

# Northwest Minnesota Labor Market Trends

Pathways 2 Postsecondary Summit  
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<http://mn.gov/deed/data/>

# Labor Market Information Office

**Supports state workforce and economic development systems -**

- Advises policy makers on current and future economic trends
- Helps employers make informed business decisions, and
- Assists individuals in making strong career choices

**DEED's Regional Analysts** are the state's **experts** on the latest labor market intelligence, economic conditions, and workforce trends

***We've got you covered!***

# Labor Market Information Office

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

- Industry Employment Statistics & Trends
- Regional Wage & Salary Information
- Unemployment Rates
- Unemployment Insurance Claims
- Hiring Difficulties in Minnesota
- Skills Gap Surveys
- Quarterly Workforce Indicators (QWI)
- DEED's Regional Data Tool
- Job Skills Transfer Assessment Tool (JobSTAT)
- Economic Trends & Employment Review
- Occupations in Demand (OID)
- Employment Outlook Projections
- Graduate Employment Outcomes
- Career Exploration Information
- Job Vacancy Survey data
- Affirmative Action Statistics
- Bureau of Labor Statistics (BLS) data
- U.S. Census data

# Population Change

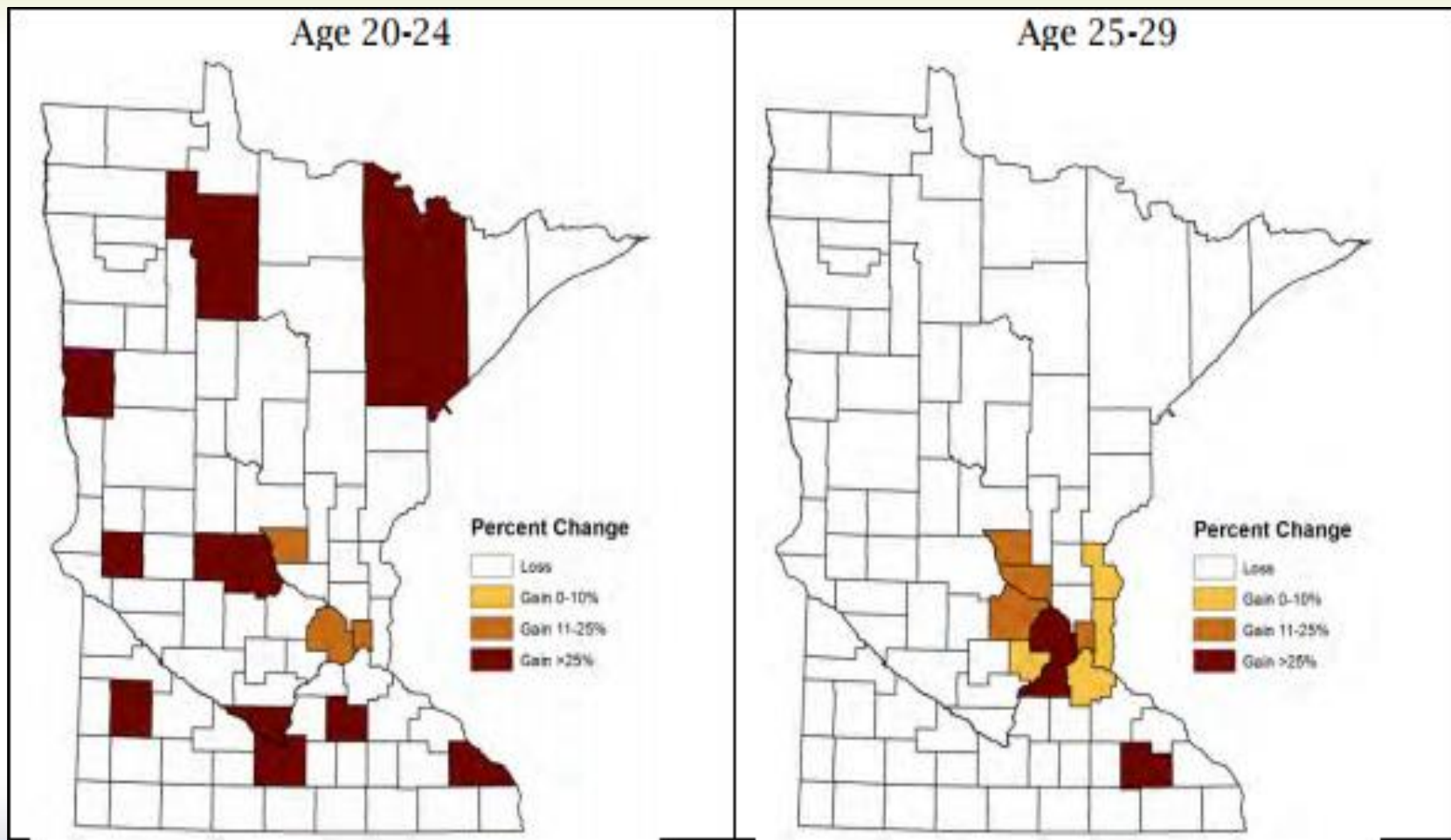
- **Northwest Minnesota is home to 745,342 people**
  - 14.0% of state's population (5,420,380 people)
  - Population grew 26,535 people (+3.7%) from 2000-2013
  - 17.2% of population is 65 years & over

