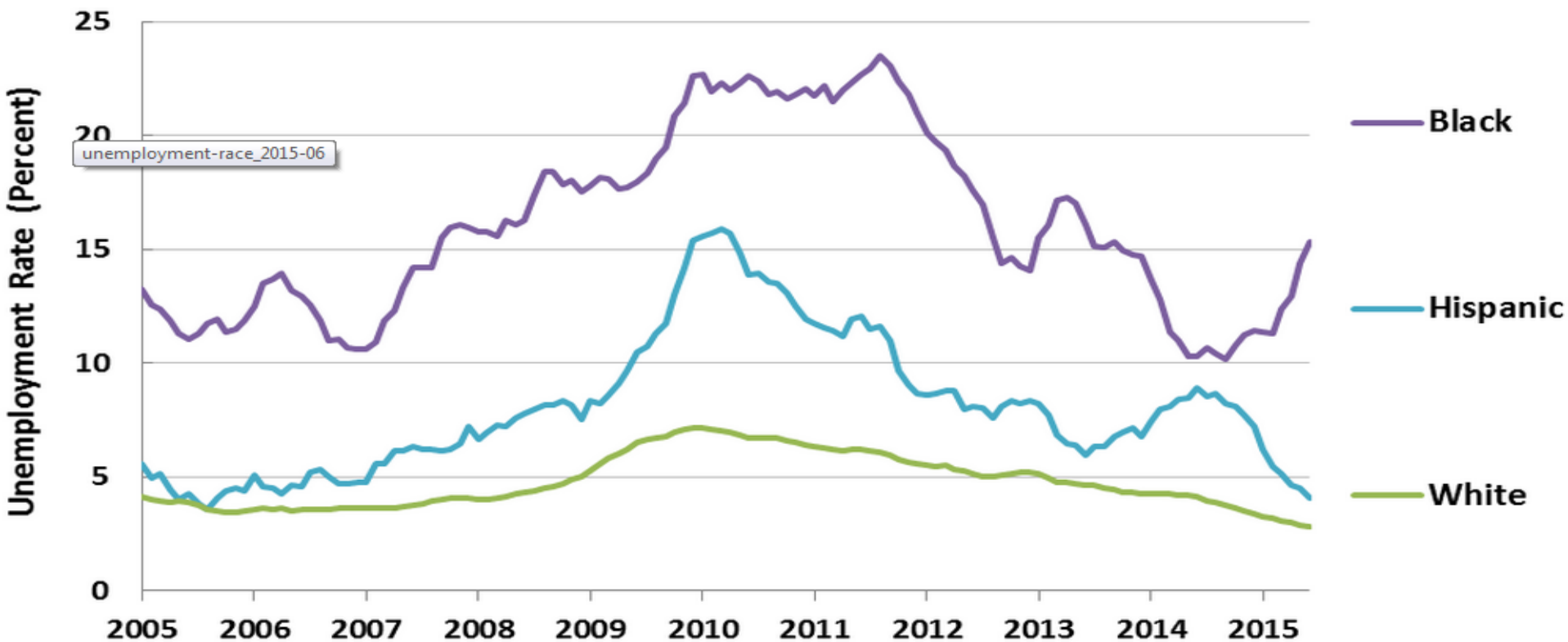
Minnesota Unemployment by Age and Gender



Source: Minnesota DEED, Labor Market Information, Current Population Survey

Unemployment up-close

Minnesota Unemployment by Selected Race or Ethnicity

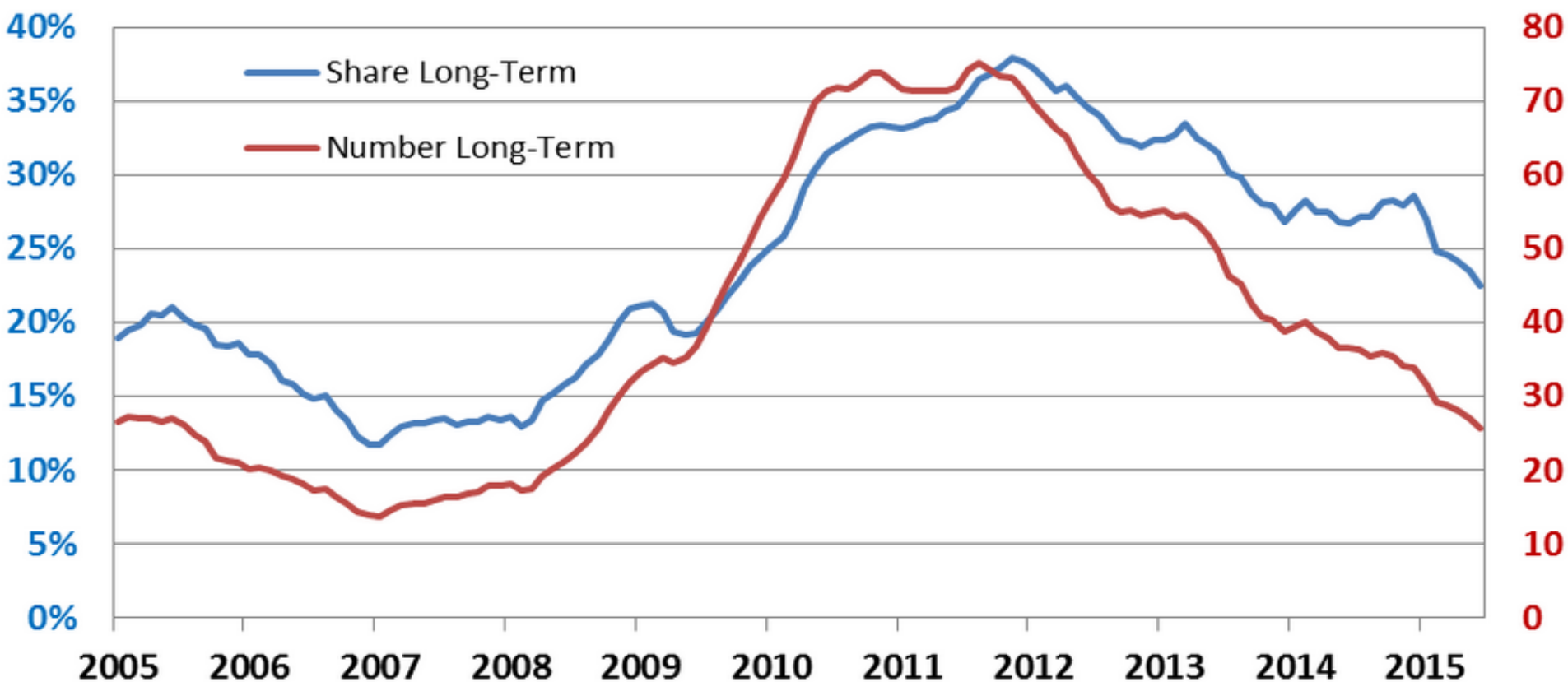


Source: Minnesota DEED, Labor Market Information, Current Population Survey

Unemployment up-close

Minnesota Long-Term Unemployed (27 Weeks or More)

