



Northwest Region Labor Market Trends

Jan Saxhaug

**Regional Labor Market Analyst
Labor Market Information Office**

Labor Market Information (LMI) Office

- LMI Office supports state workforce and economic development systems by producing and disseminating data, key indicators, analysis, and trends on the economy, workforce, job market, and business community.
- LMI Office's high quality information advises policy makers on current and future economic trends, helps employers make informed business decisions, and assists individuals in making strong career choices.

Minnesota job trend overview

- Employment is growing
 - 49,996 more jobs compared to last October
 - Regained all jobs lost during the recession, plus 5,100 jobs
- Unemployment rate at 4.8% in October
 - Compared to a 7.3% rate in the United States
- Other positive signs
 - 9 of 11 major sectors show increases over-the-year
 - MN outpaces the nation in 6 of 11
 - The Avg. work week in Sept. up to 34.3 – matches previous high
 - MN slightly outpaces nation OTY job growth (1.8 to 1.7%)

Over-the-year regional trends in Minnesota, October 2013

Metropolitan Statistical Area (MSA)	Numeric Employment Change	Percent Employment Change
Minneapolis-St. Paul MN-WI	42,878	2.4%
Duluth-Superior MN-WI	419	0.3%
Rochester	224	0.2%
St. Cloud	2,248	2.2%
Mankato	516	0.9%
Minnesota	49,996	1.8%
United States	2,299,000	1.7%

Data are September 2012 to September 2013.

Source: MN Dept of Employment & Economic Development

Regional industry trends

NW MN Planning Area Employment Change OTY (2011 -12 Annual)			
Industry	2012 Employment	2011-12 OTY Change	%Change
Total, All Industries	210,433	2,218	1.1%
Management of Companies and Enterprises	669	105	18.6%
Mining	251	38	17.8%
Agriculture, Forestry, Fishing and Hunting	4,543	335	8.0%
Administrative and Support and Waste Management and Remediation Services	4,262	300	7.6%
Wholesale Trade	10,465	326	3.2%
Manufacturing	27,290	828	3.1%
Construction	9,884	196	2.0%
Accommodation and Food Services	19,930	338	1.7%
Public Administration	14,433	145	1.0%
Health Care and Social Assistance	37,170	175	0.5%
Retail Trade	27,783	116	0.4%
Finance and Insurance	5,753	-3	0.1%
Professional, Scientific, and Technical Services	4,403	-19	-0.4%
Arts, Entertainment, and Recreation	4,666	-25	-0.5%
Utilities	1,302	-15	-1.1%
Educational Services	21,047	-257	-1.2%
Transportation and Warehousing	5,934	-82	-1.4%
Other Services (except Public Administration)	6,140	-105	-1.7%
Real Estate and Rental and Leasing	1,459	-27	-1.8%

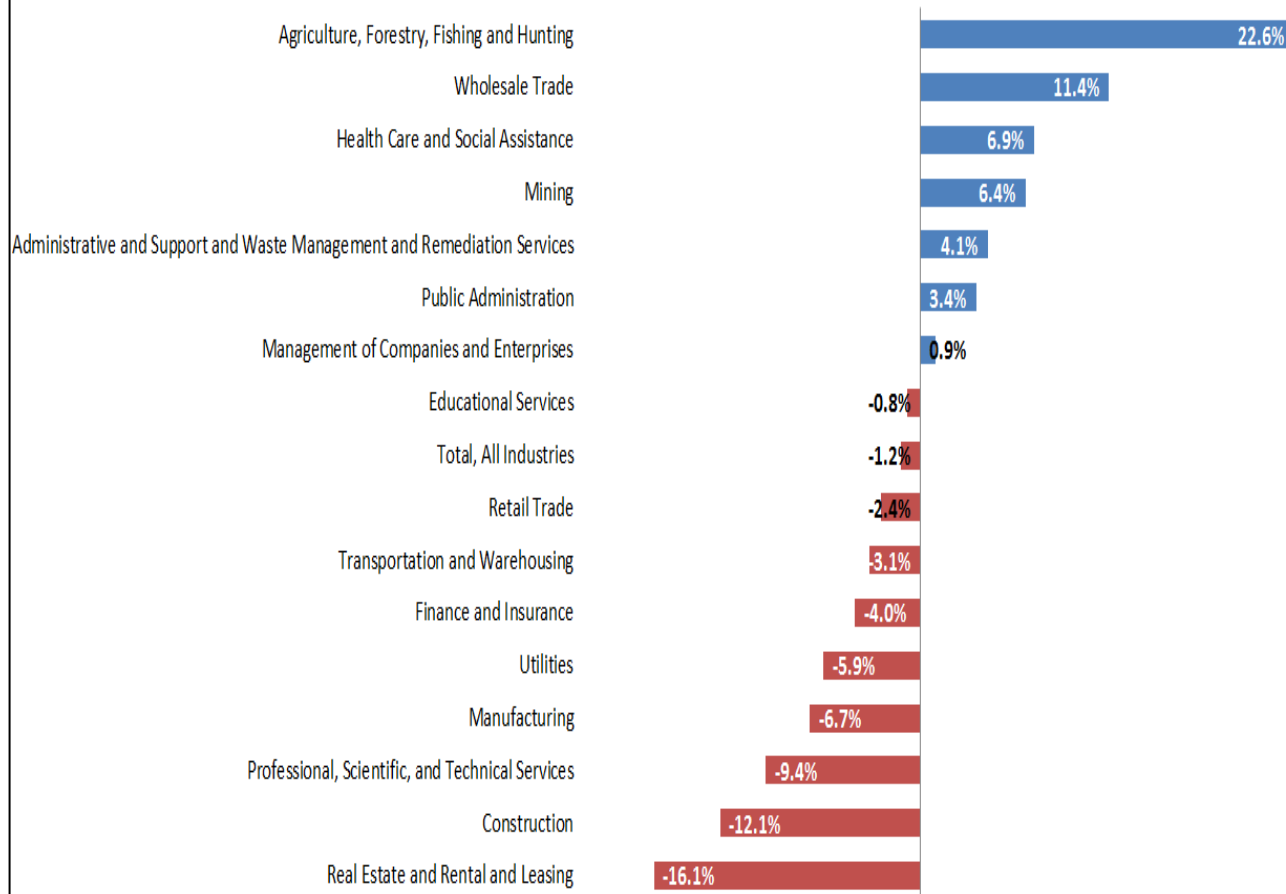
Source: MN Dept of Employment & Economic Development