**Population by Age Group, 2012**

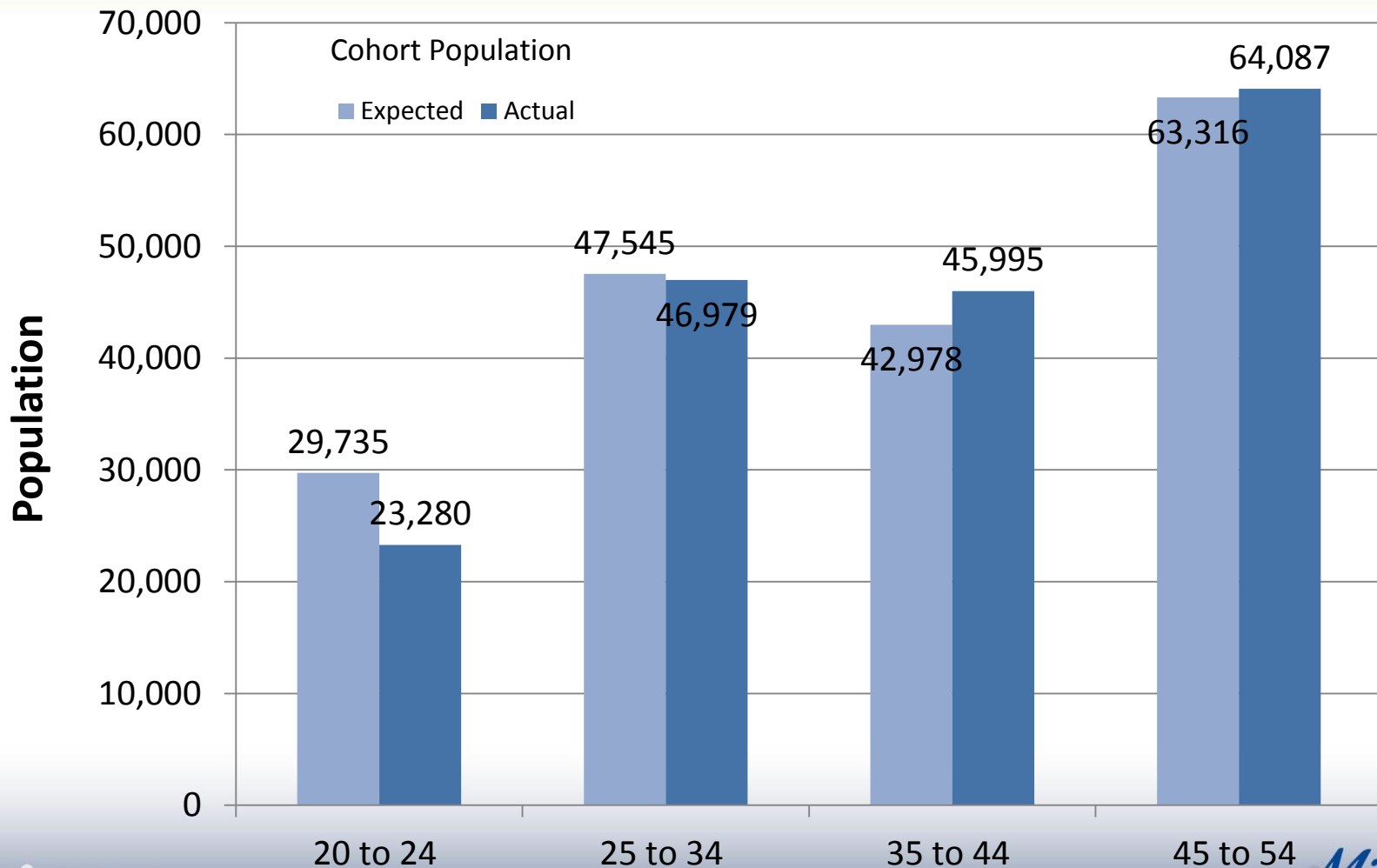
	Northwest Region		Minnesota
	Number	Percent	Percent
Under 5 years	45,578	6.1%	6.6%
5 to 14 years	90,772	12.2%	13.3%
15 to 24 years	105,026	14.1%	13.7%
25 to 34 years	83,050	11.1%	13.5%
35 to 44 years	81,048	10.9%	12.9%
45 to 54 years	110,551	14.8%	15.1%
55 to 64 years	101,080	13.6%	11.9%
65 years & over	128,237	17.2%	13.0%
<b>Total Population</b>	<b>745,342</b>	<b>100.0%</b>	<b>100.0%</b>

Source: U.S. Census Bureau, American Community Survey

# Population Trends: Rural NW MN



# Population Trends: Rural NW MN



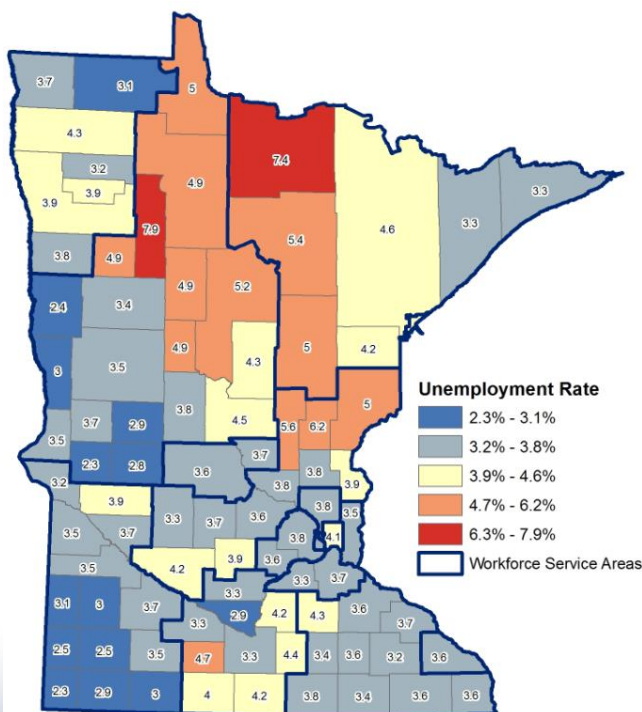


# Employment Change

- **Employment is growing**
  - Minnesota gained another 6,100 jobs in August
  - Minnesota has 56,311 more jobs compared to last August
  - Minnesota has regained the 159,000 jobs lost during the Great Recession, plus 43,900 more!
  - Northeast Minnesota grew 2.1% from 2010 to 2013
- **Other (mainly) positive signs:**
  - Hiring activity has surpassed pre-recession levels
  - Average work-weeks are near record highs
  - Relatively low unemployment rates across the state
  - Labor force participation rates are recovering
  - Educational attainment rates are rising

# Unemployment Rates

- Northwest Minnesota's unemployment rate fell to 3.8% in August of 2014
  - Down from 4.4% in July 2014
  - Down from 6.2% in August 2011