As Share of U3 Unemployed and Number of Persons in Thousands

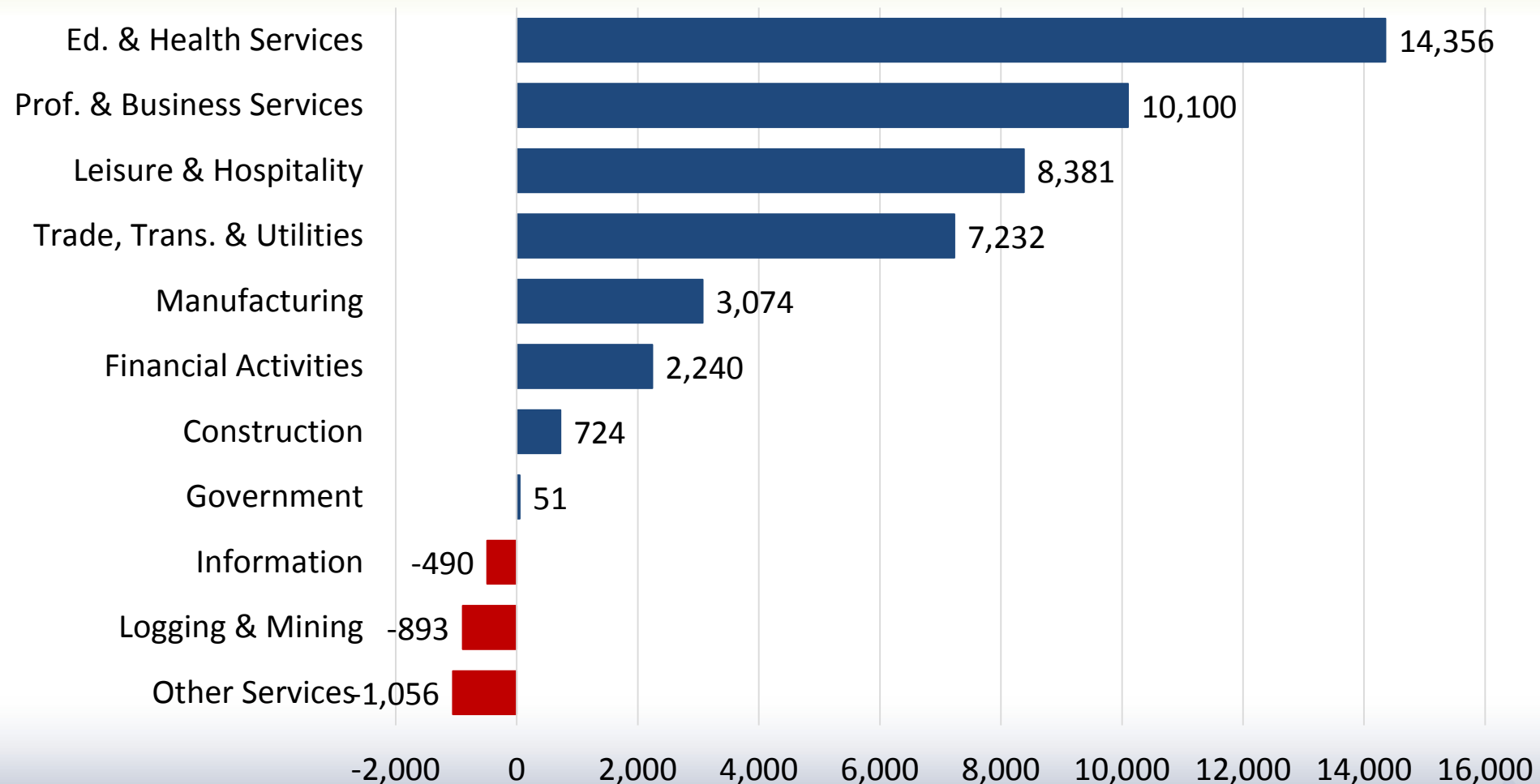


Source: Minnesota DEED, Labor Market Information, Current Population Survey

Industry Statistics

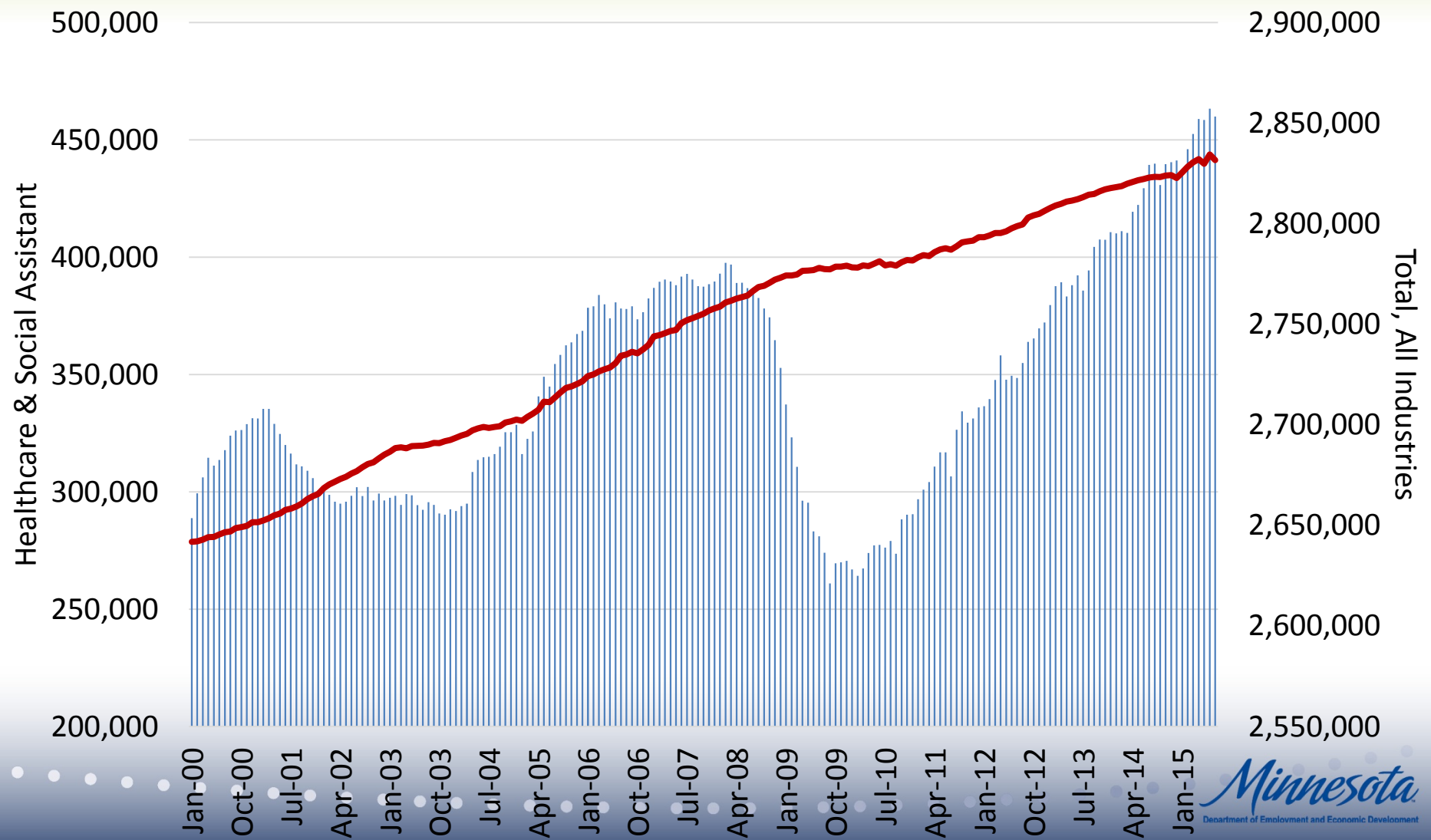


Minnesota Industry Trends



Data are July 2014 to July 2015

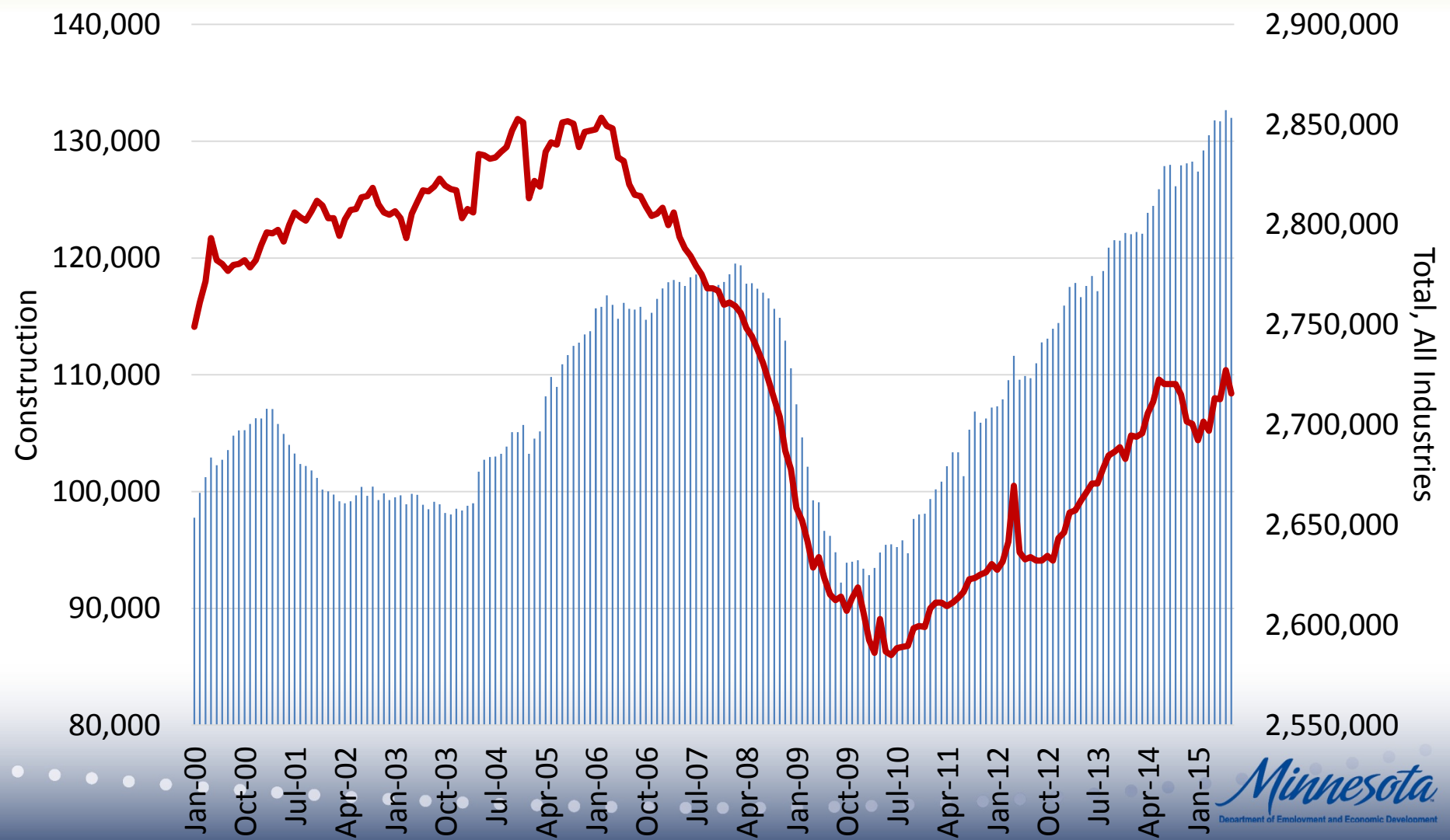
Healthcare & Social Assistance 2000 - 2015



