



Minnesota's Changing Labor Market

Timothy O'Neill – Twin Cities Labor Market Analyst

Labor Market Information Office (<http://mn.gov/deed/data>)

WHAT IS DEED?

- The Minnesota Department of Employment and Economic Development is the state's principal economic development agency. DEED programs promote business recruitment, expansion and retention; international trade; workforce development; and community development.



DEED resources for business

mn.gov/deed/business

- [CareerForce](http://careerforcemn.com) – careerforcemn.com
 - [Manufacturing Month](#)
 - [Employer Engagement Specialist](#)
- [Workforce Strategy Consultants](#)
- [Disability Employment Specialists](#)
- [Veteran Employment Representatives](#)
- [Business Development Managers](#)
- [Posting jobs](#)
- [Diversity, Equity, and Inclusion](#)
- [DEED Training Grant Programs](#)
- [Apprenticeships and Dual Training through MN DOLI](#)
- [Small Business Assistance Office](#)
- [Small Business Development Centers](#)

- Each state produces employment and economic statistics in cooperation with the 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

m1 EMPLOYMENT AND ECONOMIC DEVELOPMENT

For Job Seekers For Business For Government About Us Data A-Z Index

m1 EMPLOYMENT AND ECONOMIC DEVELOPMENT

Small Business Assistance Playlist

Watch our videos for quick tips on starting your business!

Latest News
Minnesota Adds 14,800 Private Sector Jobs in May

Labor force participation rate increases as more and more Minnesotans head back to work
June 17, 2021

For the fifth straight month, Minnesota gained jobs. Minnesota added 12,300 jobs in May, up 0.4% on a seasonally adjusted basis with the private sector up 14,800 jobs or 0.6%.

DEED Has Called More than 30,000 Unemployed Minnesotans, Connecting Them with Job Resources and Work Opportunities

Meet the LMI Office

mn.gov/deed/data



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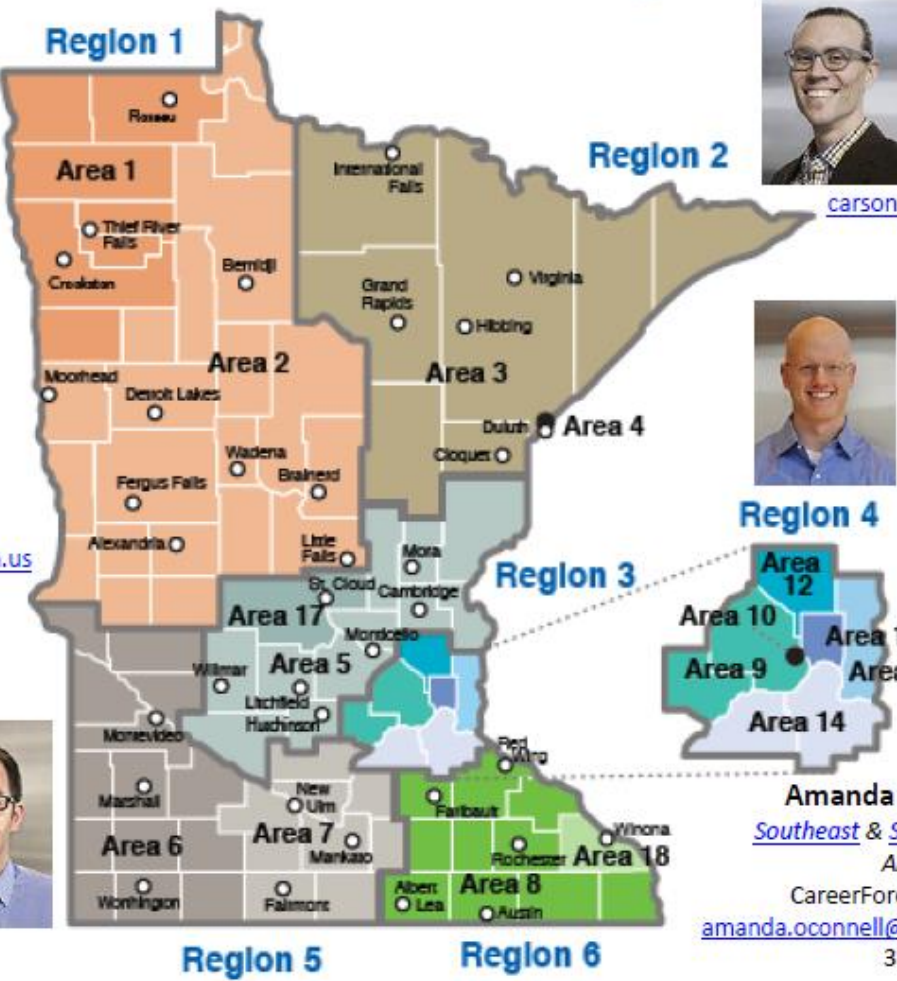
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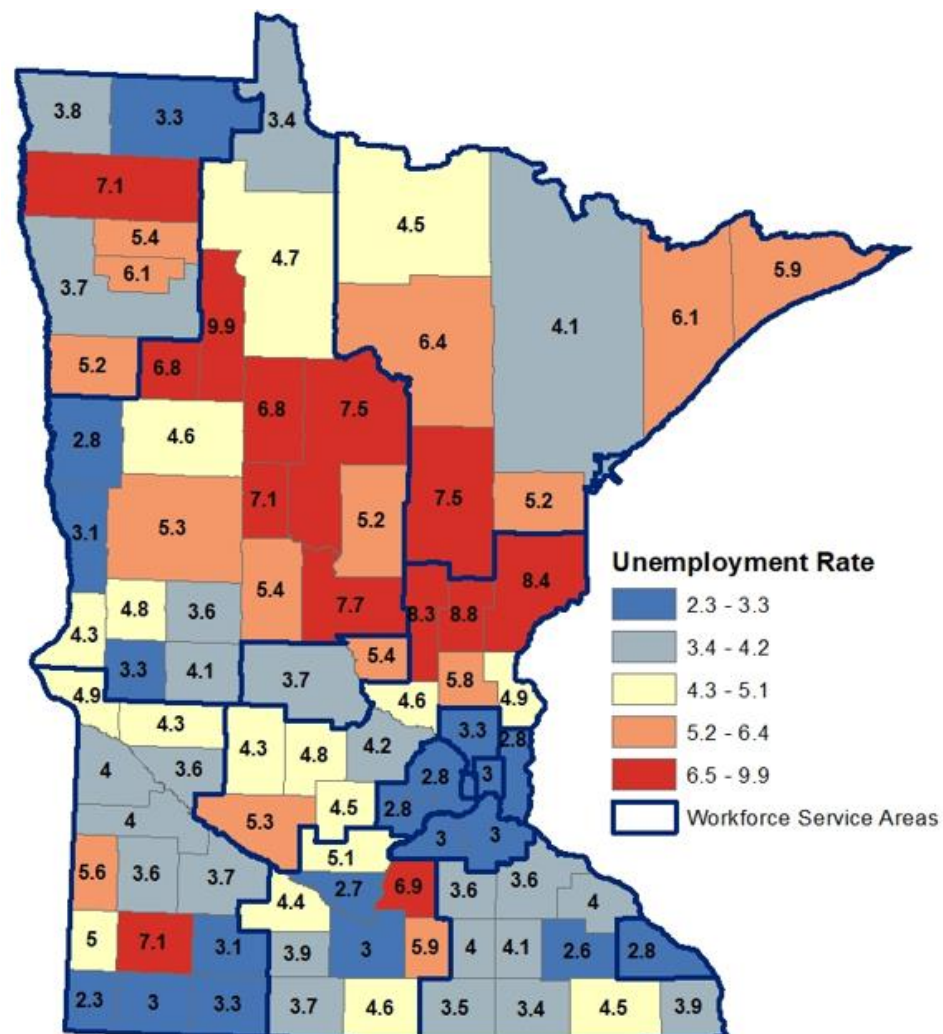
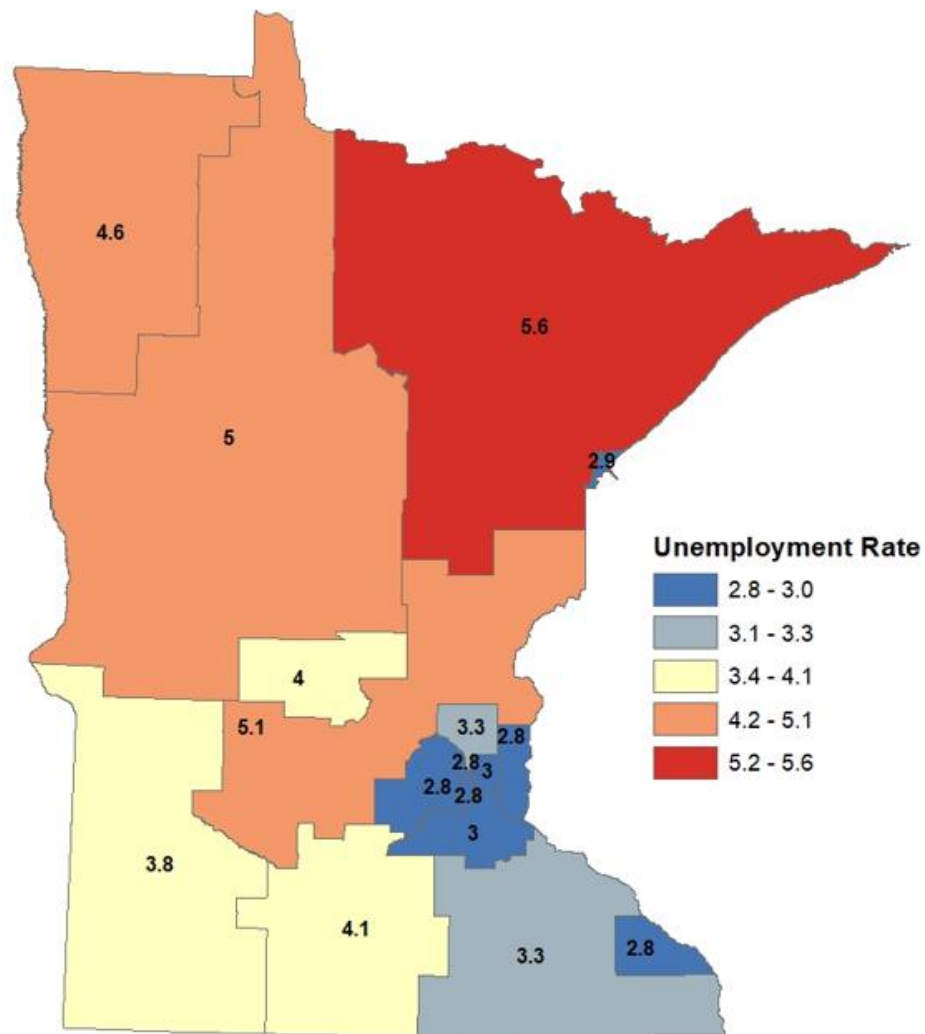




How is the job market doing?

