



MSP Sector Analysis Healthcare

Living Wage Middle Skill Jobs

Shortage Imminent, High Need for Entry-Level Workers

Alarms are sounding for the metro area's healthcare industry, poised to see a shortage of over 4,000 healthcare professionals by 2020 if the market continues to be constrained by the labor shortage, or an estimated 8,500 shortfall by 2020 in an unconstrained, growing economy matching historic trends. Unemployment is highest among metro healthcare workers with an Associate degree or less. The metro region has nearly double the concentration of many low education, low experience positions compared to the nation.

Top Occupations in Demand in the 7-County Metro

Healthcare Occupations	Job Postings Available Q3 2017	Share Postings Requiring an AA or Less	Employment Q3 2017	Est. 3-Year Annual Growth	Est. 3-Year Supply Gap (or Surplus)	Mean Wage Q3 2017
Registered Nurses	8,707 ↓	43%	34,251	1.4%	1,275	\$80,300
Licensed Practical & Voc. Nurses	2,163 ↑	87%	8,310	1.2%	188	\$46,500
Medical & Health Services Managers	1,754 ↓	4%	4,393	1.8%	162	\$114,500
Personal Care Aides	1,484 ↑	99%	39,491	3.2%	0	\$25,100
Nursing Assistants	1,424 ↑	97%	15,858	1.0%	(63)	\$33,400
Medical Assistants	1,330 ↓	93%	6,909	2.5%	157	\$38,400
Medical Secretaries	1,123 ↑	89%	6,595	2.0%	110	\$43,500
Medical Scientists, Except Epidemiologists	1,059 ↑	4%	1,434	1.1%	32	\$73,700
Pharmacy Technicians	782 ↑	98%	4,362	1.0%	44	\$37,400
Mental Health & Sub. Abuse Social Workers	718 ↓	3%	1,853	1.9%	41	\$50,00
Medical Records & Health Info Technicians	683 ↓	64%	2,467	1.3%	64	\$46,500
Home Health Aides	641 ↓	98%	14,373	3.6%	0	\$27,600
Physician Assistants	627 ↓	2%	1,195	3.2%	94	\$105,300
Radiologic Technologists	535 ↑	86%	2,346	1.1%	70	\$65,700
Medical & Clinical Laboratory Technicians	480 ↑	77%	1,983	1.3%	46	\$65,600
Family & General Practitioners	477 ↓	3%	1,791	1.6%	85	\$199,300
Physical Therapists	447 ↓	3%	2,409	2.1%	134	\$80,500
Total (includes 67 other occupations)	31,430 ↓	53%	206,310	2.0%	4,014	\$61,400

Jobs Requiring an Associate Degree or Less

More detail found on the next page.

Licensed Practical & Licensed Vocational Nurses ☀

2,163 job ads (+3%)

\$20.90 avg. entry-level wage

2017 Employment: 8,310

2020 Employment: 8,613

87% Job Ads AA or Less

93% Employees AA or Less

HIGH WAGE
HIGH EMPLOYMENT
LARGE GRAD NEED
BASE NEED NOT MET

Medical Assistants ☀

1,330 job ads (-10%)

\$16.88 avg. entry-level wage

2017 Employment: 6,909

2020 Employment: 7,491

91% Job Ads AA or Less

86% Employees AA or Less

HIGH EMPLOYMENT
SUSTAINED GROWTH
LARGE GRAD NEED
BASE NEED NOT MET

Medical Secretaries ☀

1,123 job ads (+17%)

\$16.37 avg. entry-level wage

2017 Employment: 6,595

2020 Employment: 7,024

89% Job Ads AA or Less

74% Employees AA or Less

HIGH EMPLOYMENT
SUSTAINED GROWTH
SMALL GRAD NEED
BASE NEED NOT MET

High Education Focus

Registered Nurses ☀

8,707 job ads (-23%)

\$38.60 avg. entry-level wage

2017 Employment: 34,251

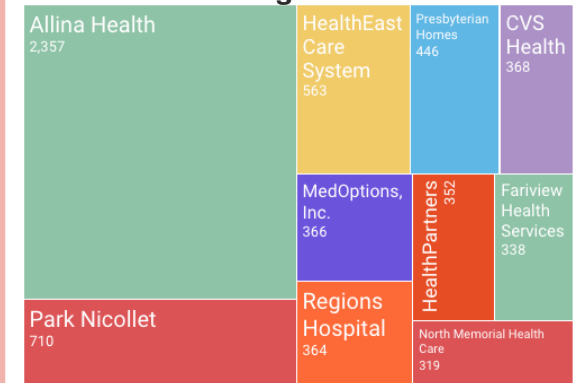
2020 Employment: 35,772

43% Job Ads AA or Less

39% Employees AA or Less

HIGH EMPLOYMENT
SUSTAINED GROWTH
LARGE GRAD NEED
BASE NEED NOT MET

Top Employers Recruiting Candidates with an Associate Degree or Less



☀ Indicates DEED Bright Outlook occupation. Personal Care Aide and Nursing Assistant were also identified as high-demand, low-education Healthcare occupations, but based on median salary falling well below a livable wage, these occupations were excluded.