Health Care Largest-Growing Jobs

- Home Health Aides: 29.3% (10,131)
- Registered Nurses: 16.9% (9,477)
- LPNs: 18.6% (3,239)
- Nursing Assistants: 9.1% (2,742)
- Medical Assistants: 19.7% (1,693)
- Pharmacy Technicians: 13.8% (945)
- Radiologic Technologists: 20.7% (796)
- Physical Therapists: 22.6% (779)
- Medical & Clinical Laboratory Technicians: 23.4% (767)
- Nurse Practitioners: 26.1% (721)

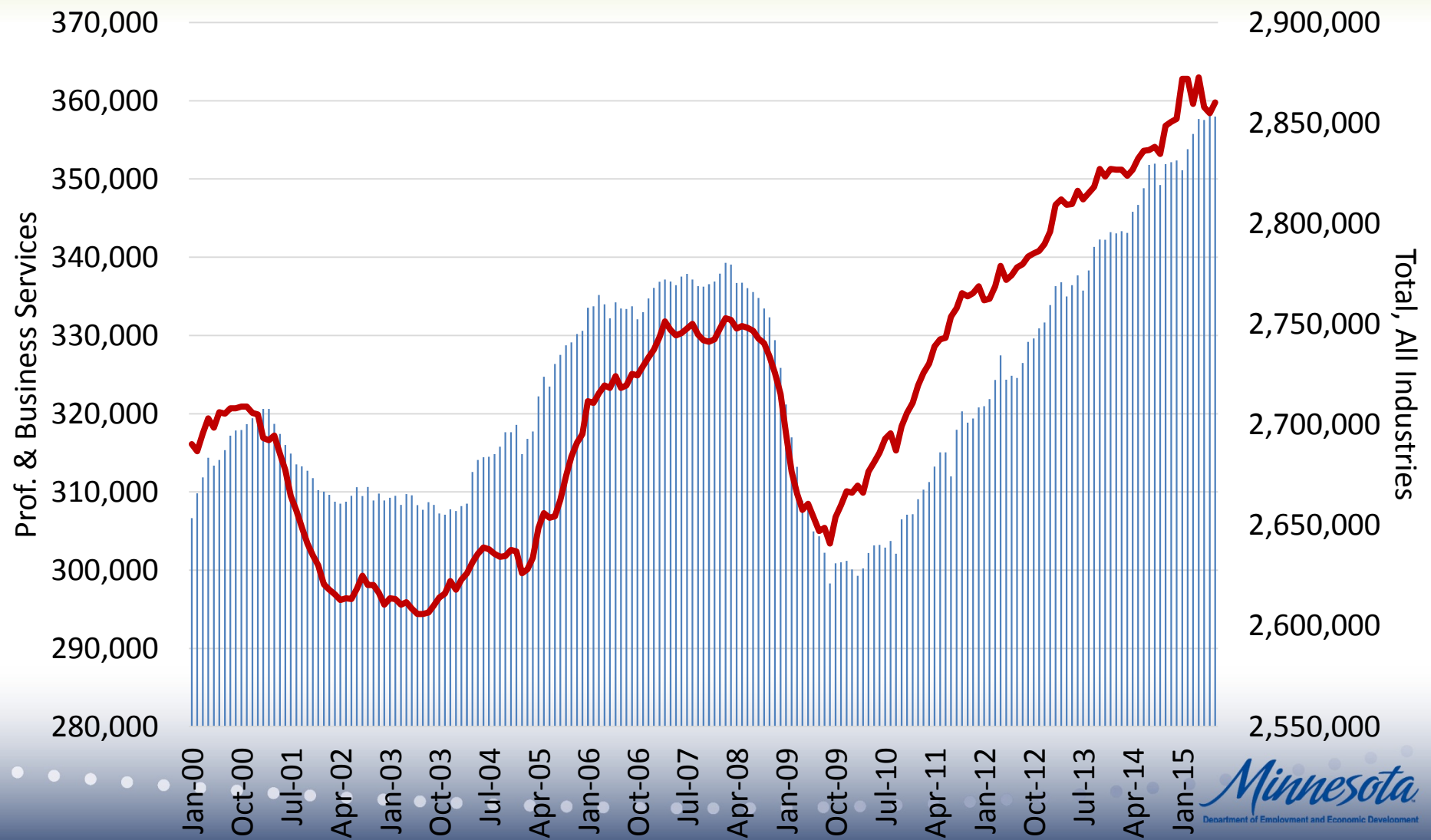
Construction 2000 - 2015



Construction Largest-Growing Jobs

- Carpenters: 22.9% (4,491)
- Construction Laborers: 16.8% (1,862)
- Electricians: 16.0% (1,740)
- Plumbers & Pipefitters: 19.1% (1,520)
- Operating Engineers: 16.9% (1,408)
- Supervisors of Construction Workers: 17.7% (1,286)
- Painters, Construction & Maintenance: 18.0% (1,194)
- Cement Masons & Concrete Finishers: 30.7% (900)
- Brickmasons & Blockmasons: 31.9% (437)
- Sheet Metal Workers: 14.3% (345)

Professional & Business Services 2000 - 2015



Prof. & Business Services Largest-Growing Jobs

- General & Operations Managers: 7.7% (2,836)
- Market Research Analysts: 22.1% (2,511)
- Computer Systems Analysts: 17.0% (2,227)
- Accountants & Auditors: 7.2% (1,854)
- Software Developers, Applications: 10.7% (1,379)
- Computer User Support Specialists: 11.0% (1,198)
- Medical & Health Services Managers: 17.4% (1,055)
- Personal Financial Advisors: 17.3% (992)
- Computer & Info Systems Managers: 9.5% (909)
- Financial Managers: 5.6% (789)

Where do I find this cool info? CES!

(Current Employment Statistics)

- **Description:** Monthly survey of nonfarm businesses for estimating industry employment, hours and earnings for the 50 states and 250 Metropolitan Statistical Areas.
- **Data source:** The CES program is a federal-state cooperative program between the BLS and state agencies. This program is the largest survey of its kind, consisting of 400,000 businesses nationwide and 5,900 businesses in Minnesota.
- **What it provides:** A look at the health of the economy through industry employment numbers, earnings trends and other data.
- **Data limitations:** Not available for small, local areas, and data are revised monthly and benchmarked annually.

<http://mn.gov/deed/CES>

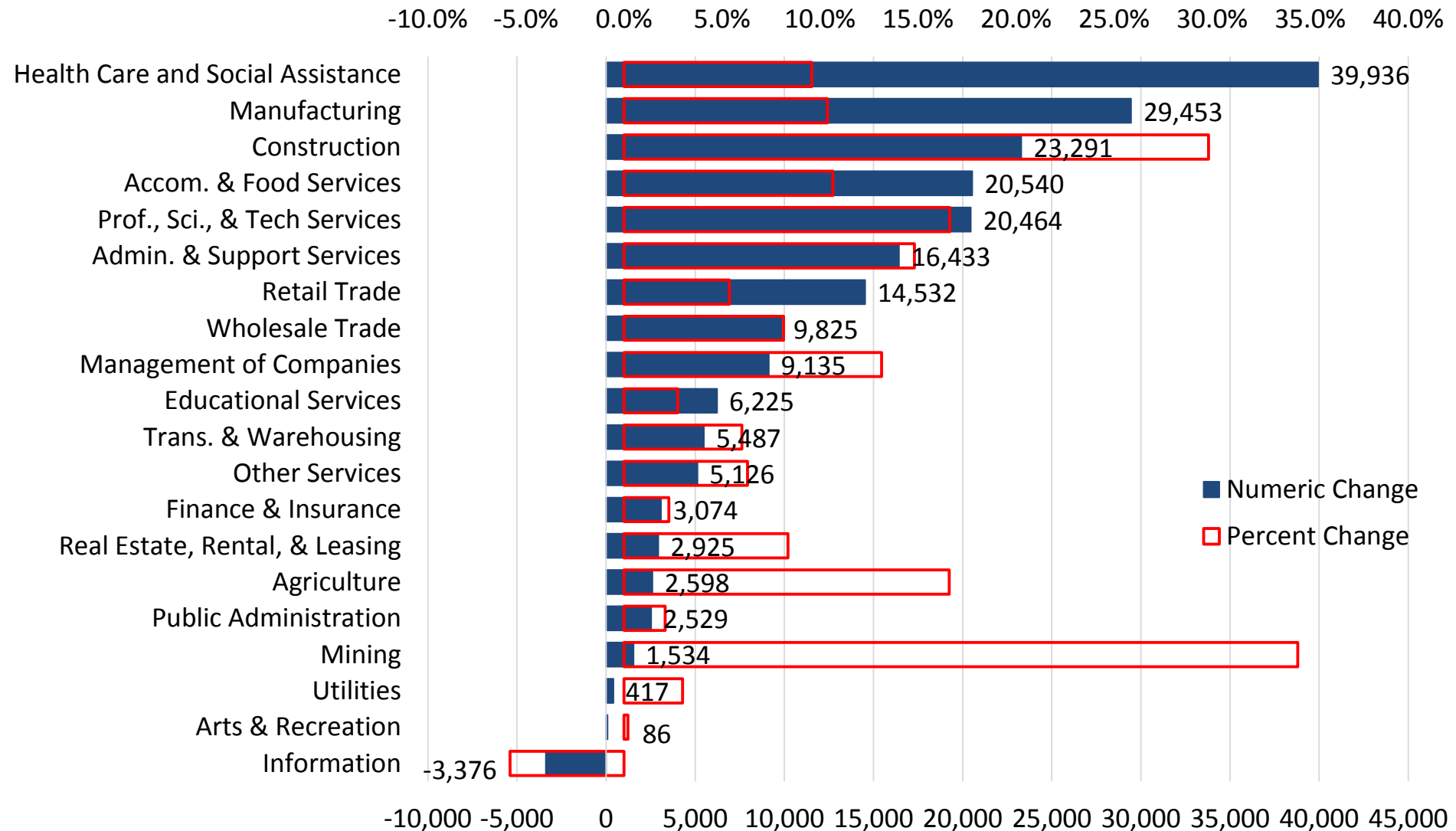
And for local areas? **QCEW!**

(Quarterly Census of Employment and Wages)

- **Description:** Quarterly census of employers for compiling employment and wage statistics. Data are available by industry, ownership type, states, regions, counties and minor civil divisions.
- **Data Source:** All establishments covered under the Unemployment Insurance (UI) program are required to report wage and employment statistics.
- **What it provides:** Industry employment and wage information at the state, regional, county and minor civil division levels. These data are used for state revenue forecasting, employment density studies, and economic planning and development.
- **Data limitations:** Six month time lag and some data confidentiality.

