



Labor Market Information Office

- DEED's 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
 - DEED's Regional Analysts are the state's experts on the latest labor market intelligence, economic conditions, and workforce trends
 - Minnesota WorkForce Centers are a great resource for schools to provide more detailed insight on the local economy, and to assist with plans to better help students map out career objectives
 - *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

Minnesota
Department of Employment and Economic Development

Population Change

- Northeast Minnesota is home to 326,489 people
 - 6.0% of state's population (5,420,380 people)
 - Population grew +4,416 people (+1.4%) from 2000-2013
- Northeast's population is older than the state's
 - 17.3% of population is 65 years & over
 - Aitkin Co. has the oldest median age in the state (51.8 years)
 - 30% of the population are Baby Boomers
 - 14.1% are 15-24 years

Population by Age Group, 2012

	Northeast Region		Minnesota
	Number	Percent	Percent
Under 5 years	17,554	5.4%	6.6%
5 to 14 years	36,242	11.1%	13.3%
15 to 24 years	46,105	14.1%	13.7%
25 to 34 years	35,655	10.9%	13.5%
35 to 44 years	35,979	11.0%	12.9%
45 to 54 years	49,952	15.3%	15.1%
55 to 64 years	47,989	14.7%	11.9%
65 years & over	56,544	17.3%	13.0%
Total Population	326,020	100.0%	100.0%

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

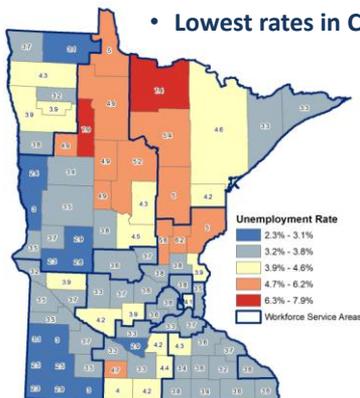
Employment Change

- 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

- Northeast Minnesota's unemployment rate fell to 4.7% in August of 2014
 - Down from 5.5% in July 2014
 - Down from 5.9% in August 2013
- Lowest rates in Cook (3.3%) and Lake (3.3%); highest in Koochiching



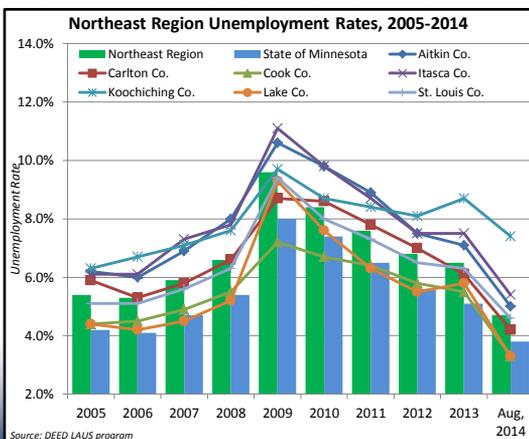
Local Unemployment Statistics for August 2014

Area	Labor Force	Employed Workers	Unemp. Workers	Unemp. Rate
Aitkin County	7,153	6,795	358	5.0%
Carlton County	17,563	16,828	735	4.2%
Cook County	3,769	3,643	126	3.3%
Itasca County	22,803	21,563	1,240	5.4%
Koochiching County	6,619	6,128	491	7.4%
Lake County	6,596	6,376	220	3.3%
St. Louis County	103,608	98,797	4,811	4.6%
Northeast Region	168,111	160,130	7,981	4.7%
State of Minnesota	3,001,186	2,887,154	114,032	3.8%

Source: DEED Local Area Unemployment Statistics (LAUS) program

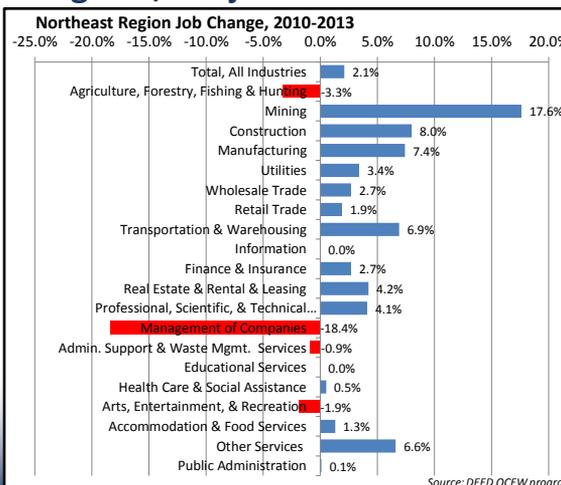
Unemployment Rates

- Northeast Minnesota has consistently had among the highest unemployment rates in the state
 - Consistently tracking at least 1.0% above the state rate
 - Climbed as high as 9.6% in 2009
 - Lowest rate since Aug. 2006 (4.7%)
 - Labor force grew from 166,356 to 168,111
 - Only Koochiching’s rate is higher now than in 2006
 - Aitkin, Carlton, Cook all down at least 1.0%