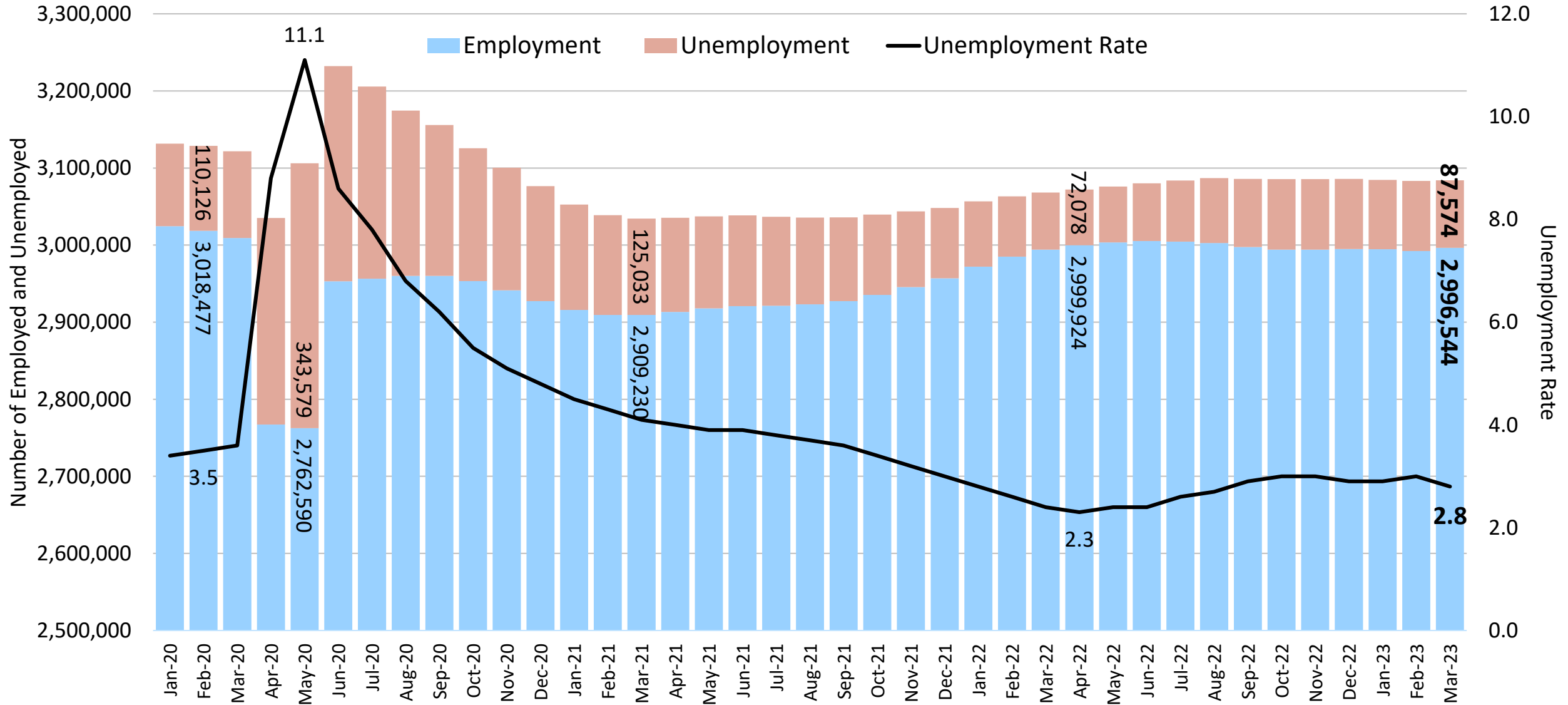
Minnesota's labor market situation

LAUS – February 2023



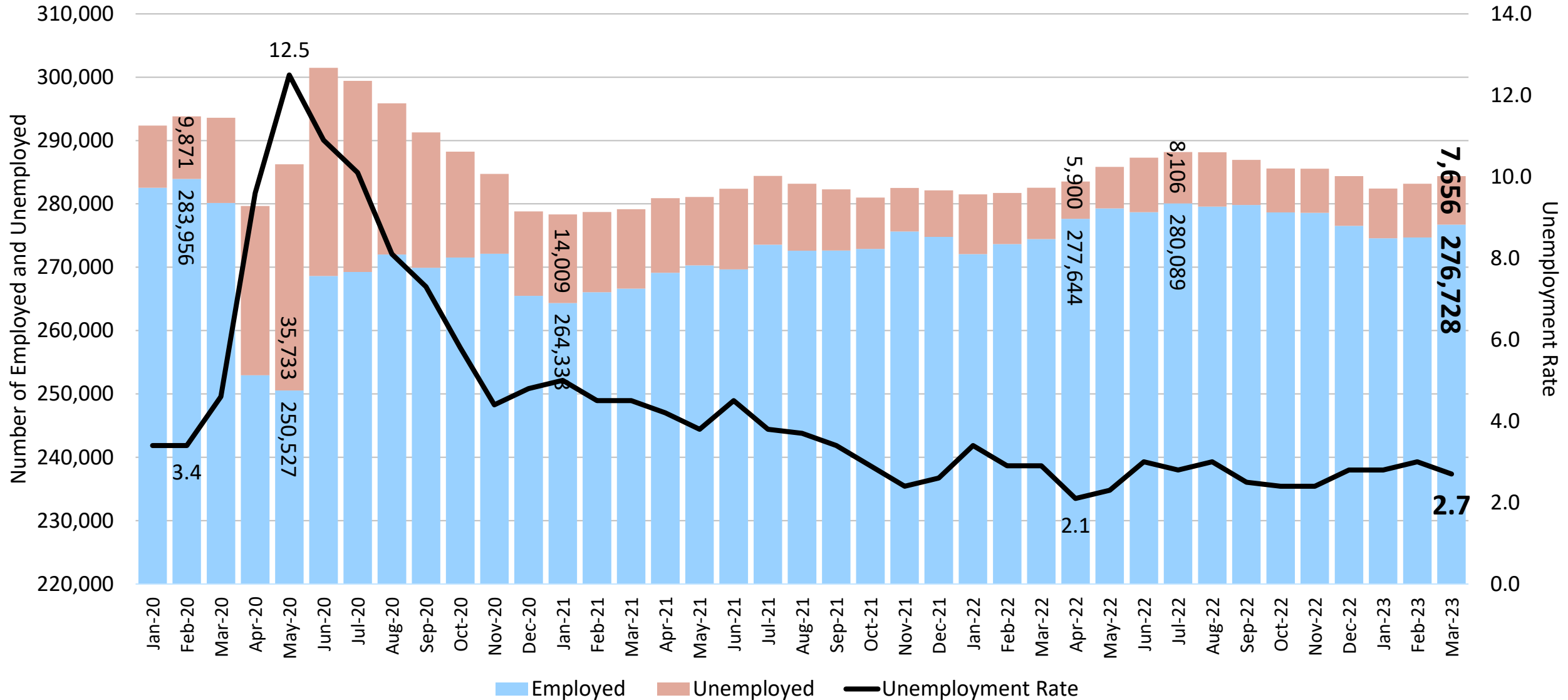
Minnesota's labor market situation

Local Area Unemployment Statistics (LAUS)