Top Living Wage Occupations in Demand with an Associate Degree or Less

Licensed Practical & Vocational Nurses ☀️

2,163 job ads (+3%) \$20.90 avg. entry-level wage

Typical Entry-Level Position: Some College or Certificate

	2017	2020
Employment	8,310	8,613
Annual Growth Rate	1.6%	1.2%
Growth/Total 3-Year Demand	395	2,125
Unempl./Exp. Annual Shortfall	235 (3%)	63

INCREASE GRADUATE OUTPUT BY 60/YEAR

Regional Certificate & 2-Year Programs

Licensed Practical/Vocational Nurse Training

School	2016 Completions	People of Color
Hennepin TC	165	65%
Saint Paul College	58	66%
Anoka TC	56	38%
Dakota County TC	48	38%
Minneapolis CTC	1	100%
All Related Programs	328	57%
Est. Graduates in Occ*	328	Short 198
Training Concentration	0.62	Mod Low

High Education Focus: Registered Nurses ☀️

8,707 job ads (-23%) \$38.60 avg. entry-level wage

Typical Entry-Level Position: Bachelor's Degree

	2017	2020
Employment	34,251	35,772
Annual Growth Rate	2.2%	1.4%
Growth/Total 3-Year Demand	2,138	6,897
Unempl./Annual Shortfall	278 (0.8%)	425

INCREASE GRADUATE OUTPUT BY 250/YEAR

Regional Certificate, 2-Year, & BA Programs

Registered Nursing, Adult Health Nurse, Clinical Nurse Leader, Family Practice Nurse, Geriatric Nurse, Maternal/Child Health Nurse, Nursing Administration, Nursing Practice, Nursing Science, Pediatric Nurse

	2016 Certs & AA Completions	2016 BA Completions	2016 Higher Completions	People of Color
Total Awards	862	2,017	3,540	23%
Est. Graduates in Occ*	388	2,017	3,540	Short 0
Training Concentration	2.21	High		

Medical Assistants ☀️

1,330 job ads (-10%) \$16.88 avg. entry-level wage

Typical Entry-Level Position: Some College or Certificate

	2017	2020
Employment	6,909	7,491
Annual Growth Rate	3.3%	2.5%
Growth/Total 3-Year Demand	635	2,952
Unempl./Exp. Annual Shortfall	189 (3%)	53

INCREASE GRADUATE OUTPUT BY 55/YEAR

Regional Certificate & 2-Year Programs

Med./Clinical Assistant, Med. Insurance Coding Specialist, Med.Reception

School	2016 Completions	People of Color
Anoka TC	65	14%
Mpls Business College	58	57%
Century College	51	44%
Dakota County TC	45	0%
Hennepin TC	42	33%
Sanford-Brown College	42	31%
National American U	33	42%
Saint Paul College	31	61%
MN School of Business	18	17%
Herzing University	17	35%
Argosy University	6	0%
Minneapolis CTC	6	100%
Academy College	3	33%
All Related Programs**	425	33%
Est. Graduates in Occ*	420	Short 524
Training Concentration	0.44	Very Low

Medical Secretaries ☀️

1,102 job ads (-29%) \$16.37 avg. entry-level wage

Typical Entry-Level: High School Diploma or Equivalent

	2017	2020
Employment	6,595	7,024
Annual Growth Rate	2.9%	2.0%
Growth/Total 3-Year Demand	546	2,679
Unempl./Exp. Annual Shortfall	139 (2.2%)	37

INCREASE GRADUATE OUTPUT BY 40/YEAR

Regional Certificate & 2-Year Programs

Health Unit Coordinator/Ward Clerk, Medical Office Management/Admin, Medical Office Assistant/Specialist, Medical Insurance Specialist/Biller, Medical Administrative/Executive/Secretary

School	2016 Completions	People of Color
Century College	61	28%
Hennepin TC	59	41%
Saint Paul College	39	67%
Minneapolis CTC	32	97%
American Indian OIC	21	72%
Dakota County TC	14	21%
National American U	11	36%
Anoka TC	11	18%
MN School of Business	6	20%
Sanford-Brown College	3	33%
Herzing University	1	0%
All Related Programs	258	47%
Est. Graduates in Occ*	257	Short 105
Training Concentration	0.71	Mod Low

For more information, contact the industry lead: **Marie Larson, City of Minneapolis** (marie.larson@minneapolismn.gov)

- MSPWin Career Map: <http://mbspwin.org/wp-content/uploads/2016/06/Career-Pathway-Maps.pdf>
- RealTime Talent Reports: realtimetalent.org/research/reports

*The estimated number of graduates from related programs that feed into the occupation, and additional number of educational completions needed to match completion rates for the occupation nationally. **Globe University closed, with 8 graduates in 2016. Developed by Erin Olson (erin@realtimetalentmn.org). Published 1/10/2018 by RealTime Talent. Sources: TalentNeuron Recruit aggregate online job postings. www.wantedanalytics.com accessed November 15, 2017. Counts of job postings in Q3 2017 by employer were available July 1 - Sept 30, 2017 in the 7-county Minneapolis-Saint Paul (MSP) Metro. Includes staffing agencies. Percent change in job postings are the change from the same quarter in the prior year. Employment, wage, and education data modeled from IPEDS, OES, and BLS data by JobsEQ. 2016 completions include awards issued and are not counts of graduates. People of color calculations do not include nonresident aliens (international students) for which race or ethnicity is not determined. Living wage was defined for the purposes of these reports as any occupation where the median wage is \$30,000 annually, or about \$14.50 per hour. Training Concentration (TC) quantifies how many completions were obtained in the MSP Metro compared to the nation. A TC of 1 indicates that the occupation award's share of the labor market is the same as the national average; a TC of 1.2 or higher shows a significant specialization in that occupation area. Total 3-year demand includes growth demand and separation demand expected through Q3 of 2020, estimating baseline training need.