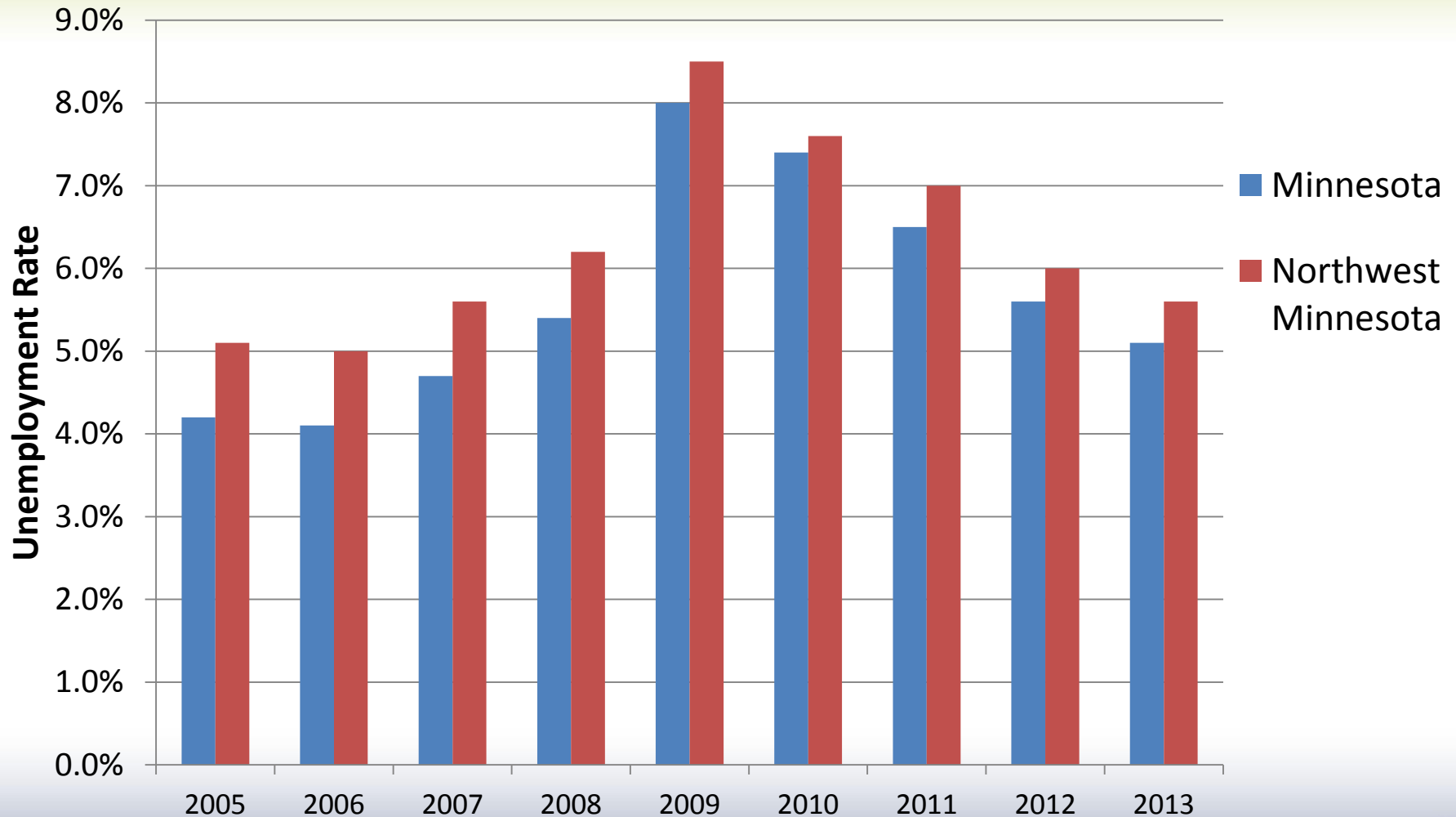
**Local Unemployment Statistics for August 2014**

Area		Labor Force	Employed Workers	UE Workers	UE Rate
Northwest	(EDR 1)	49,905	48,078	1,827	3.7%
Headwaters	(EDR 2)	40,922	38,779	2,143	5.2%
West Central	(EDR 4)	130,339	126,420	3,919	3%
North Central	(EDR 5)	84,360	80,596	3,764	4.5%
Northwest Region		305,526	293,873	11,653	3.8%
State of Minnesota		3,001,186	2,887,154	114,032	3.8%

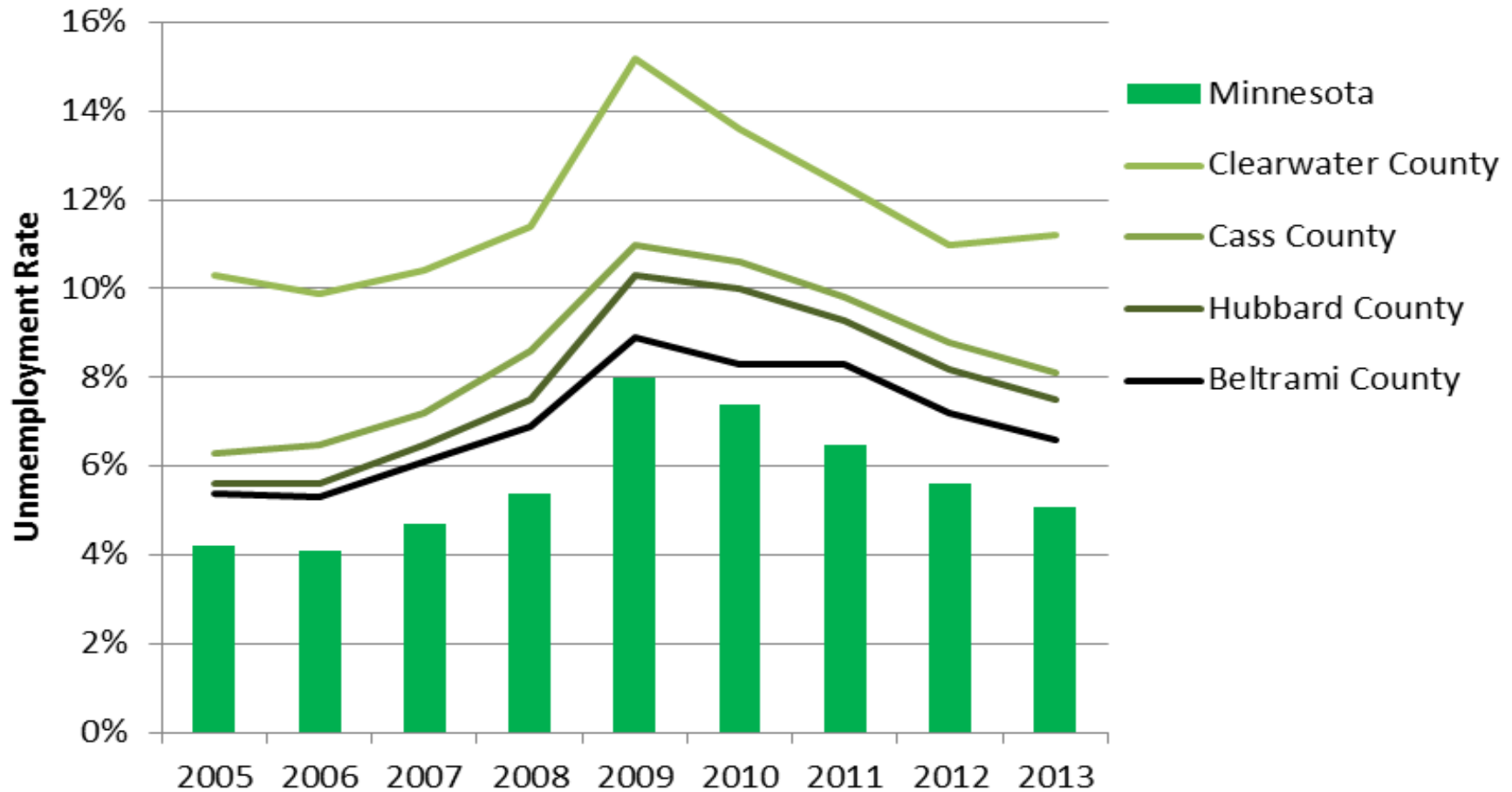
Source: DEED Local Area Unemployment Statistics (LAUS) program