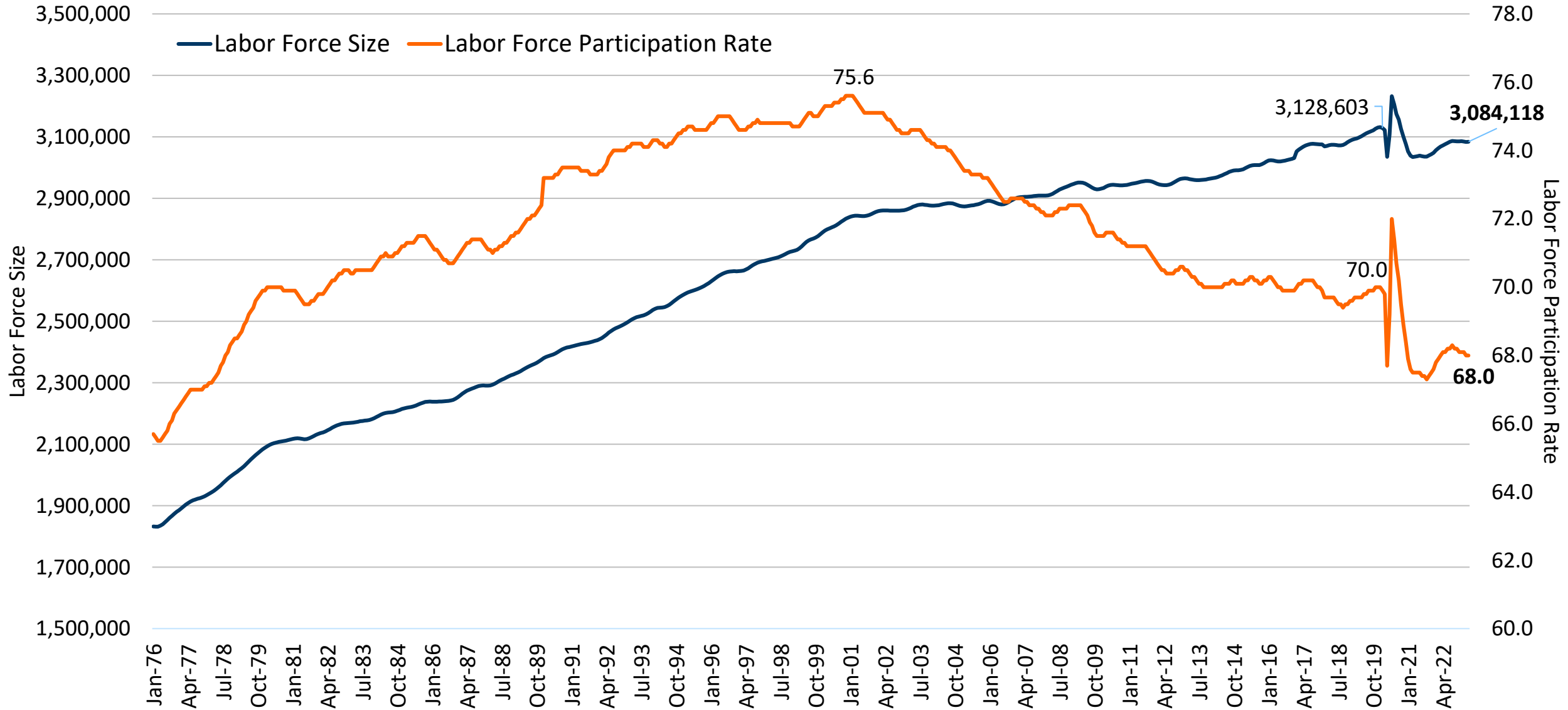
Ramsey County's labor market situation

Local Area Unemployment Statistics (LAUS)



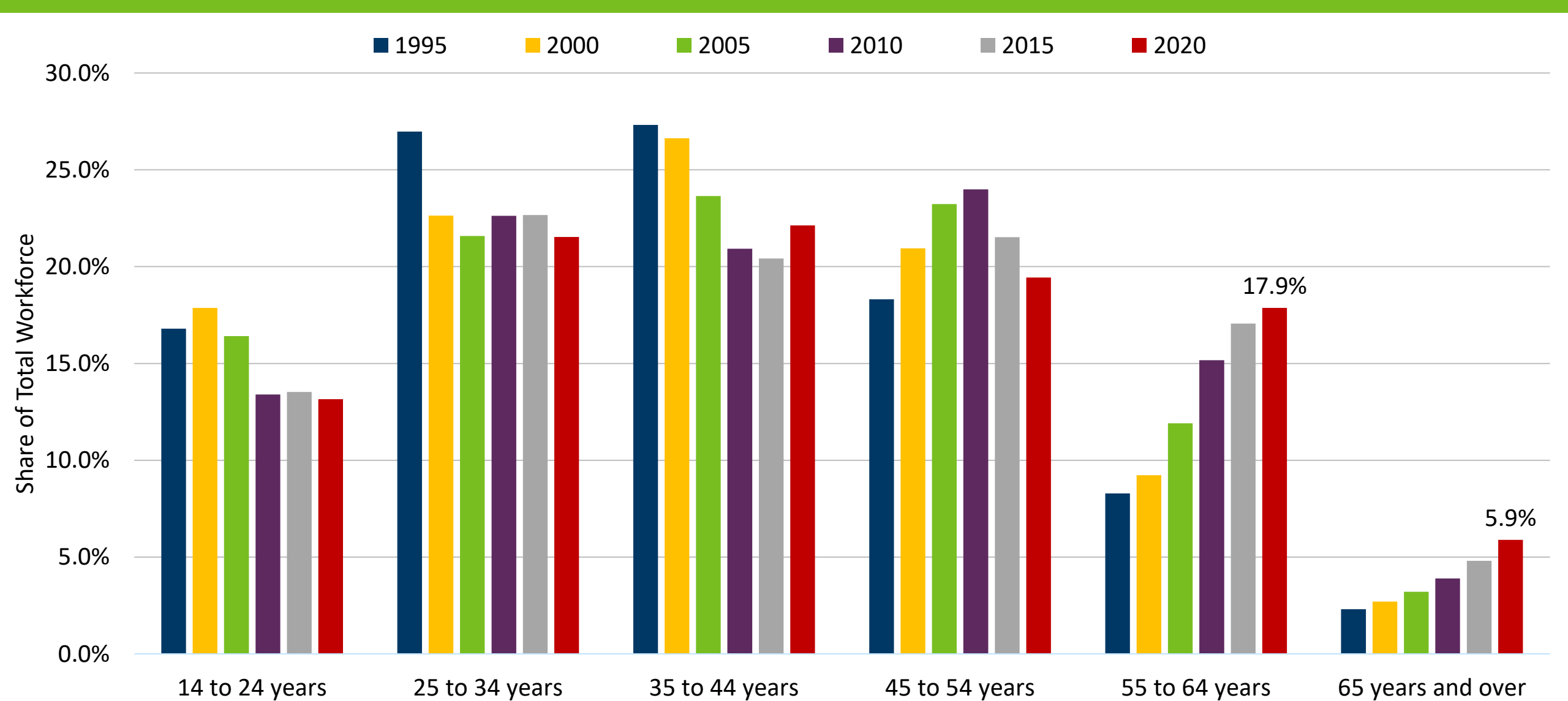
Minnesota's labor market situation

Local Area Unemployment Statistics (LAUS)

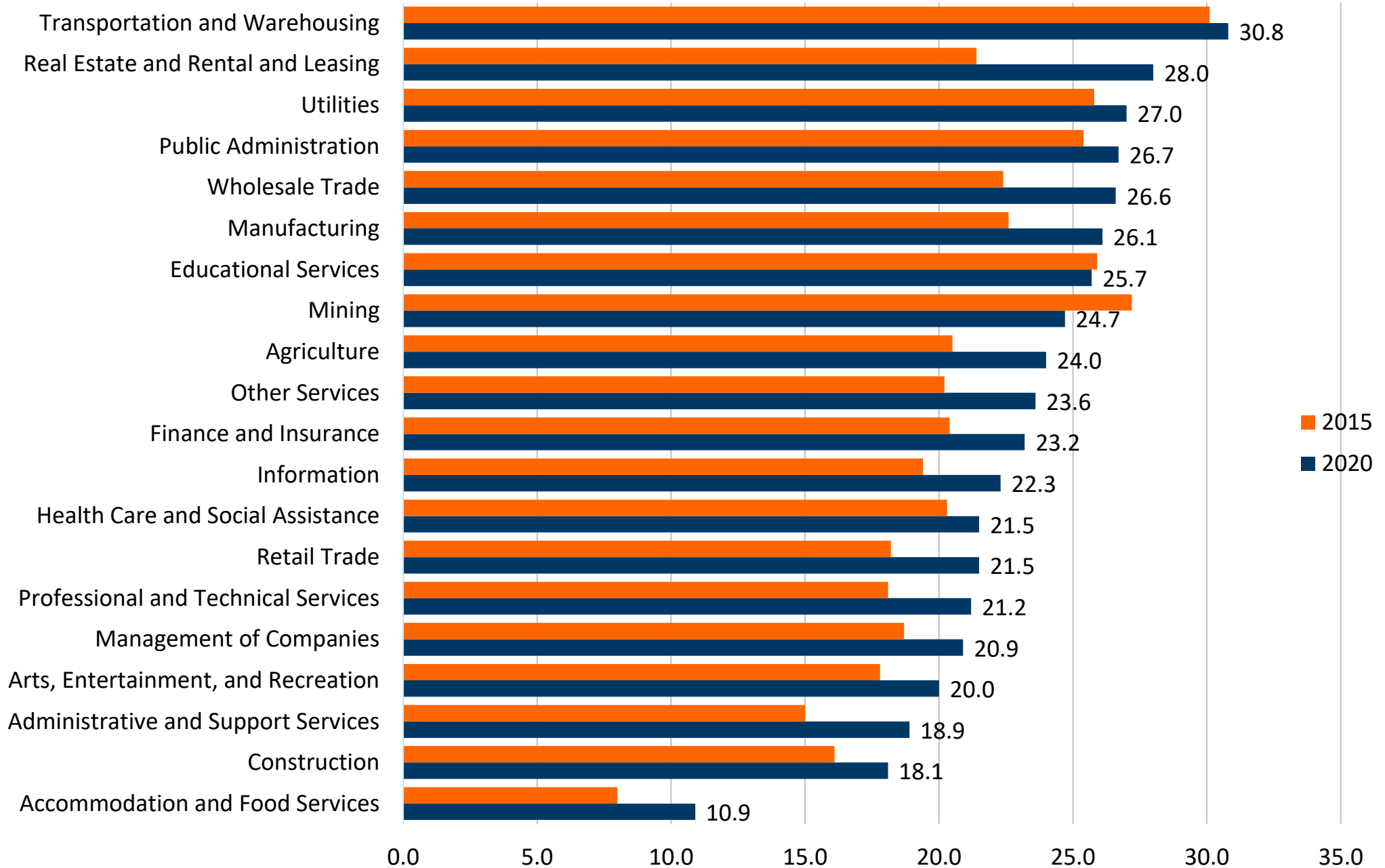


Minnesota's workforce by age

Annual trends, 1995 – 2020



QED Data: Minnesota Industry Employment by Share of Workers 55 Years and Older, 2015 - 2020