- 9 of 19 sectors in NW grew in past year.
- 8 lost (including HC; 4th ranked)
- Highest growth in MFG (828 covered jobs)
- Overall, NW grew approx 2,200 jobs (1.1%)
- 8 sectors exceeded that growth

Regional industry trends

Assessing the recovery

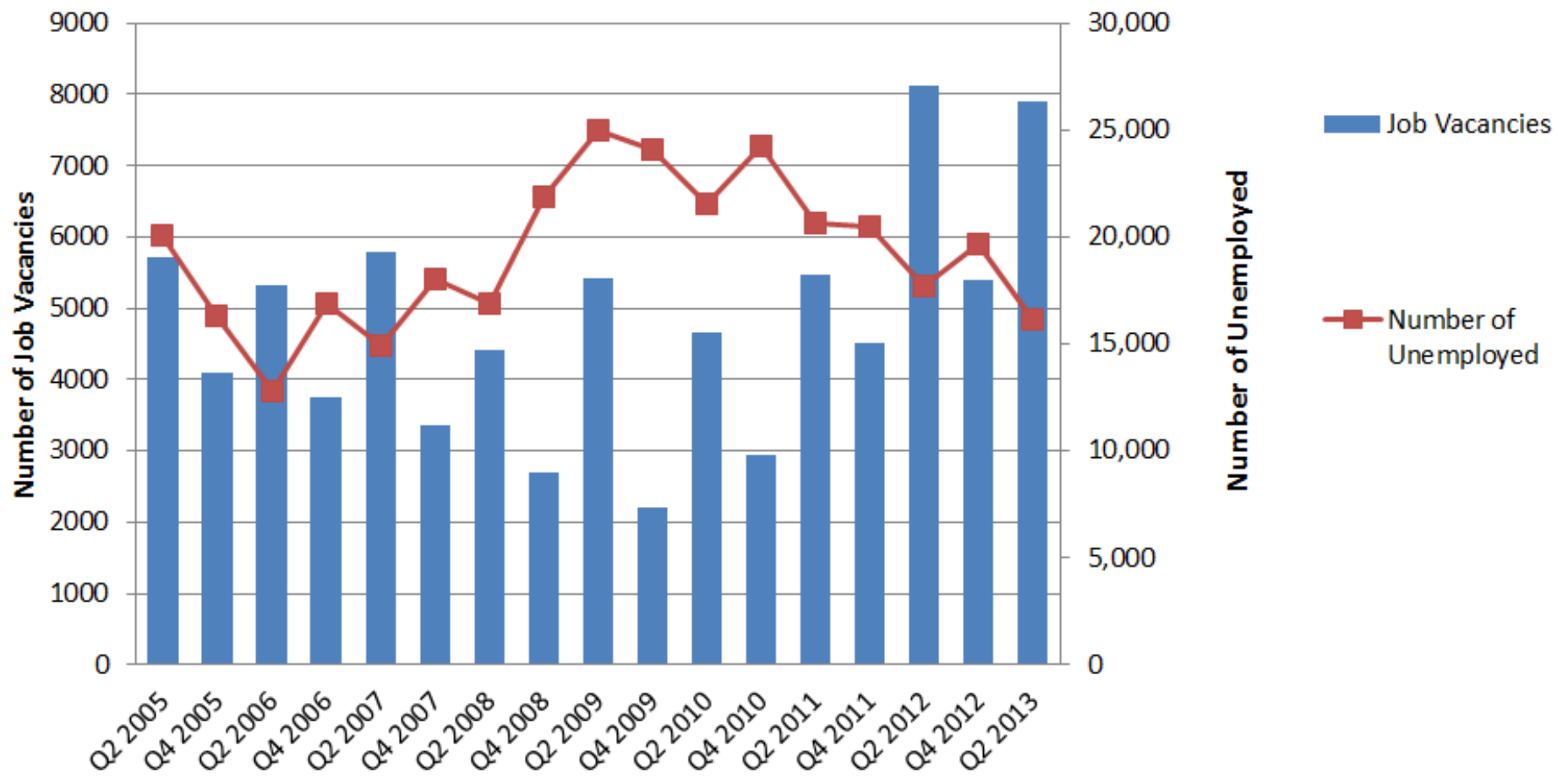
Pre and Post Recession Industry Change (2007 to 2012)