Industry Trends

- Northeast Minnesota is home to 8,922 business establishments providing 140,341 jobs
 - 5.2% of state’s total jobs (2,691,838 jobs)
 - Northeast added +2,903 jobs (+2.1%) from 2010-2013
 - Minnesota added +128,447 jobs (+5.0%)
 - 15 of the 20 main sectors added jobs!
 - Largest job growth occurred in Mining, Manufacturing, and Construction



Northeast Minnesota Industry Employment Statistics, 2010-2013

NAICS Industry Title	Number of Firms	Number of Jobs	Percent of Jobs	Avg. Annual Wages	2012-2013 Job Change	2010-2013 Job Change
Total, All Industries	8,922	140,341	100.0%	\$39,468	+1.3%	+2.1%
Agriculture, Forestry, Fishing & Hunting	130	586	0.4%	\$35,412	-4.6%	-3.3%
Mining	31	4,498	3.2%	\$88,816	-1.0%	+17.6%
Construction	983	6,064	4.3%	\$51,532	+2.7%	+8.0%
Manufacturing	358	8,916	6.4%	\$54,912	-0.6%	+7.4%
Utilities	55	1,712	1.2%	\$86,268	+0.7%	+3.4%
Wholesale Trade	288	3,083	2.2%	\$48,984	-2.6%	+2.7%
Retail Trade	1,412	17,604	12.5%	\$22,516	+1.1%	+1.9%
Transportation & Warehousing	333	3,578	2.5%	\$43,784	+4.2%	+6.9%
Information	160	1,748	1.2%	\$43,524	ND	ND
Finance & Insurance	450	4,825	3.4%	\$45,916	+2.2%	+2.7%
Real Estate & Rental & Leasing	274	1,258	0.9%	\$25,220	+9.0%	+4.2%
Professional, Scientific, & Technical Svcs.	571	3,904	2.8%	\$58,708	+10.9%	+4.1%
Management of Companies	41	820	0.6%	\$74,412	-8.8%	-18.4%
Admin. Support & Waste Mgmt. Services	304	3,942	2.8%	\$24,492	+1.4%	-0.9%
Educational Services	286	11,672	8.3%	\$41,132	+0.2%	0.0%
Health Care & Social Assistance	882	32,823	23.4%	\$42,484	+0.8%	+0.5%
Arts, Entertainment, & Recreation	245	3,682	2.6%	\$20,904	-0.9%	-1.9%
Accommodation & Food Services	949	14,371	10.2%	\$13,312	+1.5%	+1.3%
Other Services	779	4,636	3.3%	\$23,608	+7.5%	+6.6%
Public Administration	392	10,615	7.6%	\$46,696	+1.4%	+0.1%

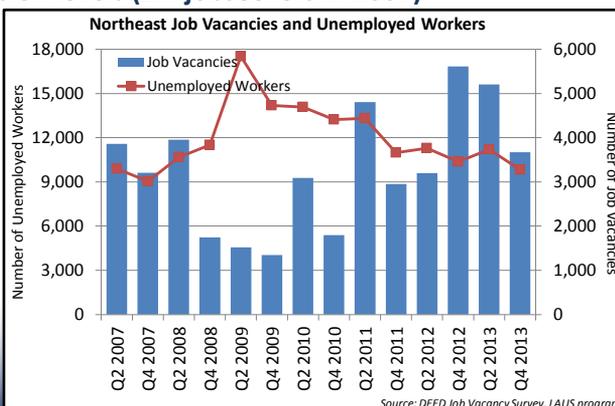
Source: DEED QCEW program

Northeast Minnesota: Job Vacancies

- Northeast Minnesota had about 1.9 jobseekers for every job vacancy in Q2 2014

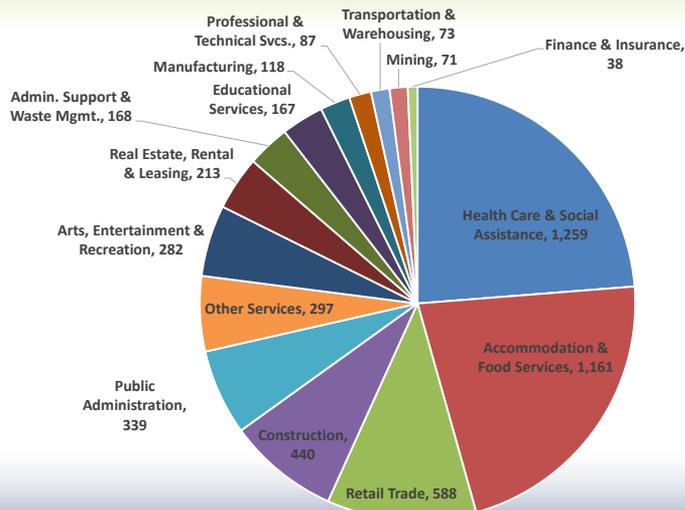
- Down from 11 jobseekers per vacancy in 2009!
- Back to pre-recession levels (2.7 jobseekers in 2007)
- Average of 4,440 job vacancies in 2013