Minnesota generations in the workforce

American Community Survey (ACS) 2021 5-year estimates

Population and Labor Force By Generation	Total Population		Labor Force, 16 & Over		
	Number	Percent of Population	Number	Percent of Labor Force	Labor Force Part. Rate
Generation Alpha (0-8 years)	648,373	11.4%	0	0.0%	0.0%
Generation Z (9-24 years)	1,174,598	20.7%	449,131	14.4%	38.2%
Millennials (25-40 years)	1,199,443	21.2%	999,166	32.1%	83.3%
Generation X (41-56 years)	1,136,573	20.0%	1,042,271	33.5%	91.7%
Baby Boomers (57-75 years)	1,170,591	20.6%	598,148	19.2%	51.1%
Silent & Greatest Generation (76 years & over)	340,893	6.0%	21,736	0.7%	6.4%
Total	5,670,472	100.0%	3,110,452	100.0%	

Job postings in the Metro Area

Job Vacancy Survey 2022

- 98,330 total job openings in the Metro Area (down from 123,211 in 2021)
- **9,077 Manufacturing job openings (up from 8,781 in 2021)**
 - Job vacancy rate: 5.4%
 - Part-time: 11% (36% for the total of all job openings)
 - Temporary or Seasonal: 2% (6% for the total of all job openings)
 - Requiring post-secondary education: 30% (38% for the total of all job openings)
 - 28% None – 42% HS or GED – 3% Vocational Training – 3% Associate Degree – 23% Bachelor's Degree or More
 - Requiring 1+ years experience: 67% (54% for the total of all job openings)
 - Requiring certificate or license: 21% (39% for the total of all job openings)
 - Median wage offer: \$24.61 (\$19.96 for the total of all job openings)

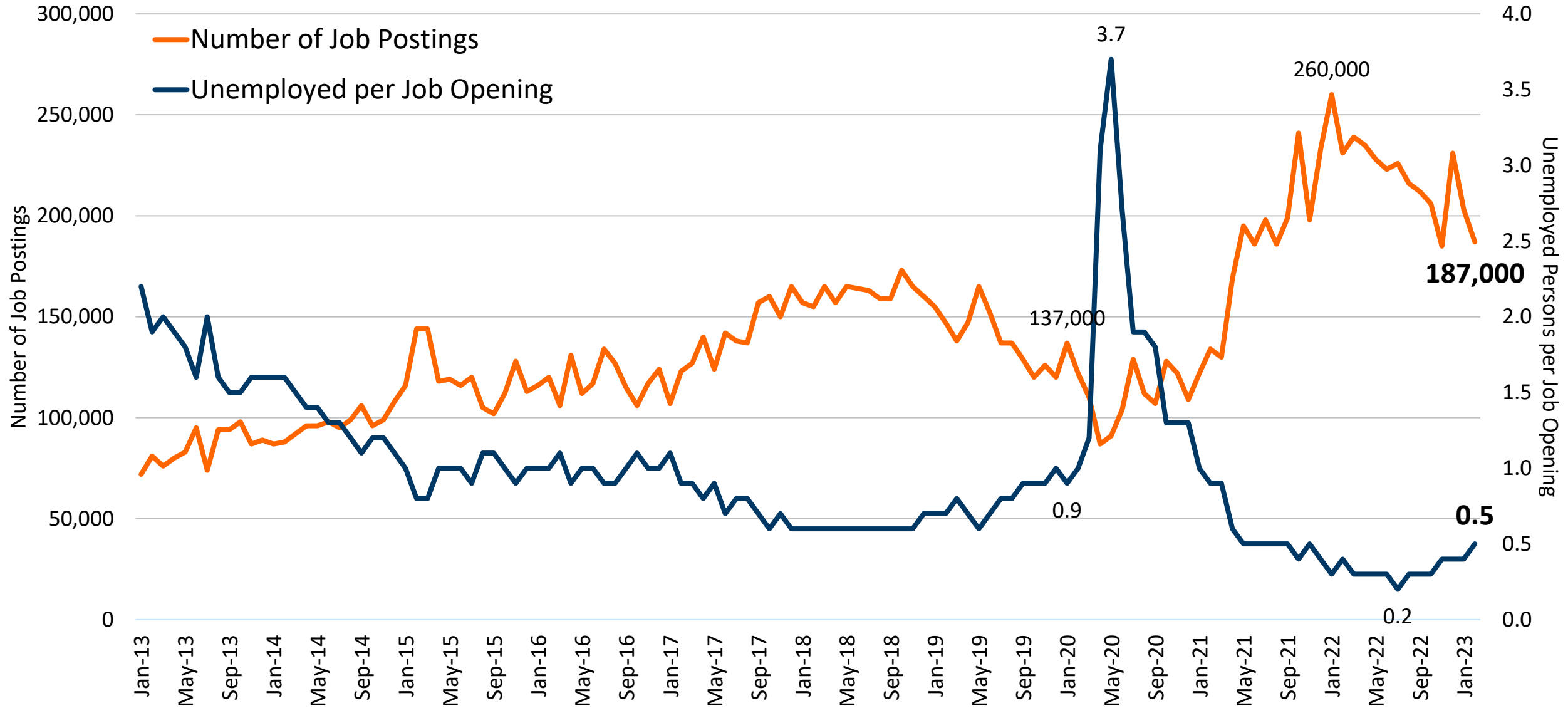
Job postings in the Metro Area

Job Vacancy Survey 2022

- 98,330 total job openings in the Metro Area
- **4,689 production job openings (up from 4,655 in 2021)**
 - Machinists: 1,050 job openings
 - Miscellaneous Assemblers and Fabricators: 700
 - Printing Workers: 387
 - Printing Press Operators: 337
 - First-Line Supervisors of Production and Operating Workers: 257
 - Bakers: 231
 - Food Batchmakers: 200
 - CNC Tool Operators: 177

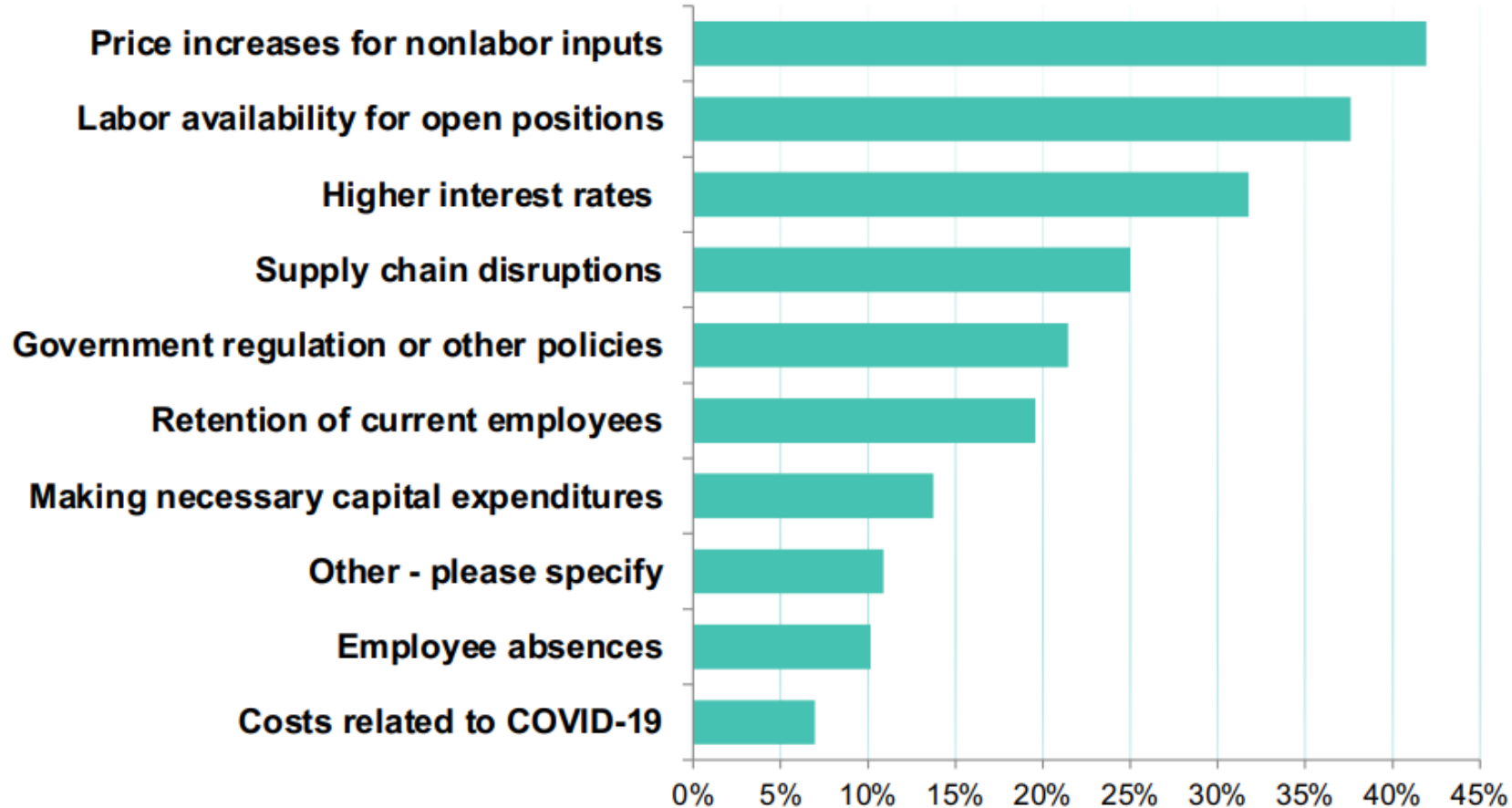
Minnesota's tight labor market

Bureau of Labor Statistics (BLS) Job Openings & Labor Turnover Survey (JOLTS)



CHALLENGES TO OPERATIONS

Two greatest challenges to your business?