# Unemployment Rates



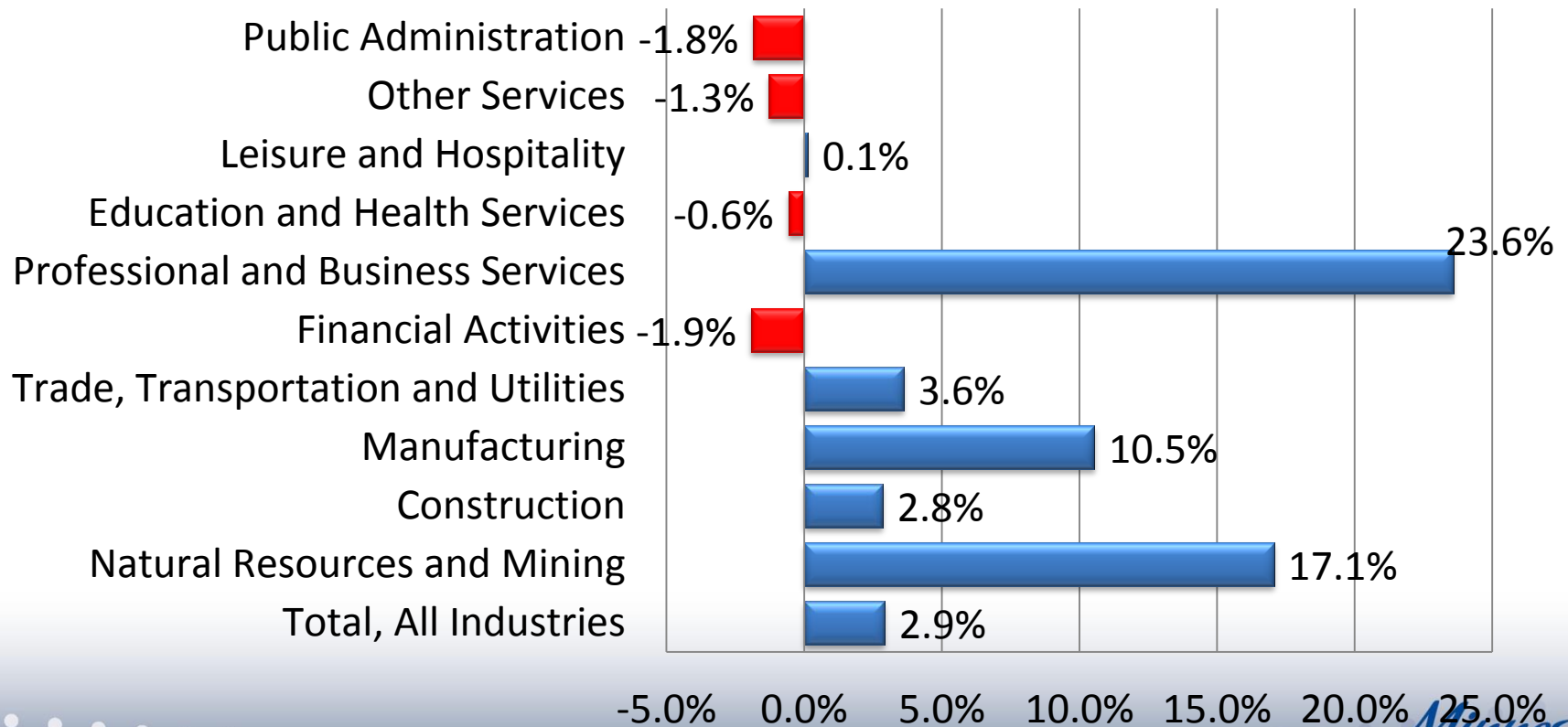
# Unemployment: County Comparisons



# Industry Trends

- **Northeast Minnesota is home to 16,872 business establishments providing 213,620 jobs**

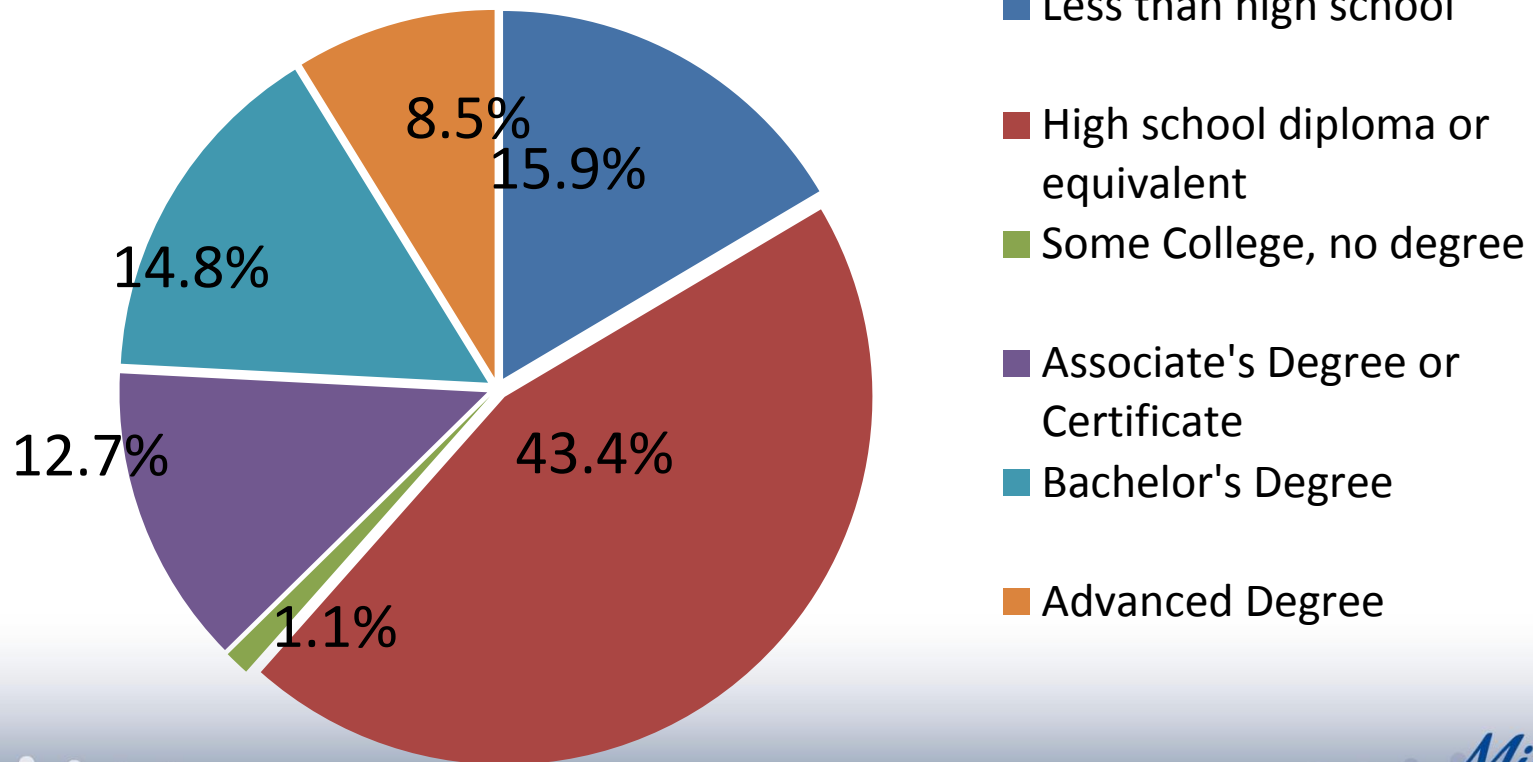
## Northwest Region Job Change 2010-2013



