Ramsey County
Tech Talent

January 2023

RealTime Talent
Using data to build the world's best workforce

Tech Talent Supply

IT HIRING STATS

▶ The Ramsey County IT unemployment rate **stands at 1.0%** as compared to a **2.5% overall rate**, demonstrating an extremely tight tech labor market.

▶ Ramsey County companies will need at least **4,650 new IT professionals** to replace retirements and other exits due to job changes out of IT careers. Plus, at least 300 more due to growth.

▶ Software Developers and Software Quality Assurance Analysts and Testers are the most in-demand tech roles in Ramsey County, with over **155 positions posted monthly** yet **about 140 hires per month** on average, meaning there is about 1 hire for every 1 unique job posting. Hires have been dropping over the past 12 months.

MSP METRO RANK

▶ Ramsey County ranks **last among the 7** MSP Metro counties for historical IT job growth/decline rate over the past five years, and lowest forecast job growth rate despite holding the second highest volume of IT employment and second highest location quotient for IT careers.

EDUCATION

▶ **91%** of IT job postings in Ramsey County over the past year required a **bachelor's degree**. 89% in the MSP Metro.

▶ **Only 60%** of companies nationally **require a bachelor's degree** for software developer roles, demonstrating that Minnesota companies can make changes to compete for talent nationally.

NATIONWIDE RANK

▶ While Minnesota has traditionally competed well against neighboring states like Wisconsin, **38th** Iowa, North and South Dakota for talent, since the pandemic began Minnesota's **growth of tech workers** has slowed to **38th in the nation**.

▶ Of our neighboring states, **just North Dakota ranks below us**, while South Dakota is ranked at 15th in the nation for increases of tech cluster jobs since December of 2019.

REMOTE WORK

▶ Remote work IT job postings **increased by 31%** as compared to 15% across all occupations in 2023.

% of Postings 2022	IT Roles	All Roles
Fully Onsite	59%	81%
Fully Remote	21%	9%
Hybrid Remote	19%	9%
Temp Remote	1%	1%

Diversity

Given the tight labor market demands for tech, employers must find new talent pools to tap into to address their talent needs. Unfortunately, Minnesota is behind much of the country in diverse tech representation. We will not be able to expand our tech talent pool without building more equitable and diverse pathways into tech.

3rd Diversity Index Quartile

TOP
MN

Minnesota is in the bottom half of the country for representative diversity in tech roles.

Black or African American

4.8%

of Ramsey County IT workforce are Black or African American, compared to 10.7% across all occupations of employment and 3.8% for IT careers statewide.

Hispanic or Latinx

2.6%

of Ramsey County IT workforce are Hispanic or Latinx, compared to 7.3% across all occupations of employment and 2.2% for IT careers statewide.

Female

22.9%

of Ramsey County IT workforce are female as compared to approximately 49.7% of the total workforce and 22.2% for IT careers statewide.

▶ Like many other sectors, diversity remains a challenge within the tech sector. When looking at the diversity within software developers, **just 1% of software developers in the MSP region are Hispanic or Latino** as compared to 6.4% of the MSP workforce overall, while only **2% are Black or African American**, as compared to 9.8% of the total MSP workforce.