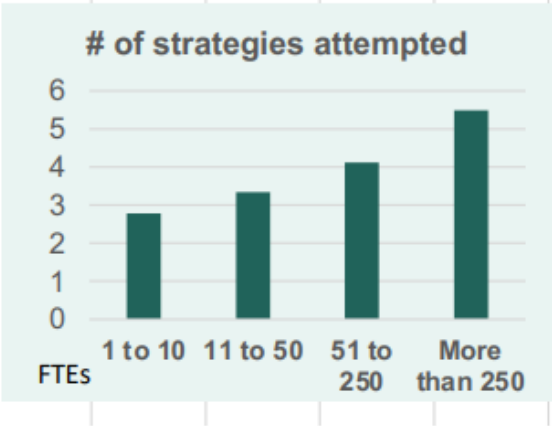
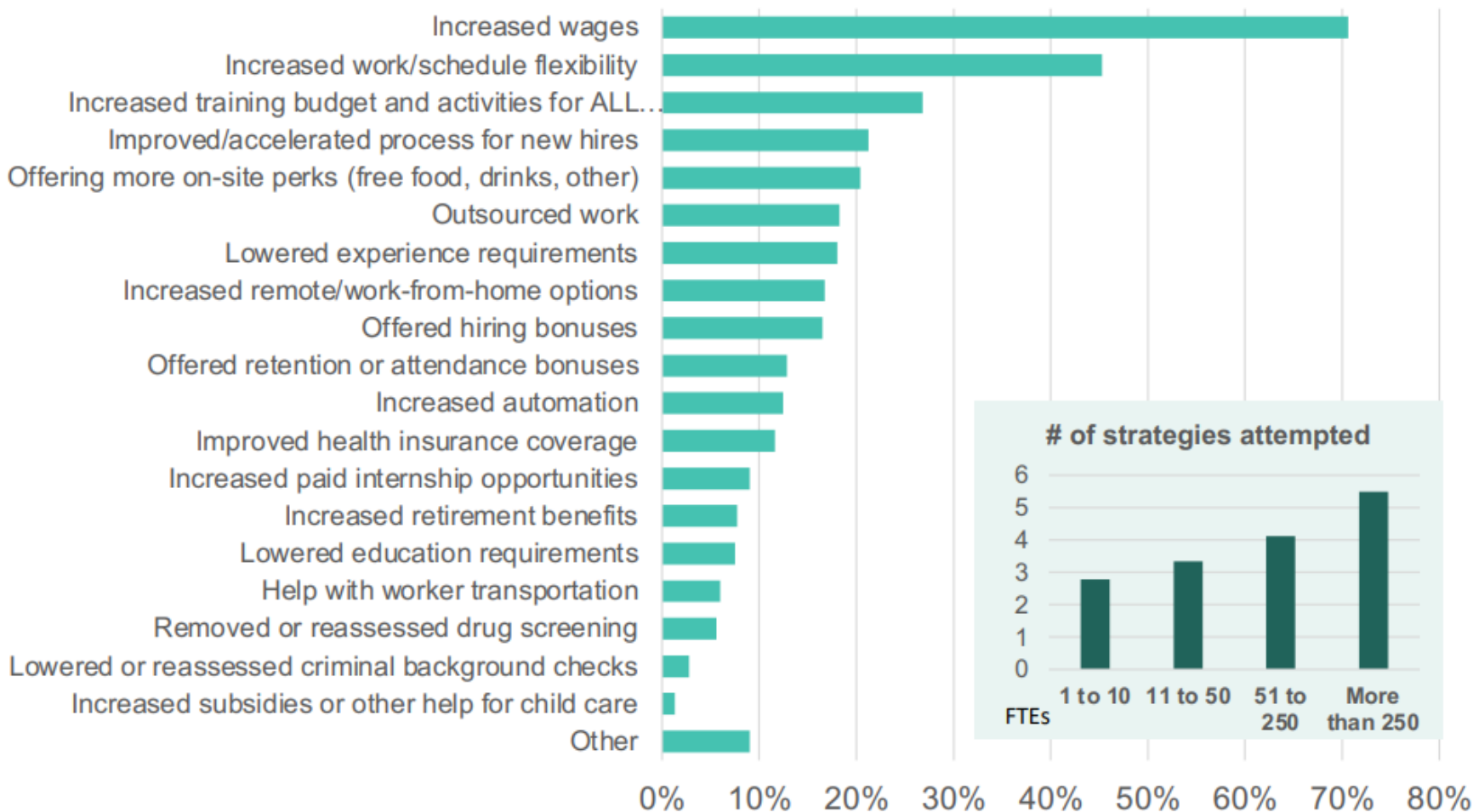
Some shifting & flattening of response

- Inflation is #1 concern
- Labor tightness persists
- Higher interest rates leaps into Top 3
- Supply chain concerns ebbed, but not necessarily because of big improvements



EMPLOYER RESPONSES TO LABOR NEEDS

What has company done in the last six months to address labor needs? (Check all that apply)



Employer efforts start with increased wages and work flexibility, & then a smorgasbord of other efforts

Large firms more able to experiment

Unknown efficacy: Hard to know which efforts are most successful at improving labor attraction

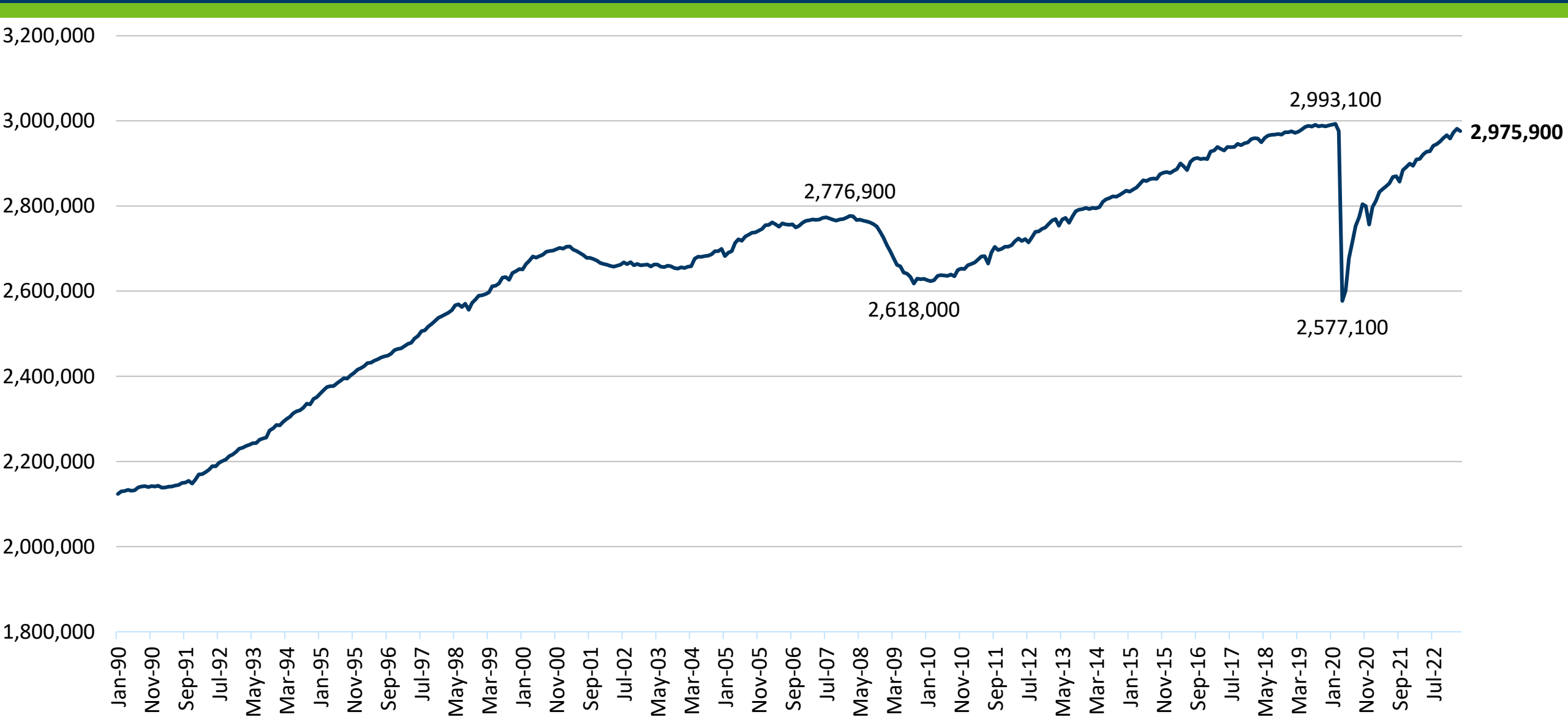
Occupational Employment and Wage Statistics (OEWS)