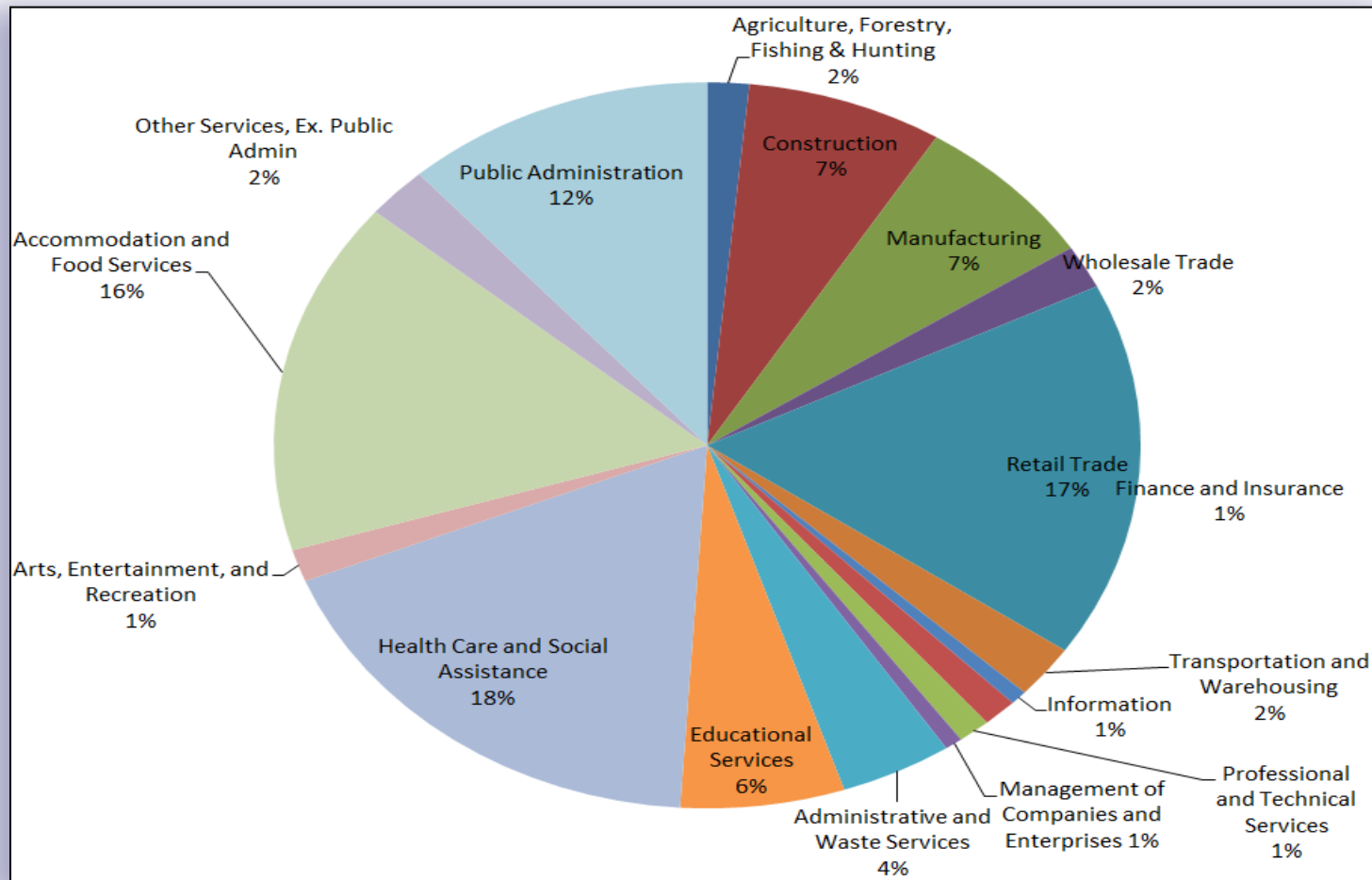
- 7 sectors have fully recovered
- Majority have not
- Real Estate hit hard, OTY down and Pre/Post down
- Const & MFG improving OTY, still below pre-recession
- Still too soon to say these industries will not recover