Northwest Minnesota Industry Employment Statistics, 2010-2013					
NAICS Industry Title	Number of Firms	Number of Jobs	Percent of Jobs	Avg. Weekly Wages	2010-2013 Job Change
Total, All Industries	16,872	213,620	100%	\$664	100%
Accommodation and Food Services	1,514	19,948	9.3%	\$242	0.1%
Administrative and Waste Mgmt Services	655	5,500	2.6%	\$549	45.6%
Agriculture, Forestry, Fishing and Hunting	705	4,703	2.2%	\$651	16.8%
Arts, Entertainment, and Recreation	363	4,685	2.2%	\$365	0.2%
Construction	2,104	10,007	4.7%	\$845	2.8%
Educational Services	402	21,295	10.0%	\$724	-0.4%
Finance and Insurance	895	5,806	2.7%	\$880	-1.6%
Health Care and Social Assistance	1,465	36,822	17.2%	\$684	-0.7%
Information	253	2,949	1.4%	\$763	n/a
Mgmt of Companies and Enterprises	62	835	0.4%	\$1,768	47.0%
Manufacturing	834	28,091	13.1%	\$869	10.5%
Mining	42	232	0.1%	\$941	22.8%
Other Services	1,432	6,208	2.9%	\$373	-1.3%
Professional, Scientific, and Tech Services	840	4,358	2.0%	\$853	1.2%
Public Administration	833	14,575	6.8%	\$791	-1.8%
Real Estate and Rental and Leasing	424	1,470	0.7%	\$517	-3.2%
Retail Trade	2,414	27,857	13.0%	\$432	1.0%
Transportation and Warehousing	892	6,037	2.8%	\$684	2.9%
Utilities	67	1,290	0.6%	\$1,476	2.0%
Wholesale Trade	678	10,949	5.1%	\$944	-3.4%
Source: DEED QCEW program					

# Northwest Occupations in Demand

- 189 occupations in relatively high demand
- 26 are healthcare practitioners
  - 32 are production occupations



# Northwest MN Occupations in Demand

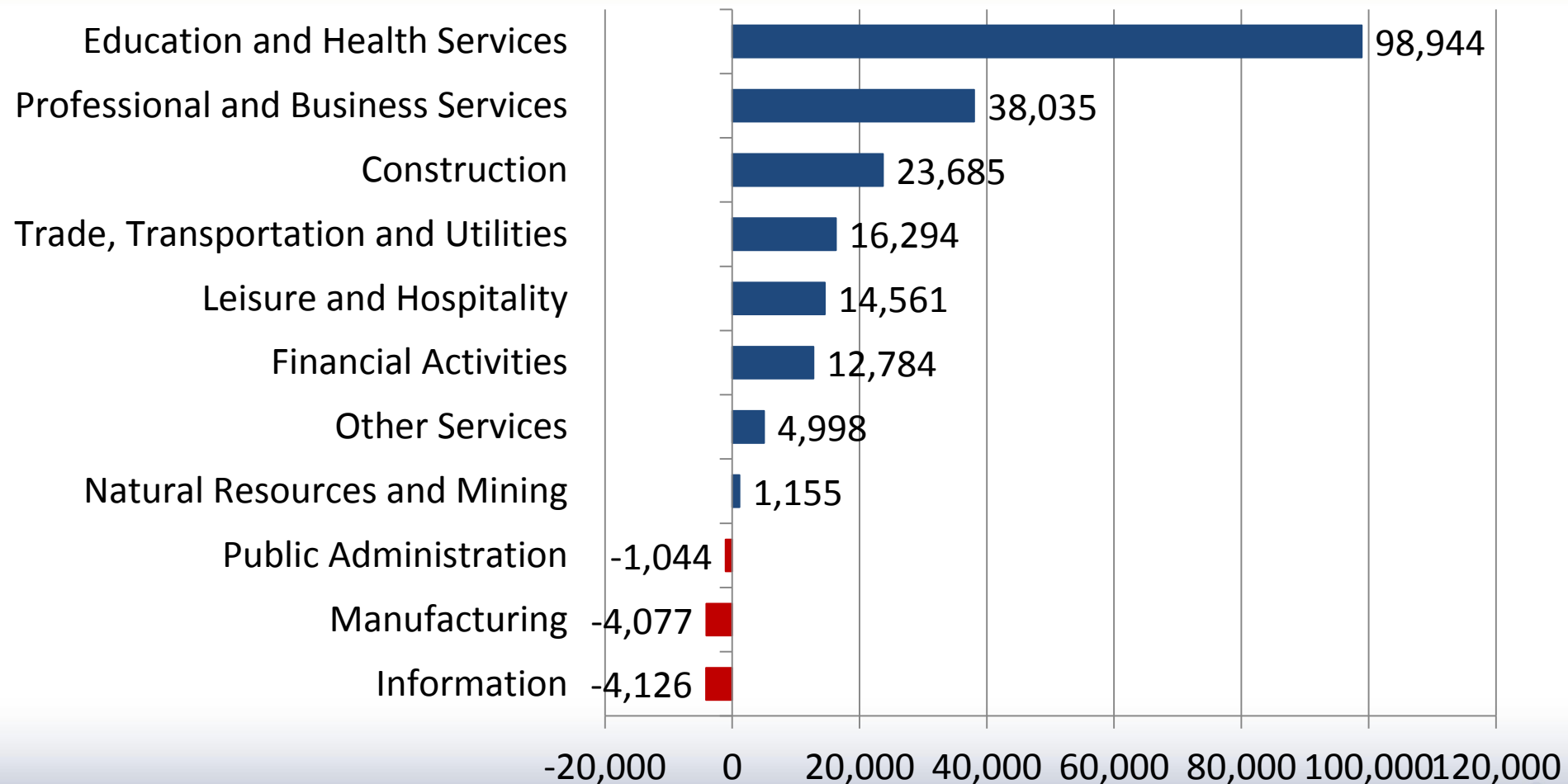
Some College and High School or Equivalent	Post-Secondary Award and Associate's Degree	Bachelor's Degree
Heavy and Tractor-Trailer Truck Drivers	Licensed Practical and Licensed Vocational Nurses	Medical and Health Services Managers
Welders, Cutters, Solderers, and Brazers	Hairdressers, Hairstylists, and Cosmetologists	Human Resources Specialists
Office Clerks, General	Medical and Clinical Laboratory Technicians	Financial Managers
Dispatchers, Except Police, Fire, and Ambulance	First-Line Supervisors of Production and Operating	Network and Computer Systems Administrators
Medical Assistants	Radiologic Technologists	Training and Development Specialists
Pharmacy Technicians	Emergency Medical Technicians and Paramedics	Computer Systems Analysts