<http://mn.gov/deed/qcew>

Minnesota Industry Trends Q1, 2010 – Q1, 2015



MN In-Depth Industry Trends Q1, 2010 – Q1, 2015

Largest Growing Industries

Food Services & Drinking Places (16,956 – 10.3%)

Specialty Trade Contractors (16,065 – 35.6%)

Admin. & Support Services (16,029 – 15.2%)

Ambulatory Health Care Services (15,289 – 12.3%)

Social Assistance (13,278 – 17.9%)

Management of Companies (9,135 – 13.1%)

Merchant Wholesalers, Durable Goods (8,072 – 14.1%)

Computer Systems Design (7,814 – 28.8%)

Fabricated Metal Product Mfg. (7,234 – 20.5%)

Educational Services (6,225 – 2.7%)

Declining Industries

Publishing Industries (-2,299 – 10.2%)

Admin. of Economic Programs (-2,282 – 23.9%)

Telecommunications (-1,672 – 11.7%)

Postal Service (-1,591 – 11.4%)

Amusement & Recreation (-1,537 – 4.9%)

Paper Manufacturing (-1,299 – 12.0%)

General Merchandise Stores (-500 – 0.8%)

Legal Services (-461 – 2.5%)

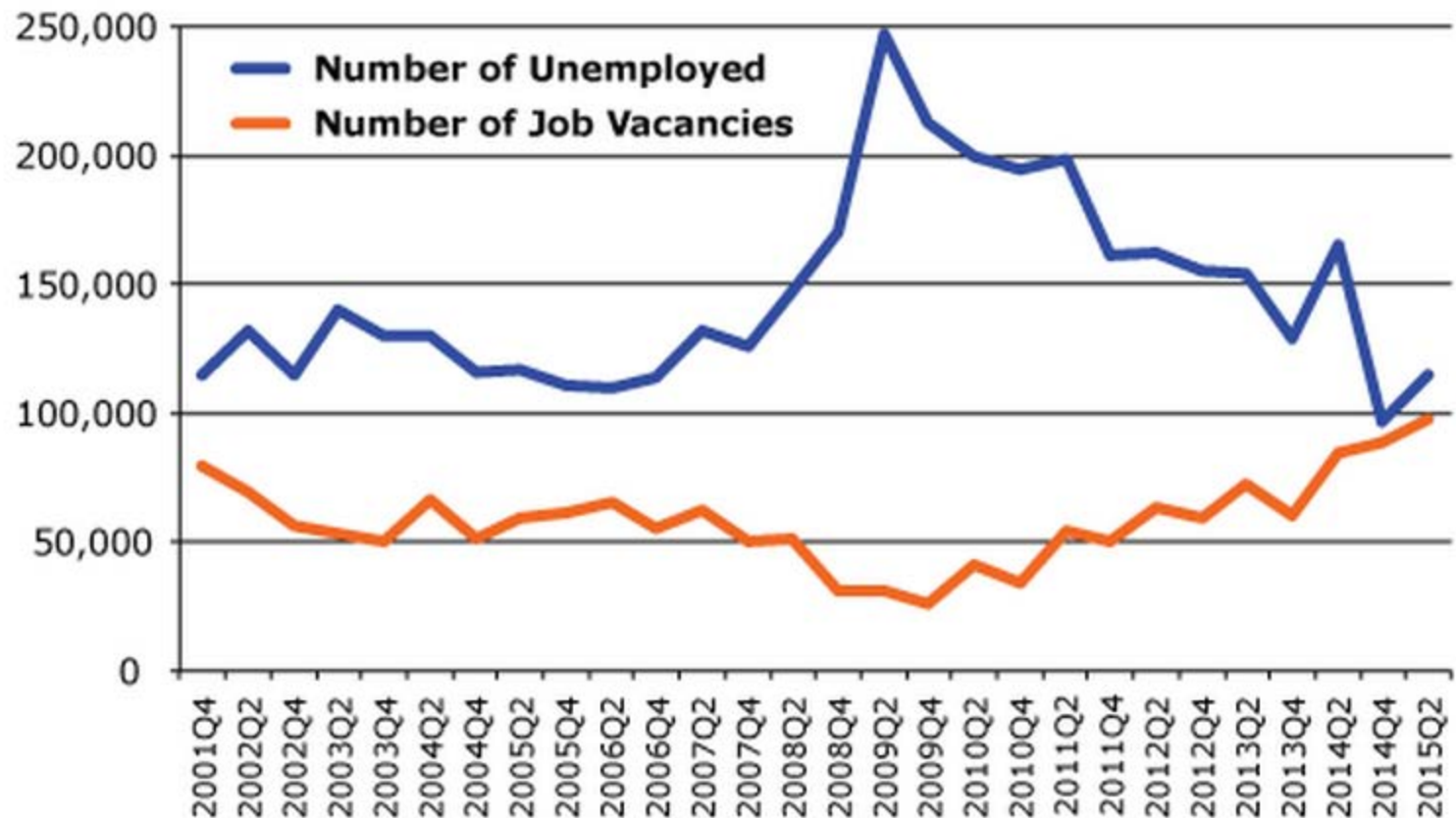
Motion Picture & Sound Recording (-340 – 8.1%)

Clothing & Clothing Acces. Stores (-214 – 1.0%)