NW: Job Openings Expanding

Job Vacancies are Up, Unemployment is Down



NW: Job Openings by Industry

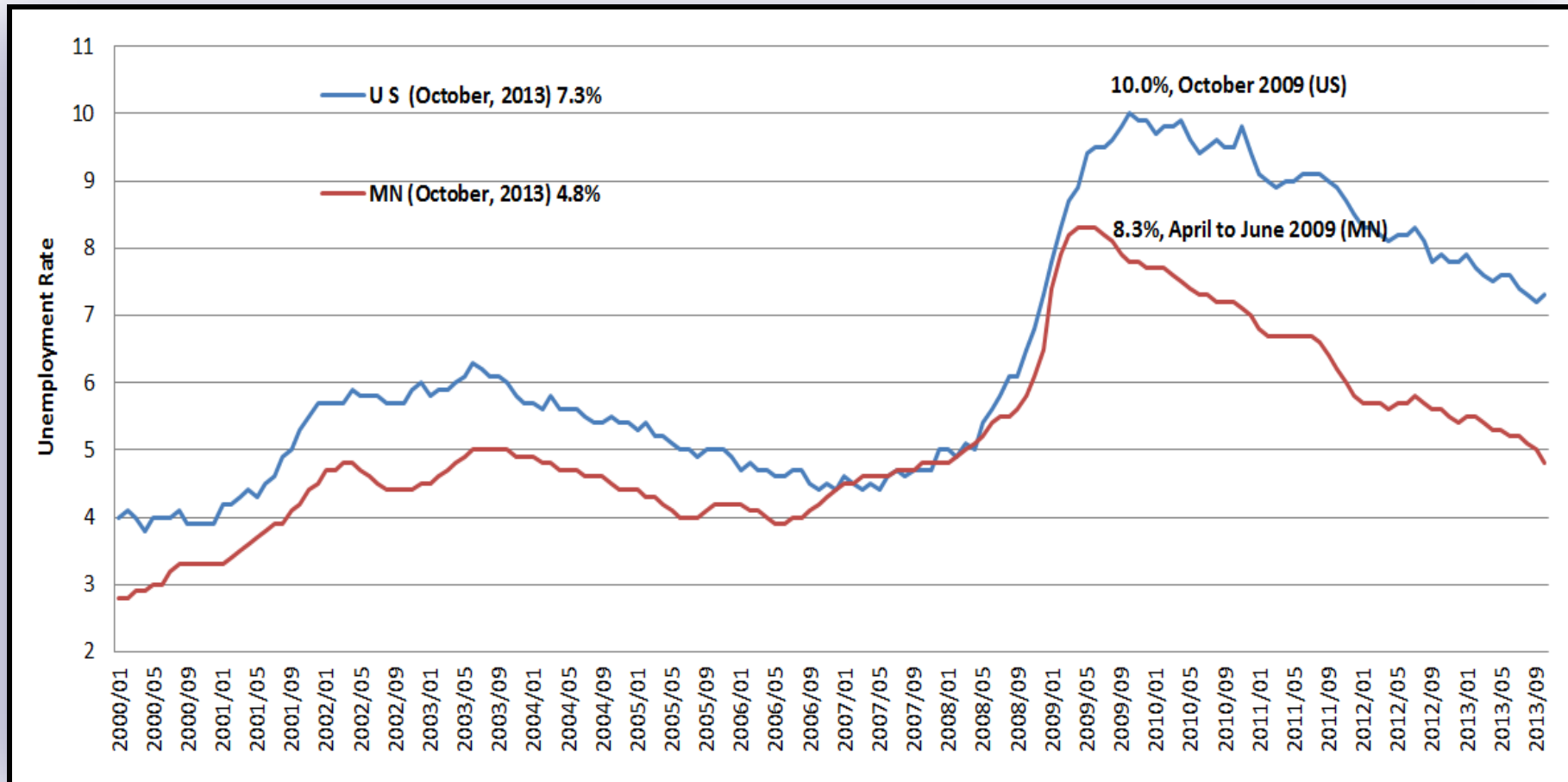


Source: MN Dept of Employment & Economic Development

Top 12 occupations with the most openings in the NW Region

- Retail salespersons (498)
- Heavy and tractor-trailer truck drivers (463)
- First-Line Supervisors of Retail Sales Workers (298)
- Combined Food Prep & Serving Workers (290)
- Landscaping and Groundskeeping Workers (279)
- Cashiers (265)