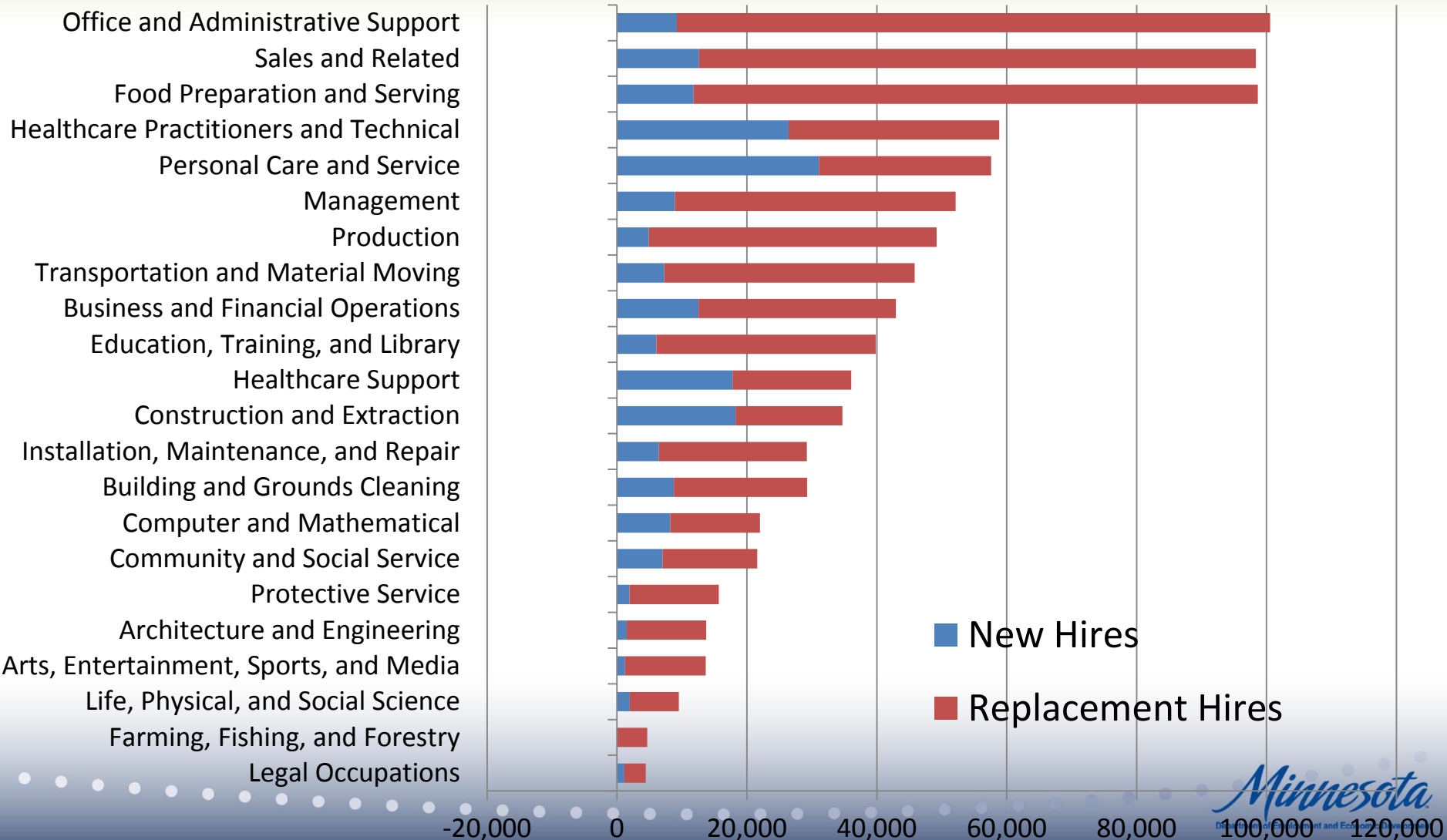
# Forecasting future job trends

- Minnesota's economy will grow by 7%, or **204,999** new jobs, between 2012 and 2022.
  - MN gained **358,732 jobs** between 1980-1990.
  - MN gained **549,000 jobs** between 1990-2000.
  - MN lost **43,706 jobs** between 2000-2010.
  - **17.8%, or 36,235 new jobs within the Northwest region.**
- Over 673,000 new workers will be needed to take jobs left vacant through retirements and replacements.
  - 59,430 replacement workers will be need in the NW region

# Industry projections, 2012-2022



# Occupational projections, 2012-2022



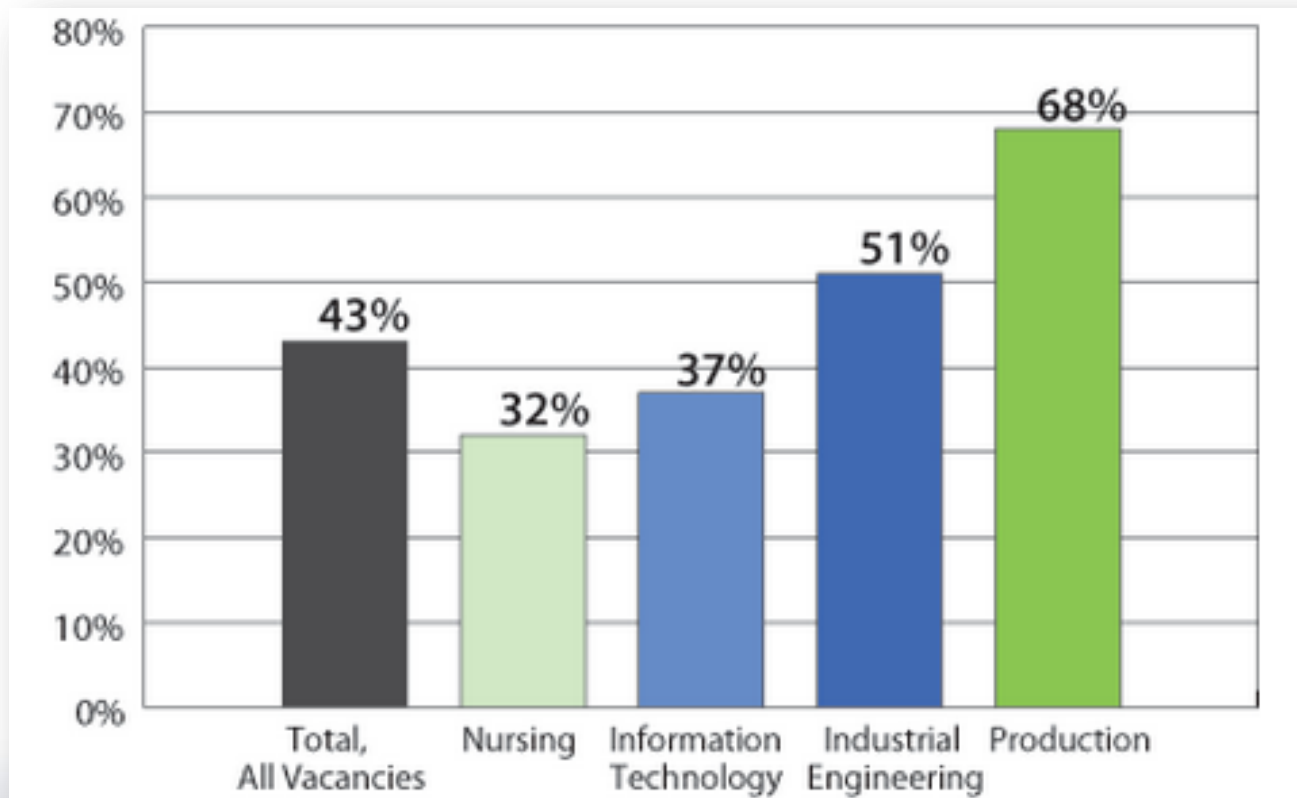
# Skills Gaps? Or Hiring Difficulties?