- **Highest number reported!**
- Up from 1,432 in 2009
- Up from 3,536 in 2007



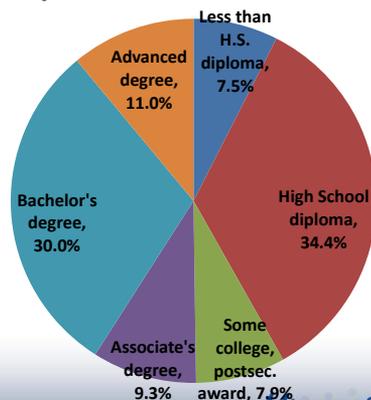
Source: DEED Job Vacancy Survey, LAUS program

Northeast Job Openings by Industry, 2014



Northeast Occupations in Demand

- 227 occupations in relatively high demand
 - 95 require a high school diploma or less
 - 39 require some college, postsecondary vocational award, or associate's degree
 - 68 require a bachelor's degree
 - 25 require an advanced degree
- 35 are healthcare practitioners
 - 32 are production occupations
 - 23 are installation, maintenance and repair occupations
 - 22 are business & finance
 - 16 are architecture & engineering
 - 15 are management
 - 13 are computer & mathematical



Jobs in Demand by Educational Level

High School Diploma or Less	Postsecondary Award & Associate's Degree	Bachelor's Degree or Higher
Combined Food Prep & Serving Workers \$17,900	Computer User Support Specialists \$43,460	Registered Nurses \$62,420
Social & Human Service Assistants \$28,884	Medical & Clinical Lab Technicians \$41,819	Marketing Managers \$75,362
Personal Care Aides \$21,654	Civil Engineering Technicians \$52,814	Physicians & Surgeons \$190,199
Maids & Housekeeping Cleaners \$19,744	Radiologic Technologists \$57,595	Computer Systems Analysts \$69,796
Cashiers \$18,412	Cardiovascular Technologists \$56,004	Architects \$77,889
Office Clerks, General \$27,825	Hairdressers, Stylists & Cosmetologists \$21,753	Nurse Practitioners \$95,019
Home Health Aides \$22,168	Computer Network Support Specialists \$47,961	Human Resources Specialists \$47,125
Stock Clerks & Order Fillers \$22,645	Dental Hygienists \$66,740	Accountants & Auditors \$57,307
Sewing Machine Operators \$21,439	Electronic Equipment Installers \$24,029	Financial Managers \$87,598

Source: DEED Occupations in Demand (OID) tool

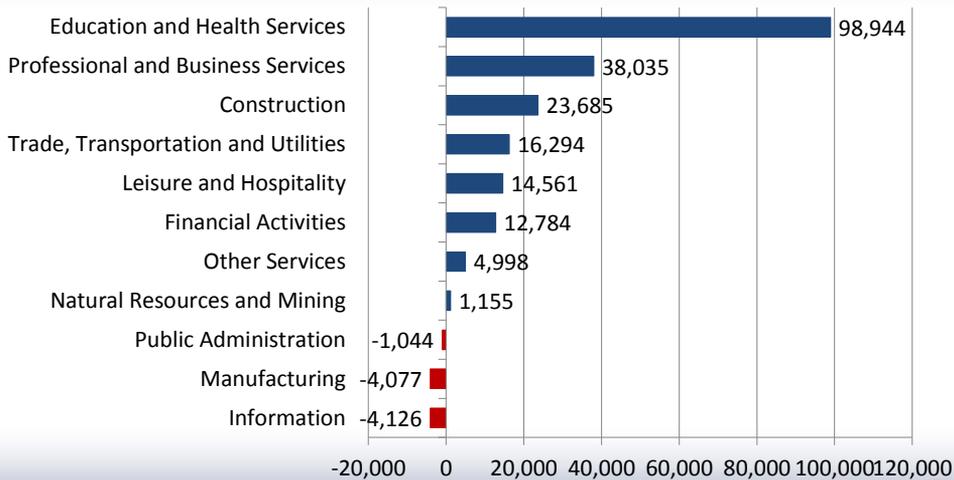
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Employment Outlook