- Nursing Assistants (239)
- Personal Care Aides (232)
- Licensed Practical and Licensed Vocational Nurses (217)
- Waiters and Waitresses (211)
- Maids and Housekeeping Cleaners (166)
- Lifeguards, Ski Patrol, and Other Recreational (155)

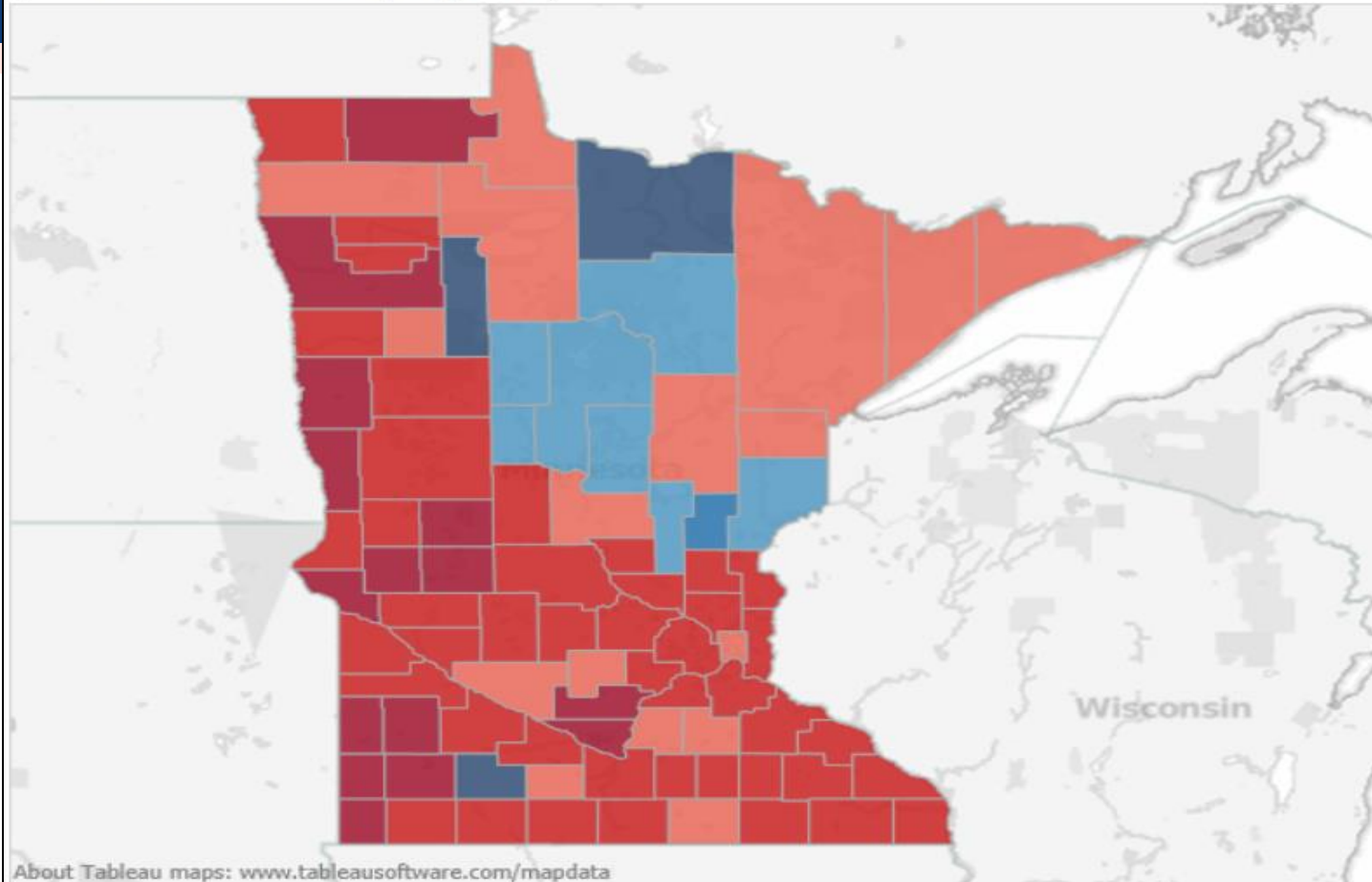
Minnesota and U.S. Unemployment Rates



Source: MN Dept of Employment & Economic Development

Regional unemployment rates

Local Area Unemployment Statistics, October 2013
(data are not seasonally adjusted)