- Hiring difficulties caused by a mismatch between job requirements and the *training, skills, and experience of applicants (skills mismatches)*
- Hiring difficulties caused by problems that are unrelated to candidates' qualifications, such as *unattractive work hours, wages, geographic location, and others (demand-side factors)*

# “Difficult to fill” stems from...

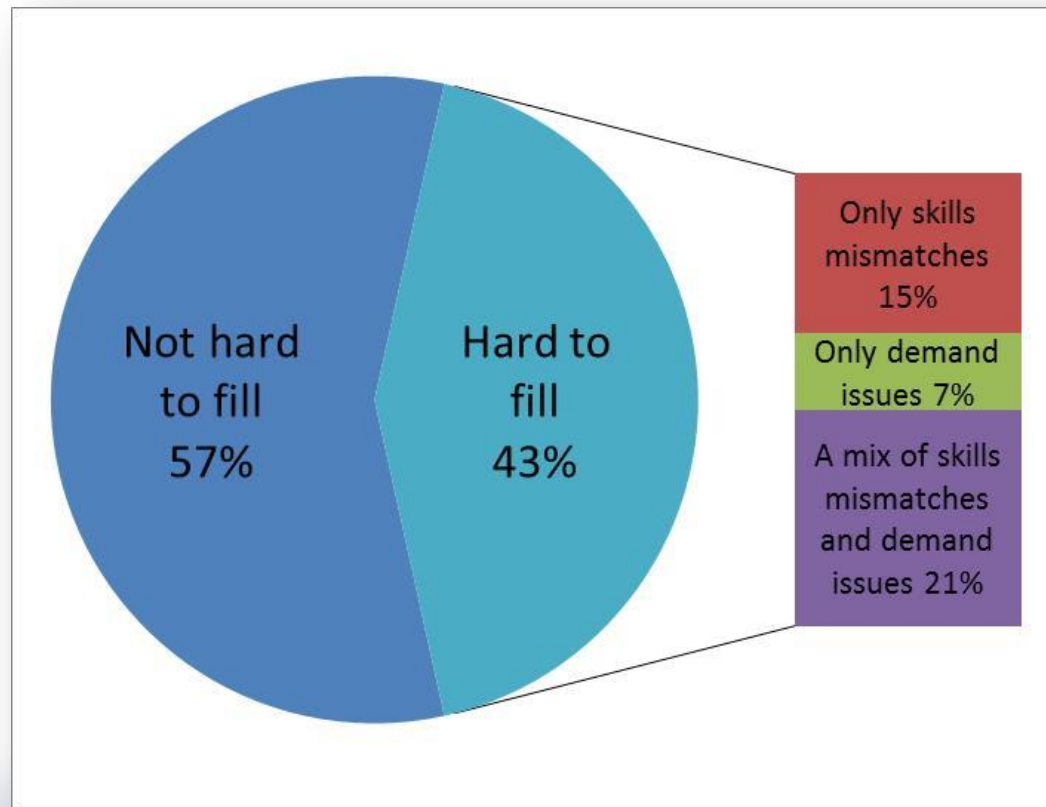
- Supply-side factors: Hiring difficulties caused by a mismatch between job requirements and the training, skills, and experience of applicants.
- Demand-side factors: Hiring difficulties caused by problems that are unrelated to candidates' qualifications, such as unattractive work hours, inadequate compensation, geographic location of position, and ineffective recruiting.