mn.gov/deed/data/oes – Metro Area

Occupational Title	Estimated Employment	Hourly Wage Percentiles				
		10 th	25 th	Median	75 th	90 th
Total, All Occupations	1,661,890	\$14.90	\$18.80	\$25.14	\$40.43	\$62.08
Production Occupations	101,900	\$15.25	\$18.85	\$21.64	\$25.90	\$32.23
First-Line Supervisors of Production and Operating Workers	6,260	\$24.35	\$28.53	\$32.81	\$41.04	\$51.12
Machinists	5,980	\$19.46	\$22.29	\$26.59	\$31.77	\$39.13
Inspectors, Testers, Sorters, Samplers, and Weighers	5,480	\$15.68	\$19.47	\$24.56	\$28.84	\$31.51
Electrical, Electronic, and Electromechanical Assemblers	4,870	\$15.43	\$18.87	\$19.53	\$24.56	\$29.05
Welders, Cutters, Solderers, and Brazers	4,210	\$19.95	\$23.45	\$25.02	\$30.86	\$32.53
Printing Press Operators	4,080	\$16.99	\$18.85	\$21.60	\$25.92	\$32.06
Packaging and Filling Machine Operators and Tenders	3,570	\$15.07	\$15.68	\$19.67	\$23.98	\$25.02
Computer Numerically Controlled Tool Operators	3,110	\$19.01	\$20.80	\$25.05	\$31.70	\$34.80
General and Operations Managers	39,210	\$20.98	\$30.80	\$50.23	\$76.39	\$106.13
Customer Service Representatives	35,020	\$15.14	\$19.09	\$23.80	\$25.01	\$31.14
Sales Representatives, Wholesale and Manufacturing	17,600	\$19.50	\$25.45	\$33.44	\$51.27	\$67.36
Heavy and Tractor-Trailer Truck Drivers	16,700	\$20.30	\$25.26	\$29.22	\$32.68	\$40.69
Bookkeeping, Accounting, and Auditing Clerks	14,520	\$17.21	\$20.22	\$24.82	\$30.77	\$32.23
Maintenance and Repair Workers, General	12,930	\$18.21	\$20.29	\$24.55	\$30.83	\$33.67
Industrial Engineers	9,190	\$31.92	\$39.95	\$50.59	\$64.35	\$67.62
Shipping, Receiving, and Inventory Clerks	8,260	\$15.40	\$19.10	\$20.10	\$24.72	\$30.64

Minnesota employment trends

Current Employment Statistics (CES): January 1990 – March 2023



Minnesota employment trends

CES: March 2022 – March 2023

March 2023 Over the Year (OTY) Employment Growth by Industry Sector Not Seasonally Adjusted

	OTY Job Change	MN OTY Growth Rate (%)	US OTY Growth Rate (%)
Total	+64,139	+2.2	+2.7
Private	+55,386	+2.3	+2.8
Mining & Logging	-102	-1.6	+7.9
Construction	+1,621	+1.4	+2.6
Manufacturing	+4,309	+1.4	+2.1
Trade, Transport. & Utilities	+8,476	+1.6	+1.0
Information	+1,458	+3.3	+2.1
Financial Activities	+784	+0.4	+1.0
Prof. & Business Services	+3,415	+0.9	+2.1
Ed. & Health Services	+14,639	+2.7	+4.3
Leisure & Hospitality	+19,392	+8.2	+6.5
Other Services	+1,394	+1.3	+3.1
Government	+8,753	+2.1	+2.3

Average Hourly Earnings for all private sector workers at \$35.16 in March 2023. This was up \$1.52 over-the-year, or up 4.5%.

Earnings up 8.8% over-the-year in Construction, up 9.0% in Leisure and Hospitality, up 8.5% in Professional and Business Services, up 7.5% in Education and Health Services. Up 3.0% in Manufacturing.

The CPI inflation index for all urban consumers rose 5.0% over-the-year in March.

Manufacturing down 1,300 jobs in March, entirely within Durable Goods. Durable Goods up 1.5% over the year, with Non-Durable up 1.1%.

Minnesota manufacturing trends

CES: January 1990 – March 2023



Minnesota industry employment

Quarterly Census of Employment and Wages (QCEW): annual 2022

Industry	Number of Jobs	Share of Total Jobs	Number of Establishments	Avg. Annual Wage
Total, All Industries	2,835,754	100.0%	201,230	\$69,836
Health Care and Social Assistance	492,459	17.4%	23,302	\$62,920
Manufacturing	323,363	11.4%	8,671	\$76,908
Retail Trade	281,462	9.9%	17,671	\$37,596
Educational Services	225,196	7.9%	5,023	\$58,032
Accommodation and Food Services	210,842	7.4%	12,506	\$24,596
Professional, Scientific, and Technical Services	166,761	5.9%	27,549	\$113,932
Finance and Insurance	142,441	5.0%	10,613	\$124,644
Construction	139,824	4.9%	18,226	\$79,664
Administrative and Support Services	134,524	4.7%	9,879	\$53,560
Wholesale Trade	131,377	4.6%	15,060	\$99,996
Public Administration	127,777	4.5%	3,389	\$68,640
Transportation and Warehousing	112,940	4.0%	6,331	\$64,272
Management of Companies	87,452	3.1%	2,039	\$143,052
Other Services	86,711	3.1%	20,057	\$43,160
Information	48,772	1.7%	6,132	\$102,128
Arts, Entertainment, and Recreation	46,116	1.6%	3,842	\$45,084
Real Estate and Rental and Leasing	35,290	1.2%	7,018	\$65,104
Agriculture	23,056	0.8%	3,159	\$47,424
Utilities	13,722	0.5%	522	\$121,732
Mining	5,667	0.2%	243	\$115,492

Minnesota manufacturing employment

QCEW: annual 2022

Industry	Number of Jobs	Share of Total Jobs	Number of Establishments	Avg. Annual Wage
Total, All Industries	2,835,754	100.0%	201,230	\$69,836
Manufacturing	323,363	11.4%	8,671	\$76,908
Food Manufacturing	47,314	14.6%	759	\$62,556
Fabricated Metal Product Manufacturing	44,821	13.9%	1,608	\$71,448
Computer and Electronic Product Manufacturing	43,254	13.4%	537	\$106,808
Machinery Manufacturing	35,388	10.9%	853	\$77,428
Miscellaneous Manufacturing	27,416	8.5%	1,223	\$79,716
Plastics and Rubber Products Manufacturing	18,132	5.6%	372	\$68,484
Printing and Related Support Activities	17,738	5.5%	707	\$66,352
Chemical Manufacturing	12,979	4.0%	299	\$102,648
Wood Product Manufacturing	12,759	3.9%	359	\$65,520
Transportation Equipment Manufacturing	11,812	3.7%	233	\$66,820
Nonmetallic Mineral Product Manufacturing	9,859	3.0%	352	\$72,696
Furniture and Related Product Manufacturing	9,581	3.0%	488	\$67,132
Paper Manufacturing	8,068	2.5%	103	\$82,264
Electrical Equipment, Appliance, and Component Manufacturing	7,429	2.3%	186	\$83,460
Primary Metal Manufacturing	5,246	1.6%	91	\$73,944
Beverage and Tobacco Product Manufacturing	5,016	1.6%	235	\$46,540
Textile Product Mills	2,453	0.8%	138	\$48,152
Petroleum and Coal Products Manufacturing	1,954	0.6%	20	\$140,712
Leather and Allied Product Manufacturing	1,072	0.3%	24	\$77,012
Apparel Manufacturing	668	0.2%	72	\$40,300
Textile Mills	398	0.1%	13	\$50,180

Ramsey County industry employment

QCEW: annual 2022

Industry	Number of Jobs	Share of Total Jobs	Number of Establishments	Avg. Annual Wage
Total, All Industries	319,190	100.0%	15,183	\$72,904
Health Care and Social Assistance	66,493	20.8%	2,600	\$60,008
Educational Services	30,649	9.6%	473	\$60,580
Manufacturing	28,240	8.8%	669	\$95,108
Public Administration	27,720	8.7%	328	\$81,588
Retail Trade	22,345	7.0%	1,432	\$40,248
Accommodation and Food Services	22,275	7.0%	1,224	\$26,676
Administrative and Support Services	16,696	5.2%	644	\$48,360
Management of Companies and Enterprises	16,075	5.0%	152	\$159,692
Finance and Insurance	15,827	5.0%	665	\$106,236
Professional, Scientific, and Technical Services	14,441	4.5%	1,706	\$101,764
Construction	11,943	3.7%	812	\$87,516
Wholesale Trade	11,872	3.7%	714	\$94,380
Other Services	11,462	3.6%	2,131	\$52,676
Transportation and Warehousing	6,256	2.0%	295	\$66,612
Arts, Entertainment, and Recreation	5,610	1.8%	305	\$43,056
Information	5,121	1.6%	303	\$104,780
Real Estate and Rental and Leasing	4,677	1.5%	700	\$66,768
Utilities	1,388	0.4%	17	\$105,820
Agriculture	70	0.0%	12	\$46,748