October Unemployment Rate



County	October 2013 Unemployment Rate
Clay	2.4%
Stevens	2.6%
Wilkin	2.7%
Polk	3.0%
Pope	3.0%
Roseau	3.1%
Douglas	3.2%
Kittson	3.5%
Pennington	3.6%
Grant	3.7%
Norman	3.8%
Becker	3.9%
Otter Tail	3.9%
Todd	3.9%
Red Lake	4.0%
Traverse	4.1%
Mahnomen	4.3%
Marshall	4.7%
Morrison	4.7%
Lake of the Woods	5.1%
Beltrami	5.1%
Wadena	5.3%
Crow Wing	5.4%
Hubbard	5.7%
Cass	5.9%
Clearwater	7.4%

Source: MN Dept of Employment & Economic Development

Department of Employment and Economic Development

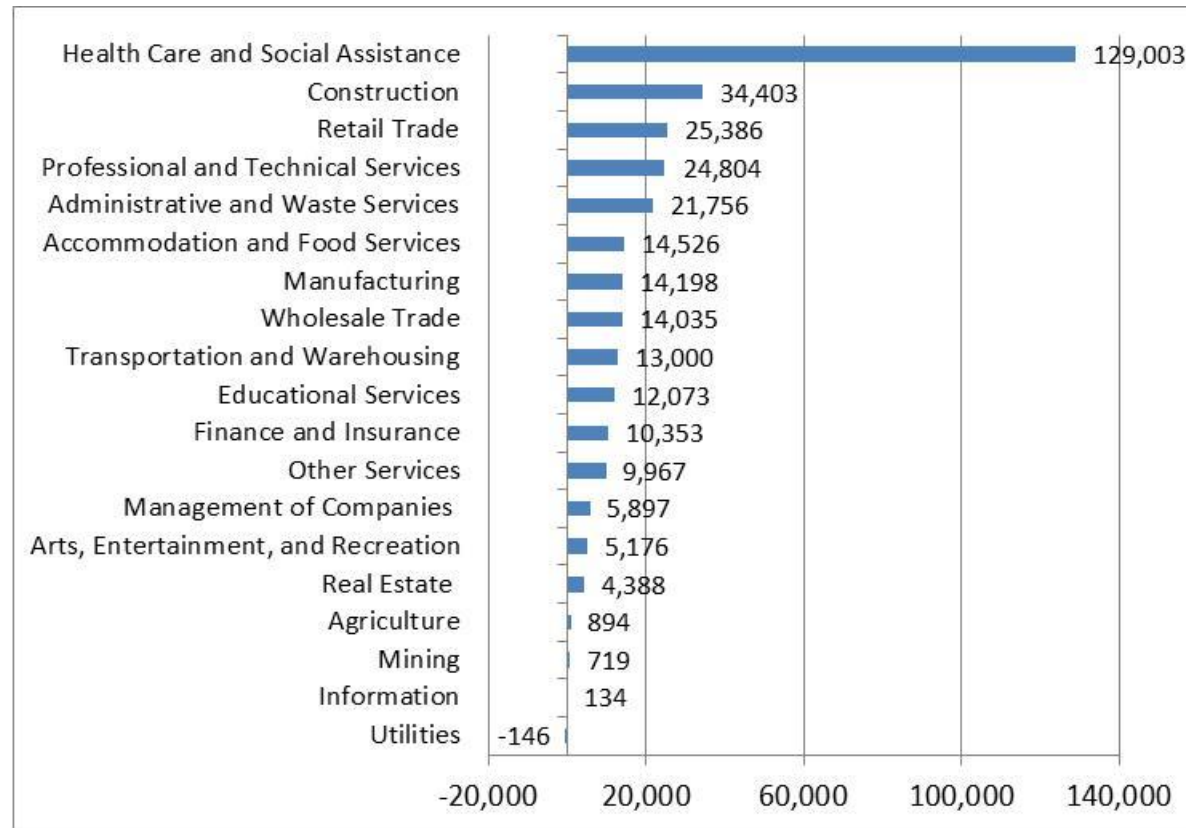
Forecasting future job trends

- Minnesota's economy will grow by 13%, or 368,000 new jobs, between 2010 and 2020.
- Over 663,000 new workers will be needed to take jobs left vacant through retirements and replacements.
- Employment changes depend on the demand for goods and services, productivity advances, technological innovations, and shifts in business practices.