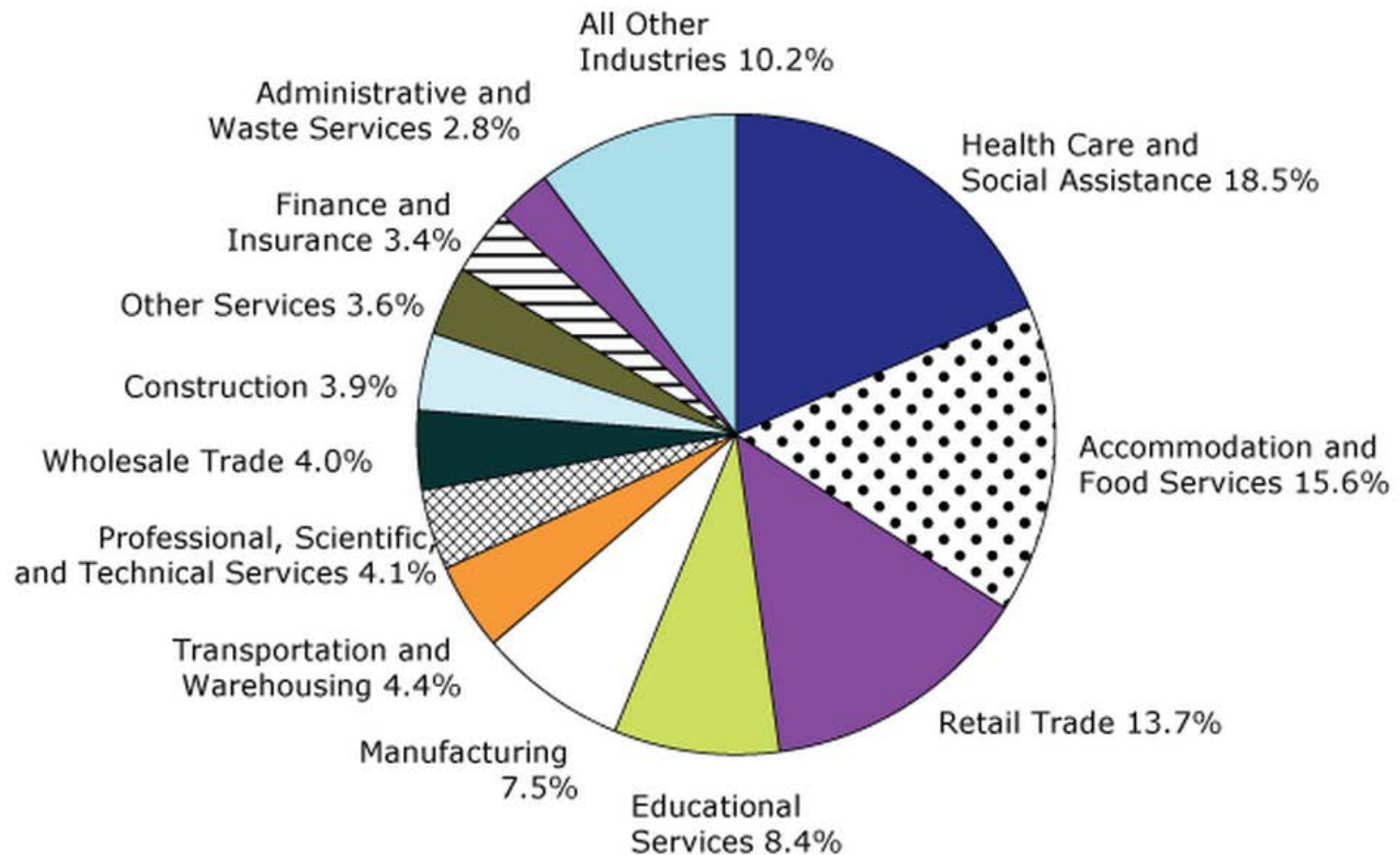
Job Vacancy Survey

MN: Job Openings Expanding

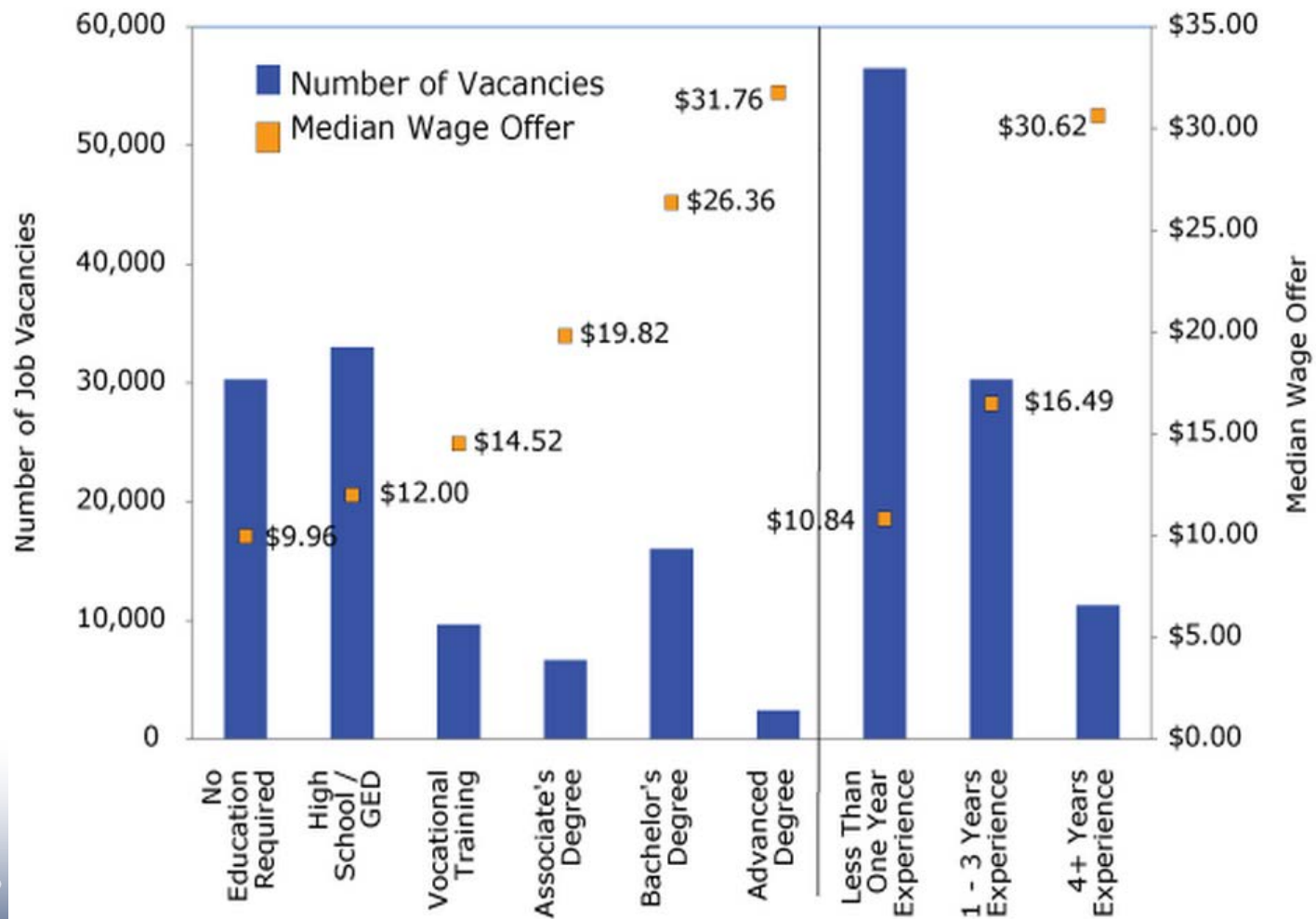
Minnesota Job Vacancies and Unemployed Workers by Quarter



Job Vacancy Survey



Job Vacancy Survey



Occupational Employment Statistics

Geography	Employment	25 th Percentile Wage	Median Wage	75 th Percentile Wage
Metro Area	1,691,650	\$13.02	\$20.49	\$32.76
Minnesota	2,730,020	\$12.12	\$18.65	\$29.27
U.S.	135,128,260	\$11.25	\$17.42	\$28.28

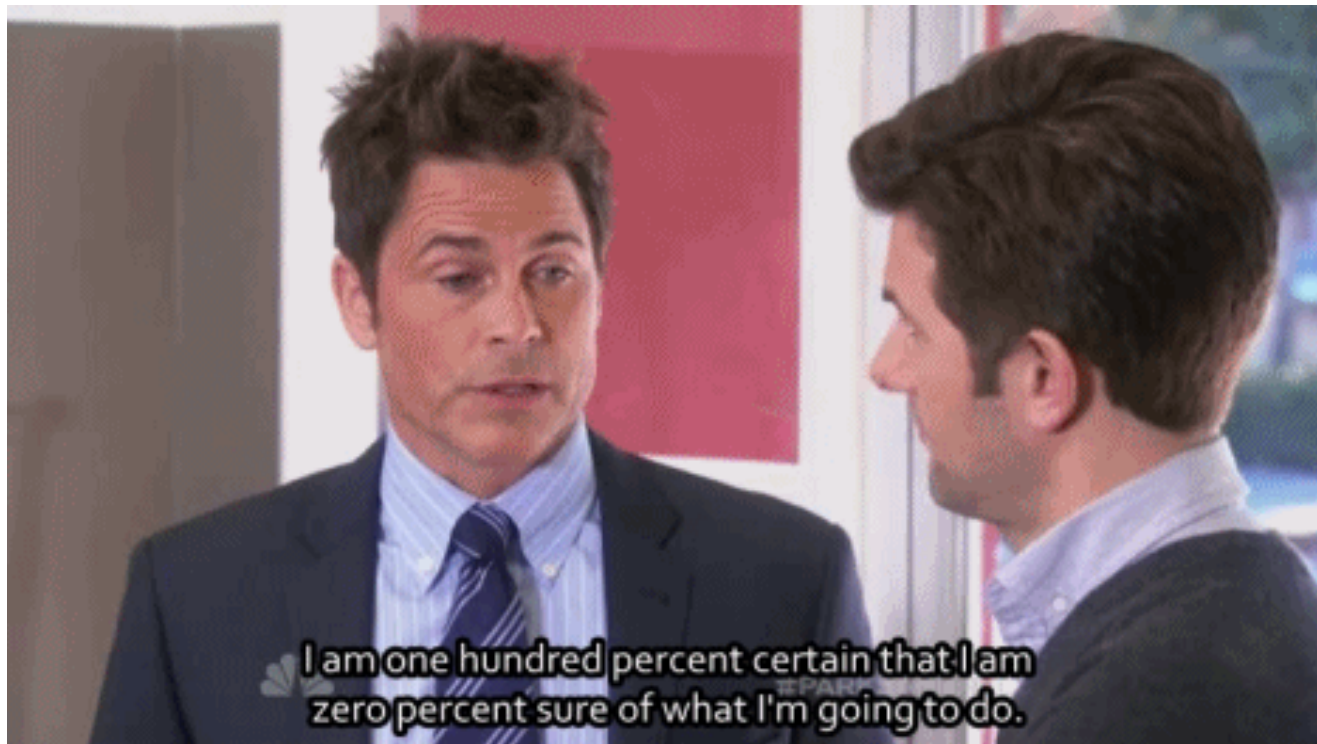
According to DEED's Cost of Living Calculator, the basic-needs budget for a typical family in the Metro is:

- \$55,896/year
- This equates to an hourly wage of \$17.92 for each adult worker*

*The typical family includes 1 full-time and 1-part-time worker, with 1 child.

Top-Employing Occupational Groups	Employment	Median Wage
Office & Admin. Support	263,440	\$18.25
Sales and Related	172,730	\$14.93
Food Prep. & Serving Related	133,660	\$9.28
Business & Financial Operations	124,780	\$31.78
Management	118,720	\$51.80
Production	116,450	\$17.19
Transp. & Material Moving	93,740	\$16.64
Healthcare Practitioners	88,570	\$34.08

Graduate Employment Outcomes



Who will use the tool?