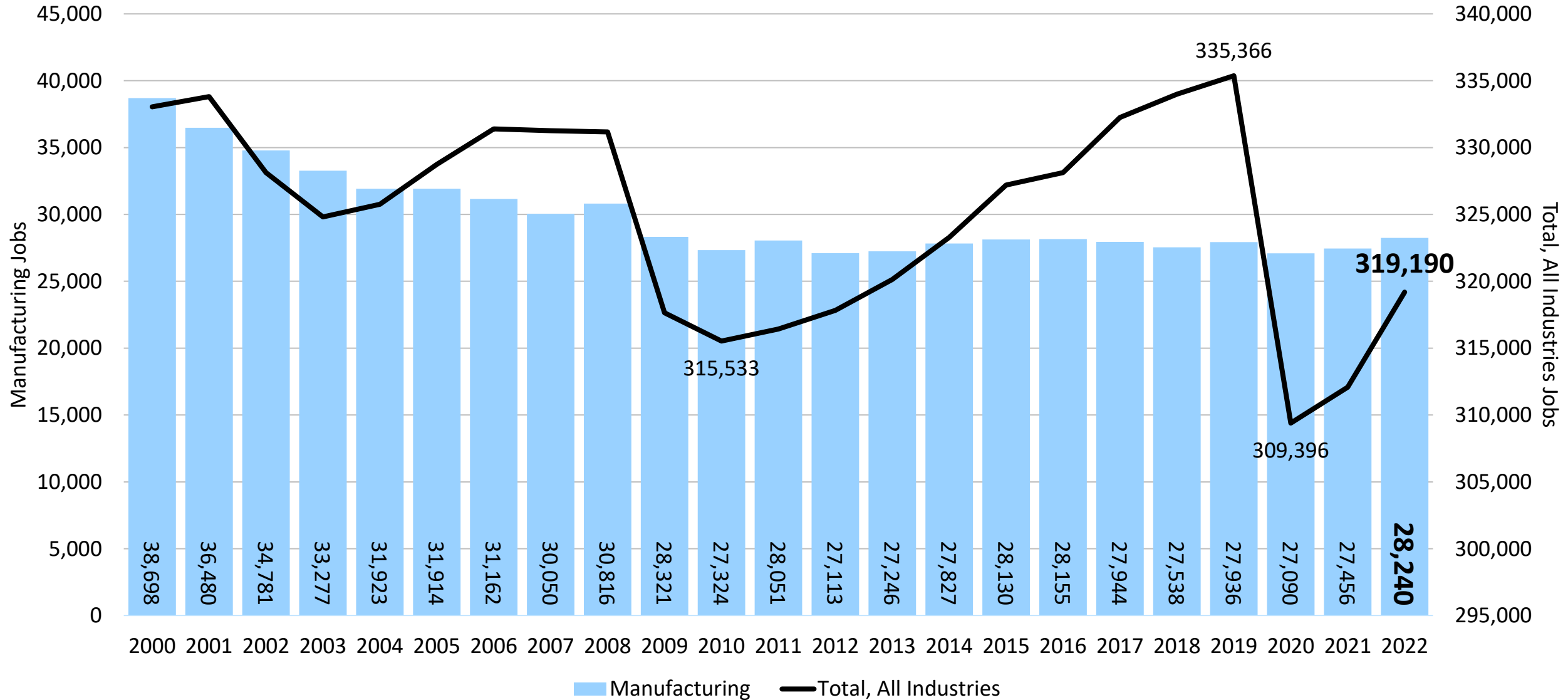
Ramsey County manufacturing employment

QCEW: annual 2022

Industry	Number of Jobs	Share of Total Jobs	Number of Establishments	Avg. Annual Wage
Total, All Industries	319,190	100.0%	15,183	\$72,904
Manufacturing	28,240	8.8%	669	\$95,108
Computer and Electronic Product Manufacturing	8,647	30.6%	49	\$126,776
Miscellaneous Manufacturing	3,291	11.7%	114	\$86,580
Printing and Related Support Activities	2,819	10.0%	88	\$87,724
Fabricated Metal Product Manufacturing	2,434	8.6%	111	\$78,520
Machinery Manufacturing	2,415	8.6%	47	\$87,256
Plastics and Rubber Products Manufacturing	2,201	7.8%	26	\$66,716
Food Manufacturing	1,913	6.8%	41	\$66,456
Paper Manufacturing	1,143	4.0%	16	\$79,612
Chemical Manufacturing	1,105	3.9%	32	\$132,600
Primary Metal Manufacturing	713	2.5%	10	\$68,900
Nonmetallic Mineral Product Manufacturing	372	1.3%	21	\$64,740
Beverage and Tobacco Product Manufacturing	340	1.2%	21	\$40,508
Wood Product Manufacturing	288	1.0%	18	\$72,488
Transportation Equipment Manufacturing	178	0.6%	11	\$74,620
Furniture and Related Product Manufacturing	164	0.6%	27	\$51,792
Electrical Equipment, Appliance, and Component Manufacturing	116	0.4%	11	\$78,416
Apparel Manufacturing	46	0.2%	7	\$44,772
Textile Product Mills	13	0.0%	9	\$48,880

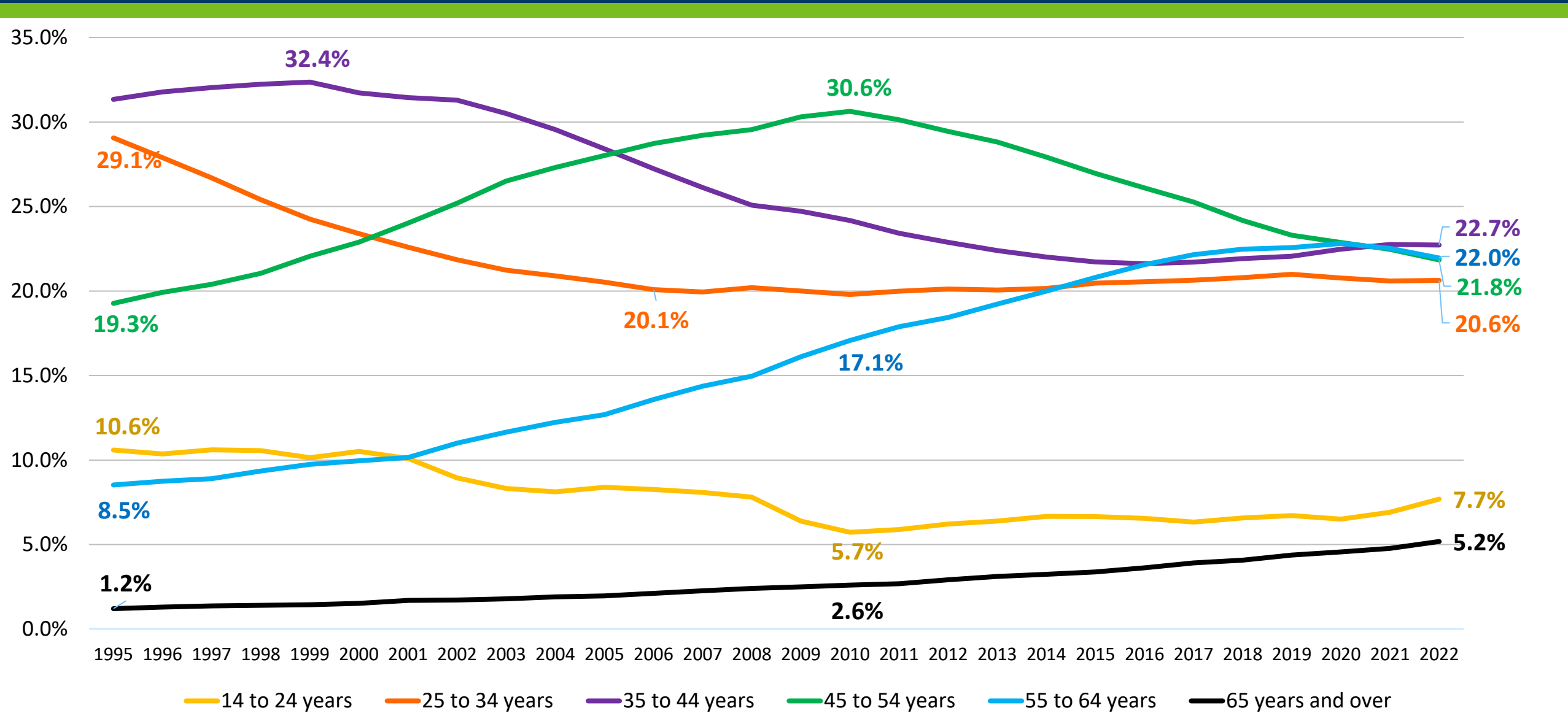
Ramsey County manufacturing employment trends