Assumptions

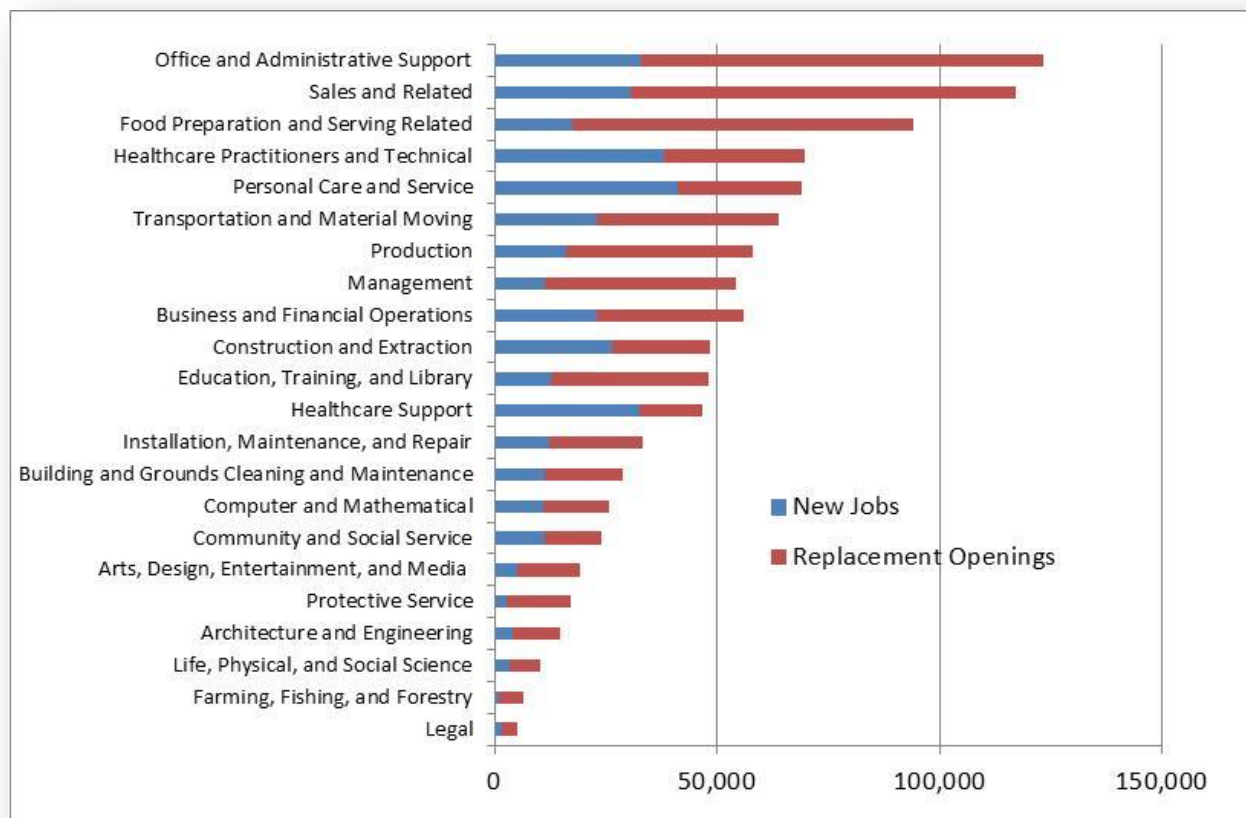
- Recovery from the steep job losses experienced between 2008 and 2010 will boost job growth in Minnesota during the next few years, but job growth will slow.
- Job growth over the next decade will average 1.3% a year, a pace similar to job growth experienced in 2011.
- The key macroeconomic assumptions driving the 2010-2020 national industry projections are:
 - GDP growth will average 3.0 % annually
 - Productivity growth will slow
 - U.S. labor force growth will slow
 - Unemployment will average 5.2% in 2020

Health care will add the most new jobs in Minnesota between 2010 and 2020



Source: MN Dept of Employment & Economic Development

Office and sales occupations will need the largest numbers of workers



Source: MN Dept of Employment & Economic Development

NW Region fastest growing occupations, 2010 to 2020

Total All = 14.4%

- Marriage and Family Therapists (103.6%)
- Security & Fire Alarm Installers (90%)
- Veterinary Technologists/Technicians (73.7%)
- Personal Care Aides (71.2%)
- Mental Health Counselors (63.8%)
- Brickmasons and Blockmasons (57.6%)
- Heating, Air Conditioning, and Refrigeration Mechanics (52.4%)
- Home Health Aides (51.8%)
- Optometrists (50%)
- Multiple Machine Tool Setters, Operators, and Tenders (50%)
- Veterinarians (48.1%)
- Adhesive Bonding Machine Operators and Tenders (48%)
- Helpers—Carpenters (47.9%)
- Cargo and Freight Agents (47.4%)
- Refuse and Recyclable Material Collectors (46.1%)
- Physical Therapist Assistants (44.8%)
- Plating and Coating Machine Setters, Operators, and Tenders (44.4%)
- Health Technologists and Technicians, All Other (43.3%)
- Helpers, Construction Trades, All Other (42.9%)
- Paper Goods Machine Setters, Operators, and Tenders (42.9%)