- **Prospective students**, to set realistic expectations for employment and wages following graduation
- **Parents and career counselors**, to help prospective students plan their education
- **Education program planners** interested in aligning program offerings to market demand
- **Policy makers** interested in evaluating the state's returns on investments in higher education

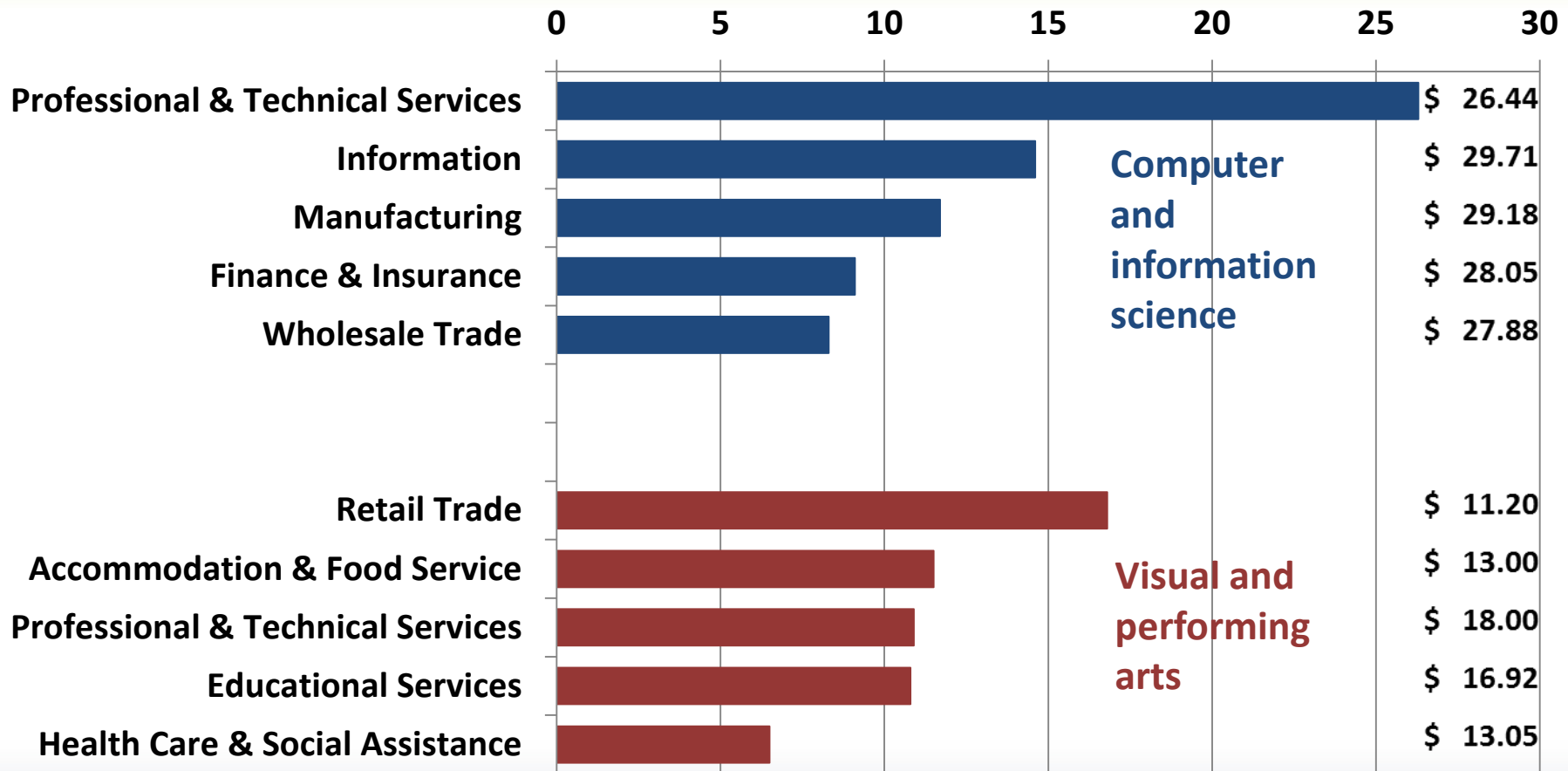
Five key aspects of employment

1. EMPLOYABILITY
(in-state employment rate)
2. FULLTIME AND YEAR-ROUND STATUS
(job quality and job stability)
3. EARNINGS
4. TOP INDUSTRIES OF EMPLOYMENT
5. TOP REGIONS OF EMPLOYMENT

A GEO analysis...

	Instructional Program Bachelors Degree Award	Number of Bachelor Degree Graduates	Annual Median Earnings of All Employed Graduates in 2 nd year after graduation	Percent working full- time and year-round in 2nd Year	Median Earnings of Full-time Employed in 2nd Year
Well Aligned	Engineering	1,217	\$55,489	69%	\$59,124
	Construction trades	25	\$53,675	76%	\$55,472
	Computer and information science	647	\$51,990	68%	\$56,277
	Health profession	2,577	\$50,021	40%	\$59,646
	Engineering technologies	165	\$47,688	68%	\$51,960
	Business, management, and marketing	6,272	\$38,667	64%	\$45,289
Poorly Aligned	Visual and performing arts	1,562	\$17,833	29%	\$31,039
	Transportation and materials moving	51	\$17,731	35%	\$26,447
	Communications technologies/technician	21	\$17,629	N/A*	N/A*
	Area, ethnic, cultural, gender, and group studies	168	\$17,540	28%	\$30,300
	History	443	\$16,513	29%	\$34,154
	Theology and religious vocations	337	\$15,741	30%	\$33,185

A step further...



- Comparison of any other pair of majors from previous chart would reveal the same discrepancies in employment outcome

What does this information tell us?

- If **wage and employment rates** are the outcome of interaction between supply and demand, they tell us a great deal about **which fields of study are in demand and which are not**
- Providing these data to young people selecting a major, and to incumbent workers looking to change careers, would allow them to better **self-select into areas with better opportunities**
- Data for all fields of study are on our website at: <http://mn.gov/deed/data/data-tools/graduate-employment-outcomes/>