QCEW: annual 2000 – 2022



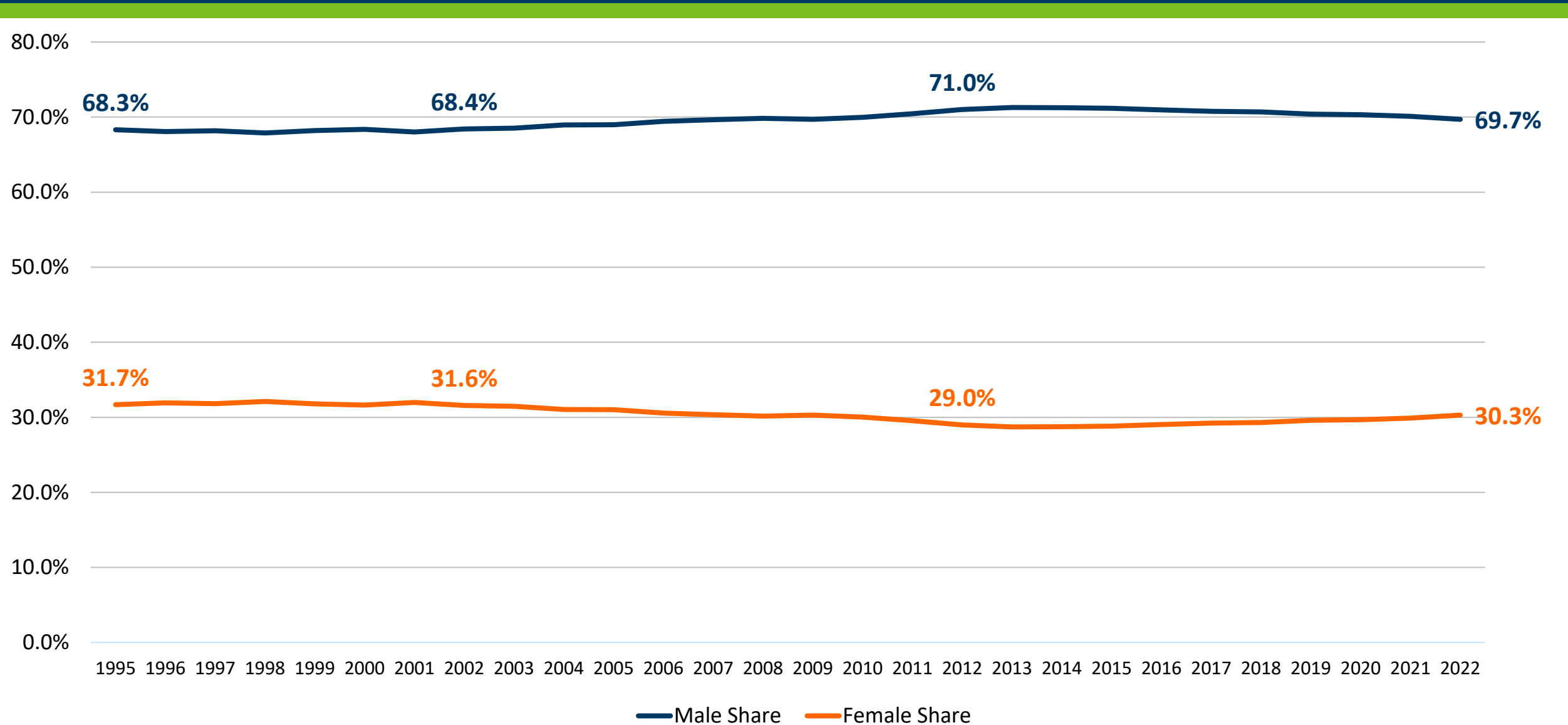
MN Manufacturing share of jobs by age

Quarterly Workforce Indicators (QWI): Q2 1995 – Q2 2022



MN Manufacturing share of jobs by gender

QWI: Q2 1995 – Q2 2022

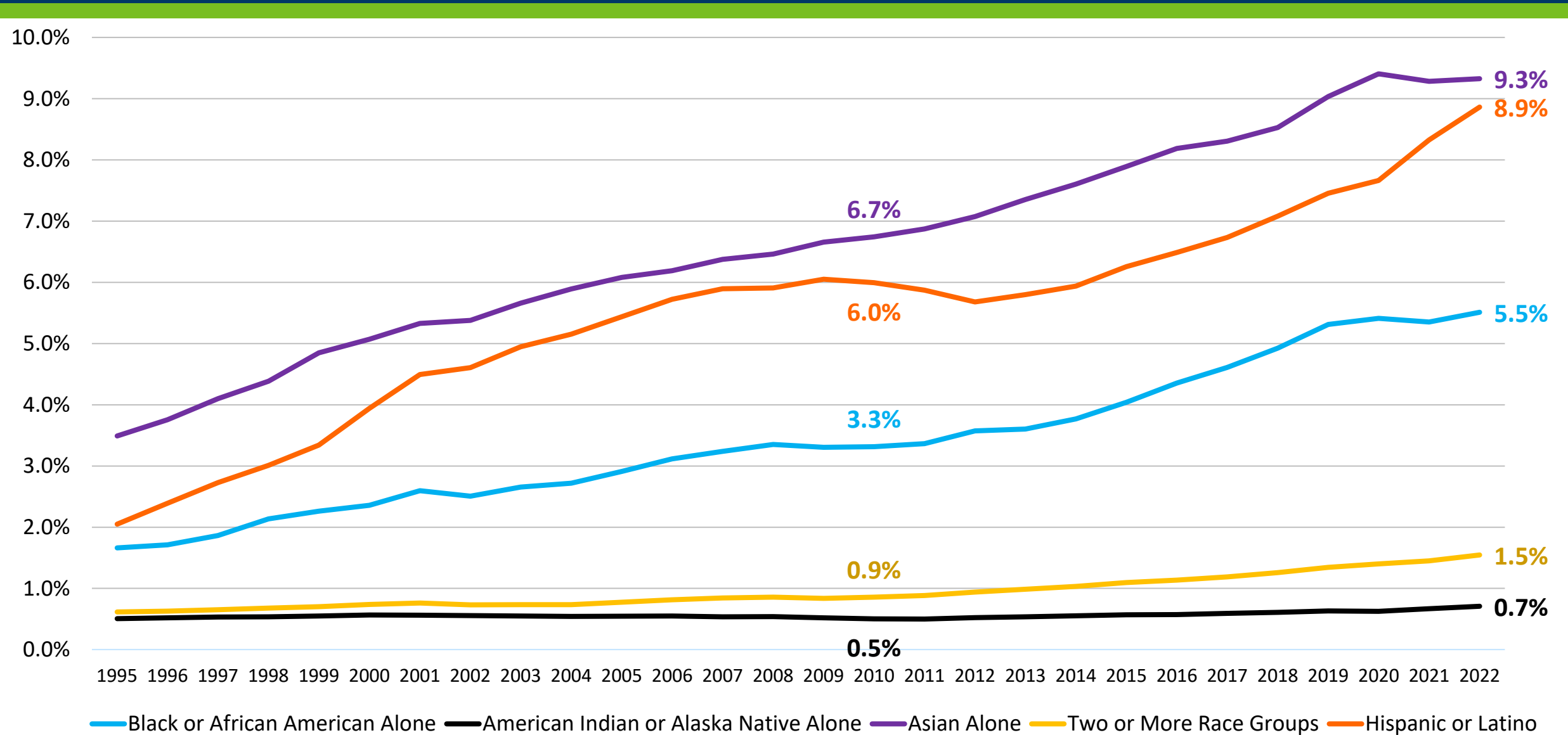


Manufacturing demographics in MN

Population	2022 Number of Jobs	2019 to 2022 Job Change		2012 to 2022 Job Change		Avg. Annual Earnings
		Numeric	Percent	Numeric	Percent	
Total, All	320,894	-6,948	-2.1%	+11,722	+3.8%	\$73,152
Male	223,646 (69.7%)	-7,179	-3.1%	+4,108	+1.9%	\$77,364
Female	97,249 (30.3%)	+231	+0.2%	+7,614	+8.5%	\$63,468
14 to 24 years	24,656 (7.7%)	+2,659	+12.1%	+5,461	+28.5%	\$39,137
25 to 34 years	66,193 (20.6%)	-2,606	-3.8%	+4,002	+6.4%	\$60,072
35 to 44 years	72,921 (22.7%)	+607	+0.8%	+2,190	+3.1%	\$73,896
45 to 54 years	70,061 (21.8%)	-6,321	-8.3%	-20,971	-23.0%	\$85,776
55 to 64 years	70,442 (22.0%)	-3,551	-4.8%	+13,440	+23.6%	\$85,284
65 years and over	16,621 (5.2%)	+2,262	+15.8%	+7,599	+84.2%	\$67,968

MN Manufacturing share of jobs by race and ethnicity

QWI: Q2 1995 – Q2 2022



Manufacturing demographics in MN

Population	2022 Number of Jobs	2019 to 2022 Job Change		2012 to 2022 Job Change		Avg. Annual Earnings
		Numeric	Percent	Numeric	Percent	
Total, All	320,894	-6,948	-2.1%	+11,722	+3.8%	\$73,152
White	265,530 (82.9%)	-8,337	-3.0%	-5,946	-2.2%	\$75,804
Black or African American	17,654 (5.5%)	+265	+1.5%	+6,616	+59.9%	\$54,948
American Indian or Alaska Native	2,268 (0.7%)	+202	+9.8%	+658	+40.9%	\$53,580
Asian	29,872 (9.3%)	+298	+1.0%	+8,021	+36.7%	\$64,332
Two or More Races	4,950 (1.5%)	+553	+12.6%	+2,048	+70.6%	\$60,240
Hispanic or Latino (of any race)	28,382 (8.9%)	+3,979	+16.3%	+10,841	+61.8%	\$55,416

Labor Market Information (LMI): mn.gov/deed/data

Data Center



Online Tools

We've got online tools to help your job search! Interest Assessments, Skills Assessments, Jobs in Demand, Longer-Term Occupations in Demand, Build Your Resume and more!



We've Got Your Number

Nothing tells a story like numbers. And here is where we let them do the talking. Our data and data tools provide a comprehensive, nuts-and-bolts look at Minnesota's economy and workforce.

LMI is the foundation for informed, market-responsive planning

careerforcemn.com



Minnesota's Career Resource

[For Career Seekers](#)

[For Employers](#)

[Online Tools](#)



Looking for work? We can help you.

CareerForce Virtual & Interactive Services for Career Seekers

Get help online or on the phone—at no cost to you

Workforce Wednesday

careerforcemn.com/WorkforceWednesday



Workforce Strategy Consultants share what works with Minnesota employers

Minnesota employers, you're invited to join in a monthly discussion of current workforce challenges and solutions.

Join the Minnesota Department of Employment and Economic Development Workforce Strategy Consultant team the first Wednesday of the month from 11am to 12pm. This series of virtual meetings focuses on highlighting proven strategies to build talent pipelines, hearing and sharing best practices, and networking with other Minnesota employers about all things workforce. Join us to learn:

- How to increase your number of applicants and new hires
- About tools for reviewing and enhancing your current training programs
- Ways to enhance Diversity, Equity and Inclusion (DEI) within your workplace
- How to be recognized as an employer of choice in your industry

[Find your Workforce Strategy Consultant →](#)

[Meet your regional team of experts who can help your business succeed →](#)

[Post your open positions on Minnesota's official labor exchange →](#)

Labor market publications and assistance

- **Main DEED website:** mn.gov/deed
- **DEED Labor Market Information Office:** mn.gov/deed/data
 - Data tools
 - Reports and publications
 - Monthly highlights
- **LMI Help:** mn.gov/deed/data/lmi-help
 - Send questions by email to deed.lmi@state.mn.us
- Regional Labor Market Analysts – Metro Area: Tim O’Neill (timothy.oneill@state.mn.us)