Source: MN Dept of Employment & Economic Development

NW Region occupations adding the most jobs, 2010 to 2020

Total All = 96,750 (59,430 replacement)

- Cashiers (3,500)
- Retail Salespersons (3,210)
- Home Health Aides (2,560)
- Farmers, Ranchers, and Other Agricultural Managers (2,390)
- Combined Food Preparation and Serving Workers, Including Fast Food (2,160)
- Waiters and Waitresses (2,050)
- Personal Care Aides (2,040)
- Childcare Workers (2,040)
- Heavy and Tractor-Trailer Truck Drivers (2,020)
- Office Clerks, General (1,950)
- Registered Nurses (1,590)
- Licensed Practical and Licensed Vocational Nurses (1,470)
- Laborers and Freight, Stock, and Material Movers (1,280)
- Social and Human Service Assistants (1,240)
- Janitors and Cleaners, Except Maids and Housekeeping Workers (1,210)
- Carpenters (1,200)

Jobs in demand by educational level

Some College & High School or Equivalent			
Region 1	Region 2	Region 4	Region 5
Light Triuck or Delivery Services	Heavy and Tractor-Trailer Truck Drivers	Heavy and Tractor-Trailer Truck Drivers	Wholesale and Manufacturing Sales Reps
General Office Clerks	Welders, Cutters, Solderers, and Brazers	Insurance Sales Agents	Office Machine Operators, Except Computer
Team Assemblers	General Office Clerks	Molding, Coremaking, and Casting Machine Setters	Customer Service Representatives
Stationary Engineers and Boiler Operators	Dispatchers, Except Police, Fire and Ambulance	General Office Clerks	Bookkeeping, Accounting, and Auditing Clerks
Social and Human Service Assistants	Medical Assistants	Bookkeeping, Accounting, and Auditing Clerks	General Office Clerks
Computer User Support Specialists	Computer User Support Specialists	Computer Network Support Specialists	Computer Network Support Specialists
Computer Network Support Specialists	no others	Computer User Support Specialists	Computer User Support Specialists

Degree (Post-Secondary to Doctorate)			
Region 1	Region 2	Region 4	Region 5
Industrial Engineers (Bachelor's)	Medical and Clinical Lab Technicians (Associate's)	Mental Health and Substance Abuse Social Workers (Bachelor's)	Physicians and Surgeons (Doctoral or Professional Degree)
Network and Computer Systems Admin (Bachelor's)	Medical and Health Services Manager (Bachelor's)	Mechanical Engineers (Bachelor's)	Medical and Health Services Manager (Bachelor's)
Industrial Engineering Technicians (Associate's)	Radiologic Technologists (Associate's)	Industrial Engineers (Bachelor's)	Medical and Clinical Lab Technicians (Associate's)
Accountants and Auditors (Bachelor's)	Phsyical Therapists (Doctoral or Professional Degree)	HR Specialist (Bachelor's)	HR Specialist (Bachelor's)
Medical and Clinical Lab Technicians (Associate's)	HR Specialist (Bachelor's)	Sales Managers (Bachelor's)	Accountants and Auditors (Bachelor's)

Prerequisite educational levels from the Bureau of Labor Statistics

Source: MN Dept of Employment & Economic Development

Jobs in demand by educational level

- Top OJD w/o Degree
 - \$16,000 to \$35,00 salary range (typically)
- Top OJD w/ Associate's/Bachelor's
 - HC occupations start appearing
 - \$35,00 to \$60,000 range (typically)
- Masters and Doctorates
 - Highest \$50 to \$80,000 plus
 - Sky's the limit (Surgeons, Counselors, Physicians, Biologists, Lawyers, Urban Planners, Education Administrators, etc.)

New LMI products in 2014

- “Better LMI”
 - Workforce supply and demand
 - Educational attainment of workers and employment outcomes of recent graduates by program of study
- Cost of Living
 - Link basic needs budget to hourly pay and current/future job opportunities
 - Statewide report and regional/county-level analysis

Let me know how I can help

Jan Saxhaug

Regional Labor Market Analyst

Labor Market Information Office

Phone: 218-302-8413

jan.saxhaug@state.mn.us