# Share of vacancies reported as “difficult to fill” by occupation group

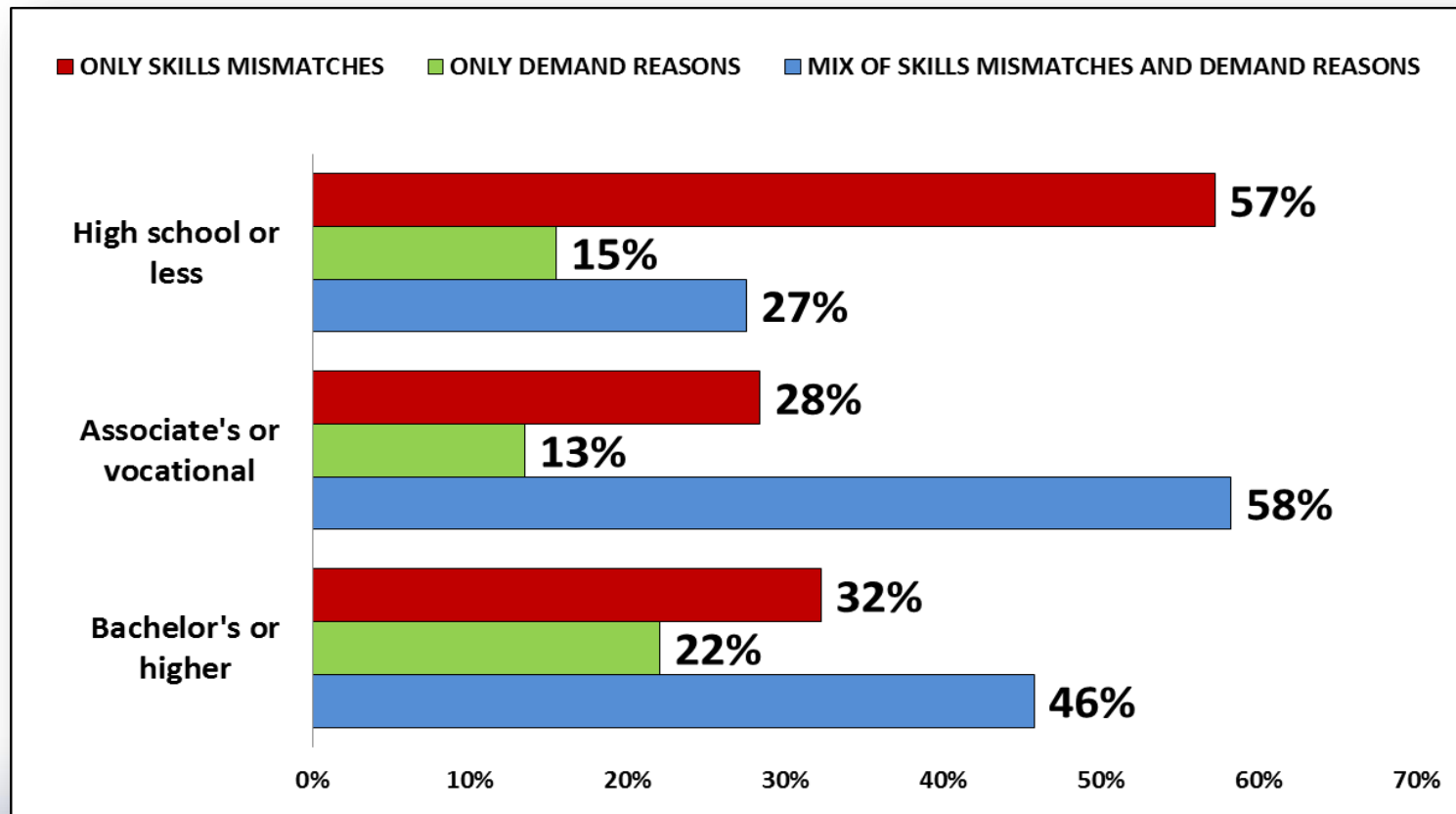




# Factors perceived by employers as contributing to hiring difficulties



# Factors contributing to hiring difficulties, by education level



# Graduate Employment Outcomes

- 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

# Graduate Employment Outcomes

**Choice of major (with a focus on career paths and labor market trends) is the main driver of economic success after graduation.**

**Why?**

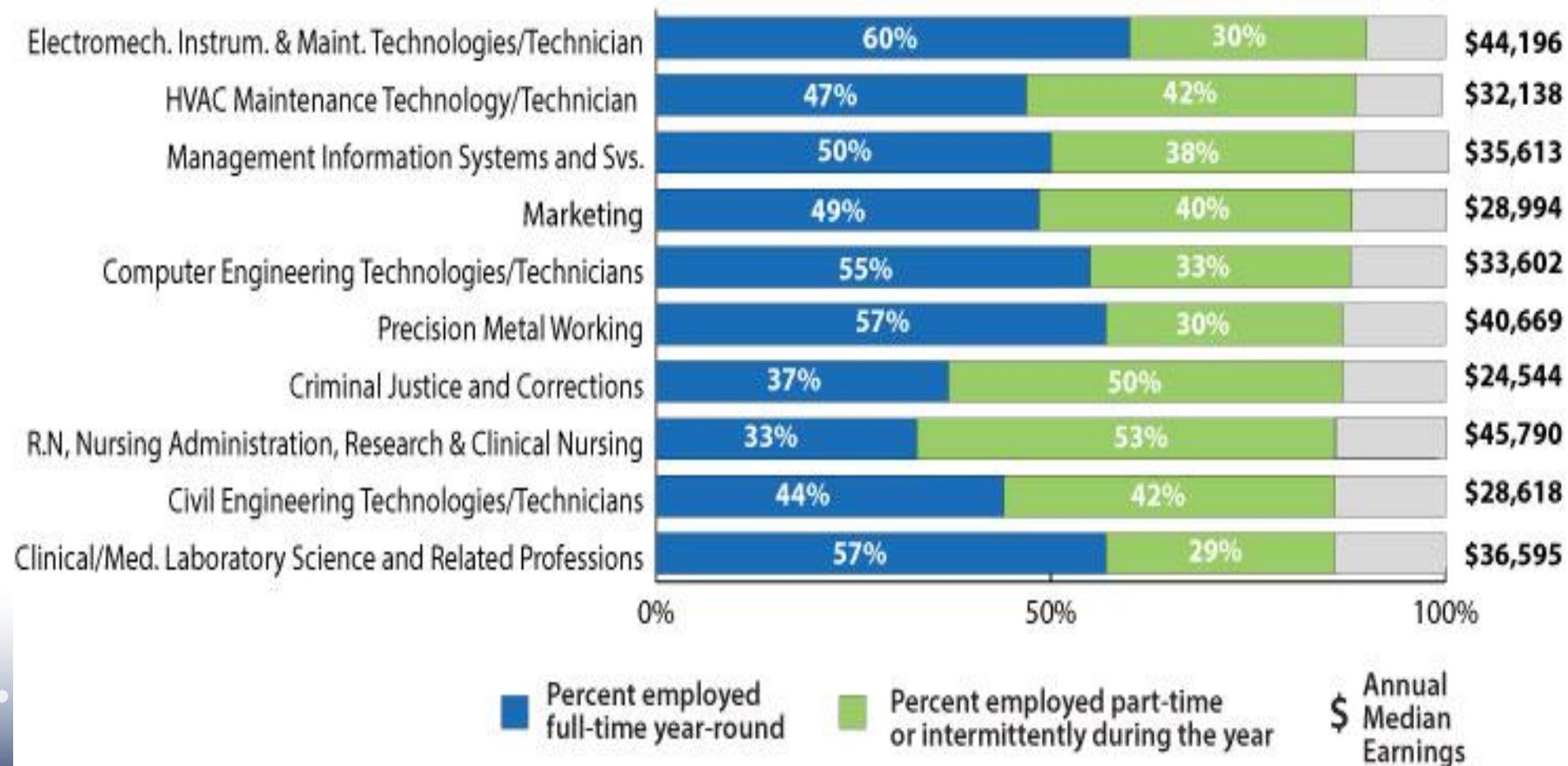
*There are more opportunities in MN for people with degrees that are technical (focused on analytical/quantitative skills) or geared towards growing sectors (HC & Social Assistance, Education)*

***This is true at every award level!***

# Major Matters

Figure 2

## Top 10 Associate Degree programs with the highest employability in Minnesota, class of 2011



# Graduate Employment Outcomes

- Findings show that two-thirds of graduates were employed in Minnesota a year after graduation
- Overall, only 42% of 2011 completers who were employed managed to find a full-time job and keep it for the whole year
- Healthcare & Social Assistance was the dominant employer, employing one fourth (24%) of new graduates with jobs