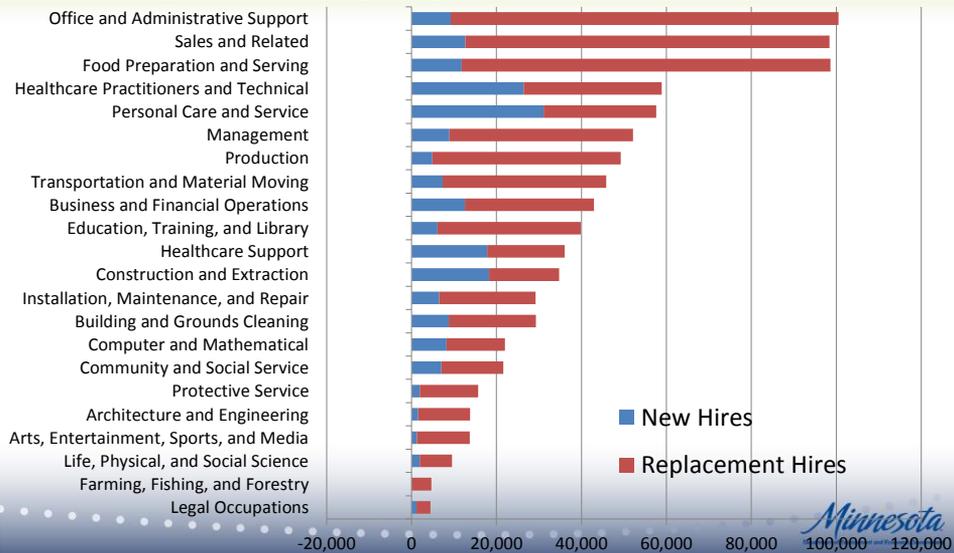
- According to DEED's 2012-2022 Employment Outlook tool, Minnesota's economy will gain **+204,999 net new jobs**, a growth rate of **+7.0%**
 - Minnesota gained **358,732 jobs** from 1980-1990
 - Minnesota gained **549,000 jobs** from 1990-2000
 - Minnesota lost **-43,706 jobs** from 2000-2010
- In addition, over **+673,520 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
 - Demographic changes drive demand for healthcare & related services
 - Labor force growth will slow below 0.5% annually (baby boomers leaving)

Minnesota
Department of Employment and Economic Development

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)*
- Separate report for healthcare, IT occupations
- Full report covers 9 occupations

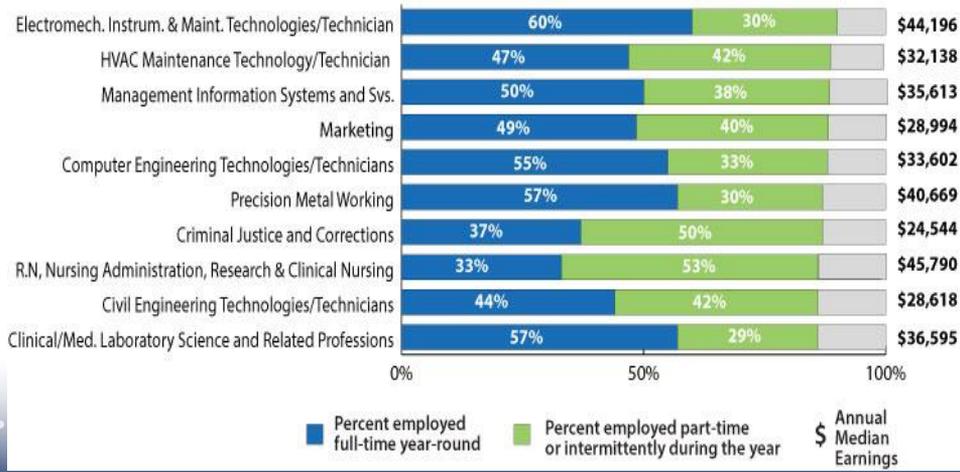


Graduate Employment Outcomes

- 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
- Choice of major (with a focus on career paths and labor market trends) is the main driver of economic success after graduation
 - There are more opportunities in MN for people with degrees that are technical (focused on analytical/quantitative skills) or geared towards growing sectors (Healthcare & 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, wages increased with education level
 - Hourly wages for bachelor's and graduate degree completers rose at a faster rate than others between 12 and 24 months after graduation, suggesting stronger earning power in the long run
- Both full-time and year-round employment status affect wage results. Individuals who worked full-time for the whole year earned considerably more than the total population employed
- Overall, only 42% of 2011 completers who were employed managed to find a full-time job and keep it for the whole year
 - These results stand as evidence of under-employment, or under-utilization of skills in the economy
- Healthcare & Social Assistance was the dominant employer, employing one fourth (24%) of new graduates with jobs



DEED's Regional Analysts

We've got you covered...

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Southwest MN PIC WSA 6

South Central WSA 7

Northwest MN WSA 3

City of Duluth WSA 4

Anoka County WSA 12

Ramsey County WSA 15

Washington County WSA 16

City of Minneapolis WSA 10

Hennepin-Carver WSA 9

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