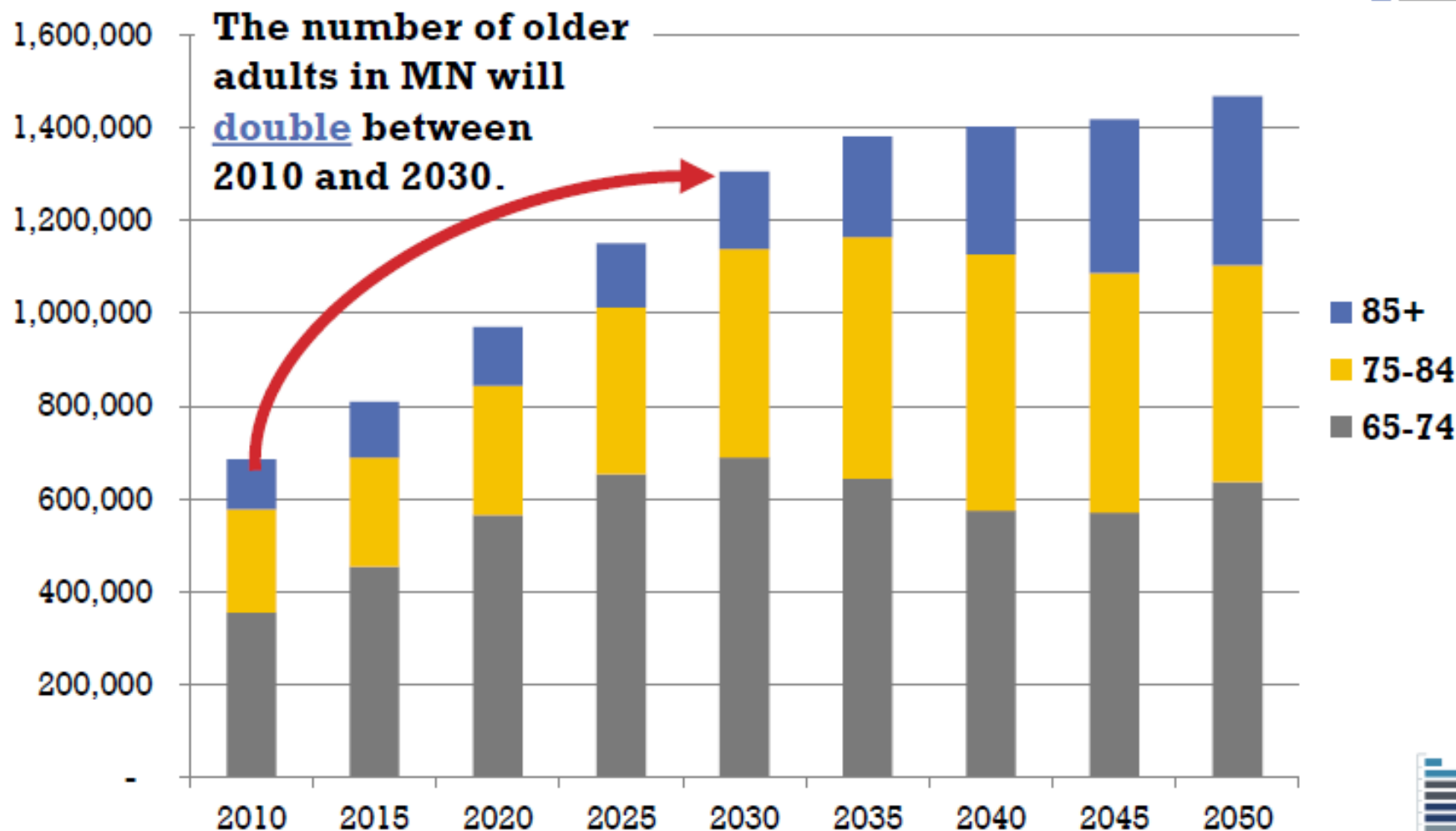
Forecasting future trends

Expectations for future job growth

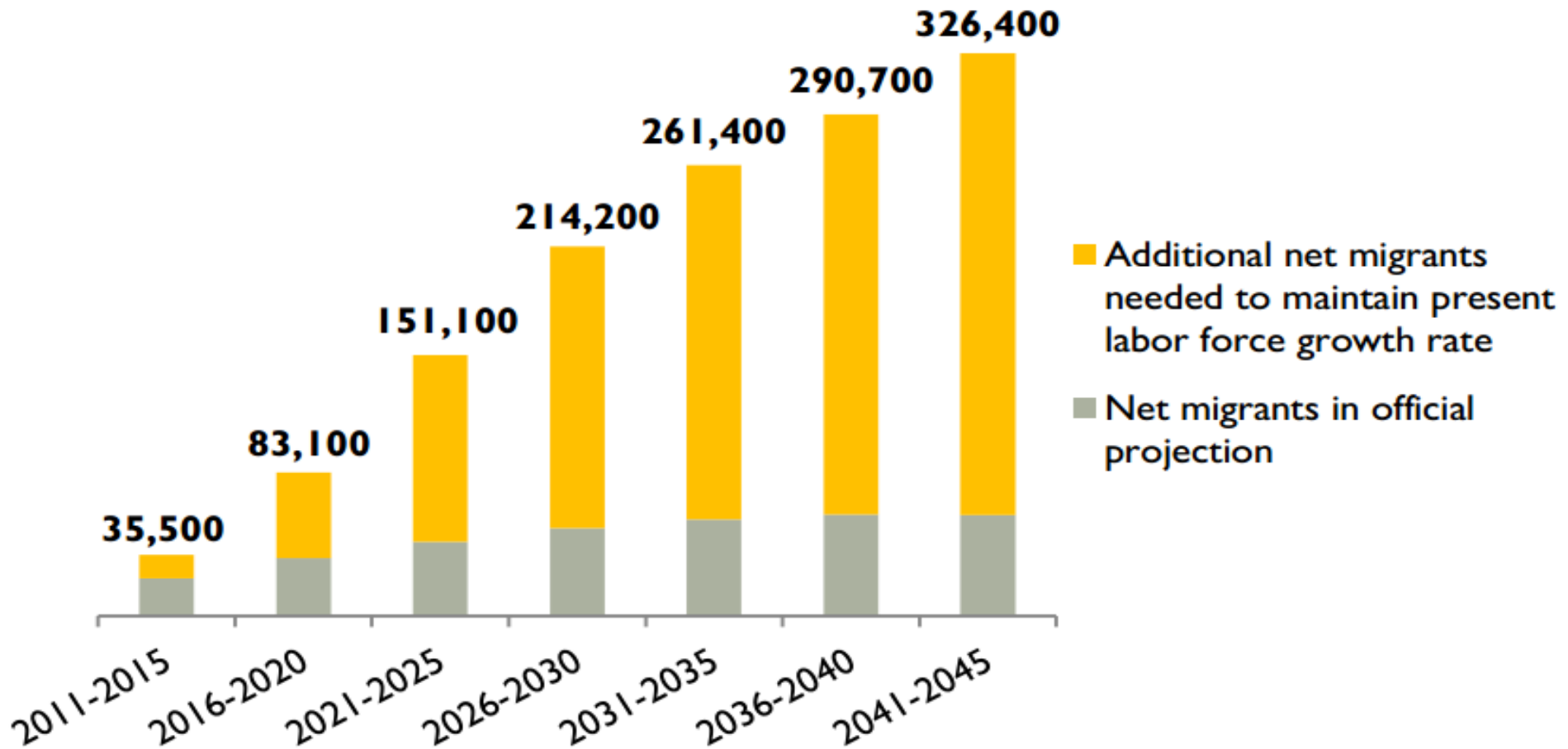
- With the labor market fully recovered from the recent recession, current projections show a more balanced outlook through 2022
- **Job growth over the next decade will average 0.7% a year, a slower pace than previous projections**
 - *National projections at 1.0% a year*
- The key macroeconomic assumptions driving the 2012-2022 national industry projections are:
 - Demographic changes drive demand for healthcare & related services
 - Labor force growth will slow below 0.5% annually (baby-boomers leaving)
 - GDP projected to increase at an annual rate of 2.6%
 - Economy will reach full-employment by 2022



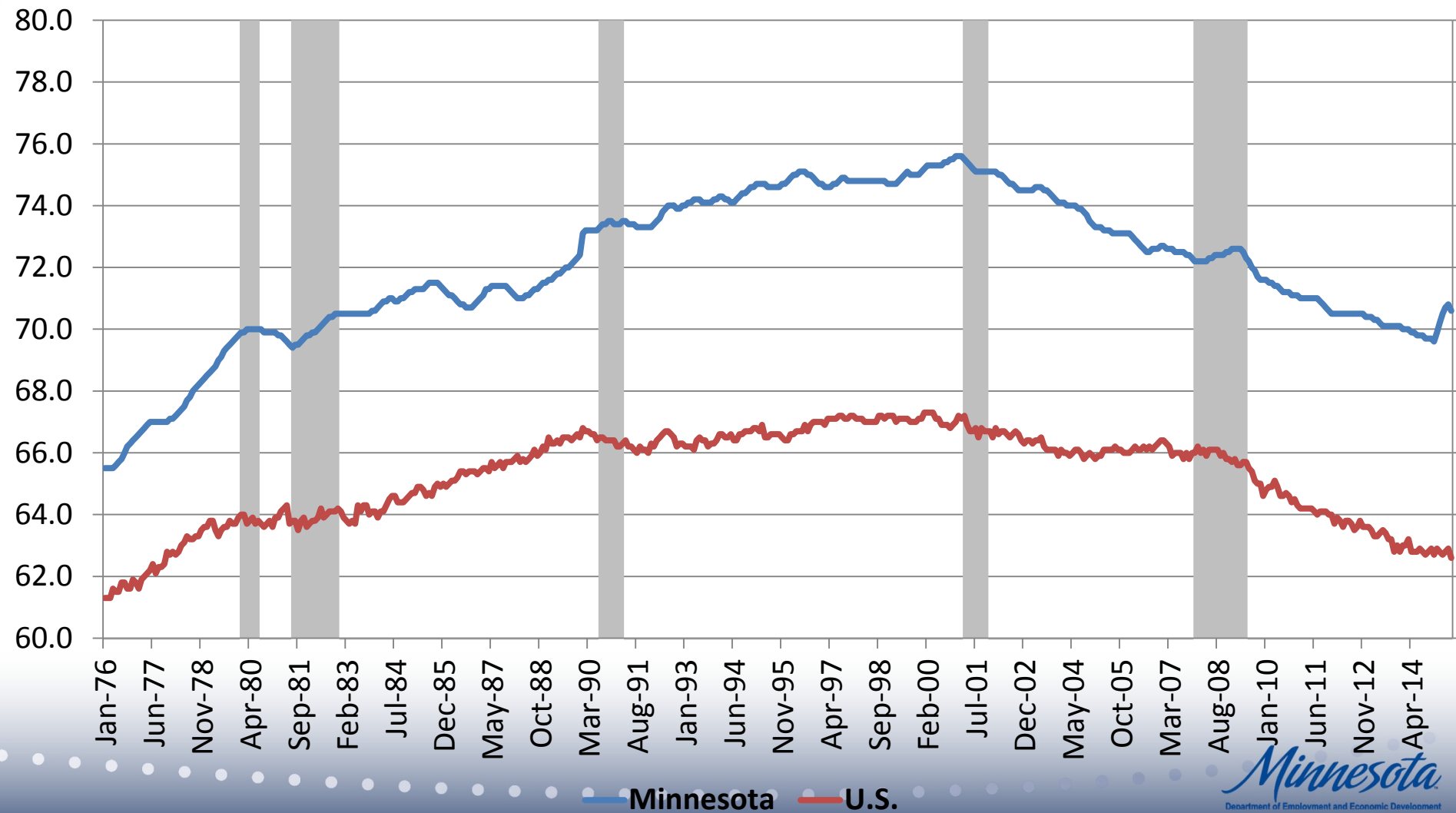
Older adults in Minnesota by age cohort, 2010-2050



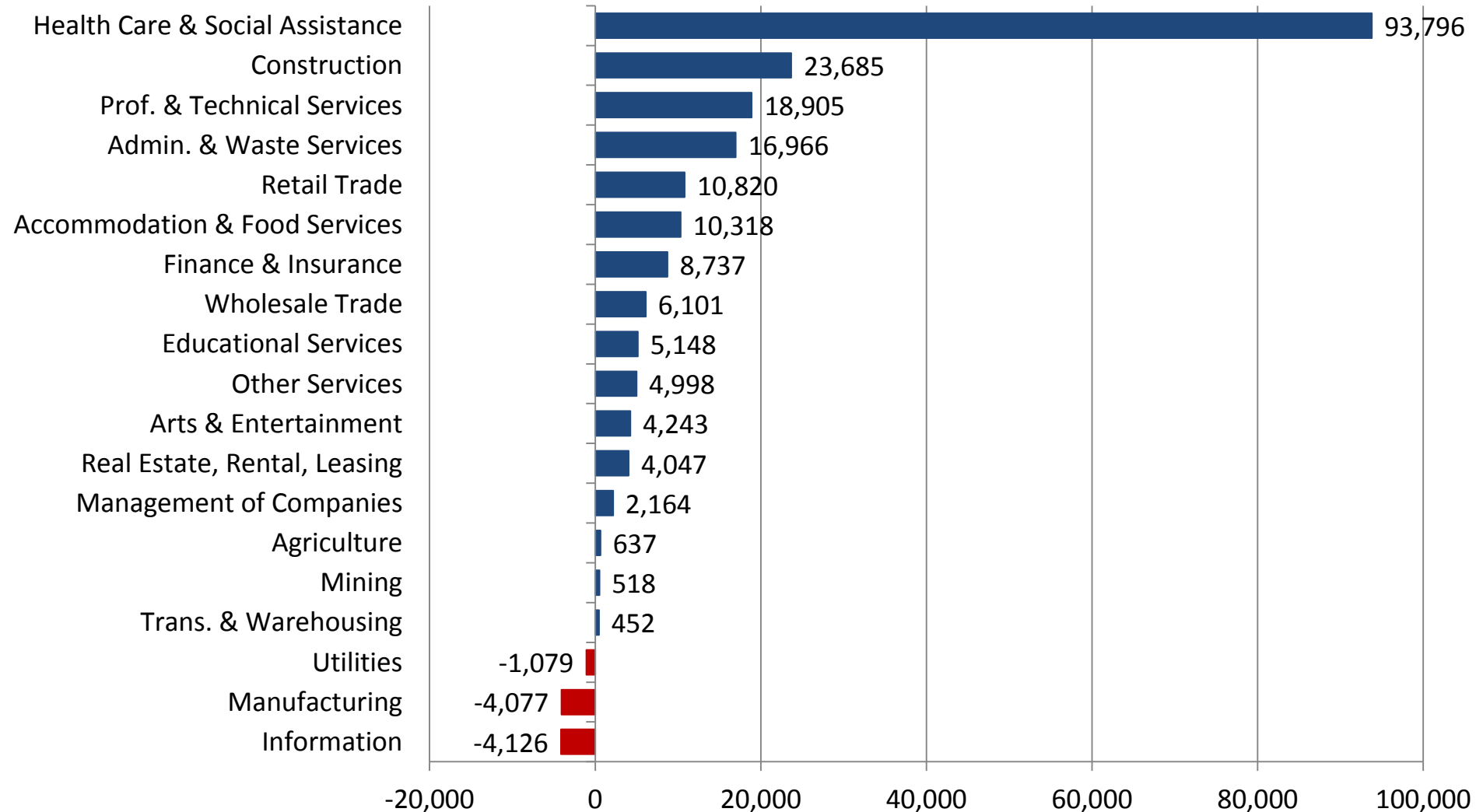
Net migrants necessary to maintain a .5% labor force growth rate in MN 2011 – 2045



MN's Labor Force 1976 - 2015



Forecasting future job trends



Industry change up-close

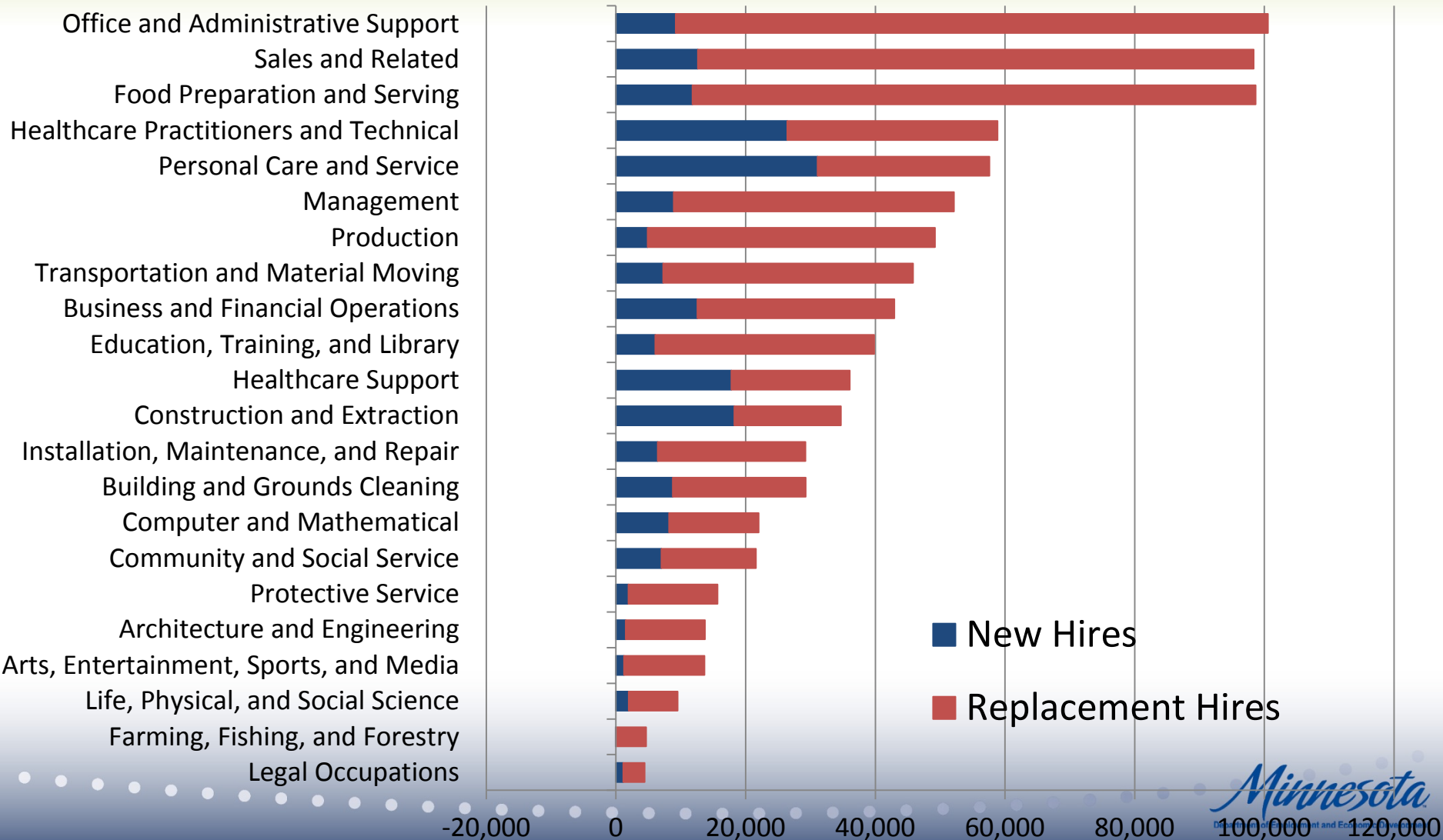
Largest-Growing Industries

- Ambulatory Health Care Services (33,205)
- Social Assistance (25,141)
- Hospitals (19,134)
- Professional & Technical Services (18,905)
- Nursing & Residential Care Facilities (16,316)
- Administration and Support Services (15,702)
- Specialty Trade Contractors (13,918)
- Food Services & Drinking Places (8,219)
- Construction of Buildings (6,808)
- Educational Services (5,148)

Declining Industries

- Computer & Electronic Product Mfg. (-5,219)
- Publishing Industries (-2,477)
- Printing & Related Support Services (-1,975)
- Food & Beverage Stores (-1,583)
- Air Transportation (-1,553)
- Paper Manufacturing (-1,377)
- Electric Goods Merchant Wholesalers (-1,189)
- Couriers & Messengers (-1,101)
- Utilities (-1,079)
- Telecommunications (-1,031)

Occupational projections, 2012-2022



Other resources to bookmark

Other labor market info sites...

- **U.S. Data**

- U.S. Census: www.census.gov

- Bureau of Labor Statistics: www.bls.gov

- **Minnesota Data**

- MN State Demographic Center:

- <http://mn.gov/admin/demography/>

- Minnesota Compass: www.mncompass.org

- **Twin Cities**

- Metropolitan Council: <http://metro council.org/>

- Greater MSP: www.greatermsp.org

Other U.S. Census Bureau resources

- **OnTheMap**
 - Commute and Labor Sheds for state and local areas (city and zip code)
 - <http://onthemap.ces.census.gov/>
- **Quarterly Workforce Indicators (QWI)**
 - Industry characteristics and trends for state and local areas (county)
 - <http://qwiexplorer.ces.census.gov/>
- **County Business Patterns (CBP)**
 - Establishment counts, payrolls, and sizes
 - <http://www.census.gov/econ/cbp/>
- **Migration/Geographic Mobility**
 - County-to-county migration flows
 - <http://www.census.gov/hhes/migration/data/acs/county-to-county.html>
- **Small Area Income & Poverty Estimates (SAIPE)**
 - <http://www.census.gov/did/www/saipe/index.html>

Let me know how I can help

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Department of Employment and Economic Development

<http://www.mn.gov/deed>