▶ We will not close the gap in open positions without major changes in hiring requirements given that **less than 22% of Black, Indigenous, and Hispanic/Latino individuals**, respectively, in the MSP Metro **hold a BA/BS**, and the percentage becomes even smaller when looking at IT related BA/BS degrees.
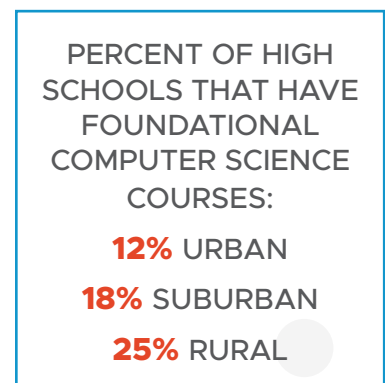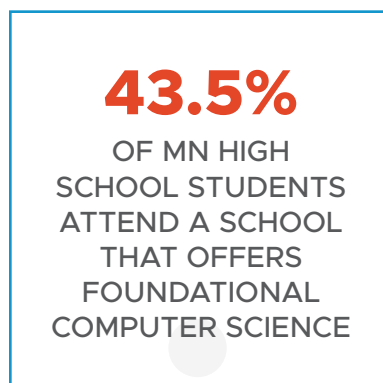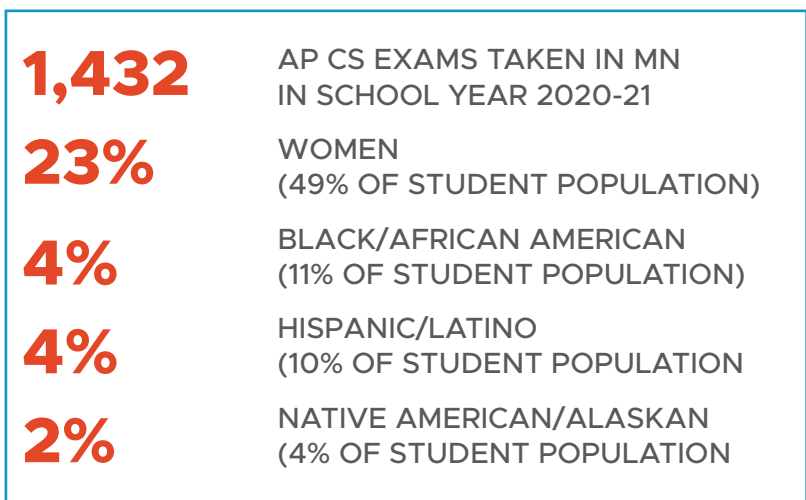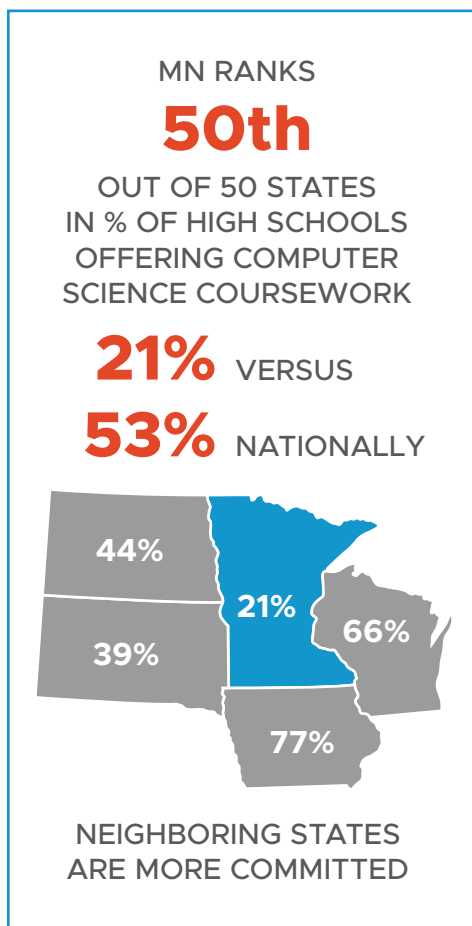
▶ **89%** of MSP Metro IT job postings have a BA as a requirement (91% in Ramsey County), making it difficult to hire diverse talent unless we address legacy hiring requirements.

Education

Minnesota tech companies will not be able to remain competitive in the years to come without a strong tech talent pipeline, but we are falling behind. **Minnesota ranks last in the country in foundational computer science offerings at public high schools,** and we are not graduating nearly enough postsecondary degree holders to meet employers' tech demands. Investing in creating strong talent pipelines can pay off for Minnesota employers though, as 44% of all high school graduates who enroll in college remain in-state as compared to 18% who leave the state for postsecondary education. And once graduating from postsecondary education, more than 75% of graduates from Minnesota colleges stay in the state, the 5th highest in the nation. This demonstrates that investments made in talent pipelines now lead to more technologists in the state in years to come.

K-12

MN RANKS
50th
OUT OF 50 STATES
IN % OF HIGH SCHOOLS
OFFERING COMPUTER
SCIENCE COURSEWORK

21% VERSUS
53% NATIONALLY

44%
21%
66%
39%
77%

NEIGHBORING STATES
ARE MORE COMMITTED

1,432 AP CS EXAMS TAKEN IN MN
IN SCHOOL YEAR 2020-21

23% WOMEN
(49% OF STUDENT POPULATION)

4% BLACK/AFRICAN AMERICAN
(11% OF STUDENT POPULATION)

4% HISPANIC/LATINO
(10% OF STUDENT POPULATION

2% NATIVE AMERICAN/ALASKAN
(4% OF STUDENT POPULATION

43.5%
OF MN HIGH
SCHOOL STUDENTS
ATTEND A SCHOOL
THAT OFFERS
FOUNDATIONAL
COMPUTER SCIENCE

PERCENT OF HIGH
SCHOOLS THAT HAVE
FOUNDATIONAL
COMPUTER SCIENCE
COURSES:
12% URBAN
18% SUBURBAN
25% RURAL

MN ONLY HAS
2 of 9
CODE.ORG RECOMMENDED POLICES TO MAKE
COMPUTER SCIENCE FUNDAMENTAL

mntech
Minnesota Technology Association

POSTSECONDARY

1,470

IT PROGRAM COMPLETIONS FROM RAMSEY COUNTY COLLEGES IN 2021, UP 14% FROM 2017.

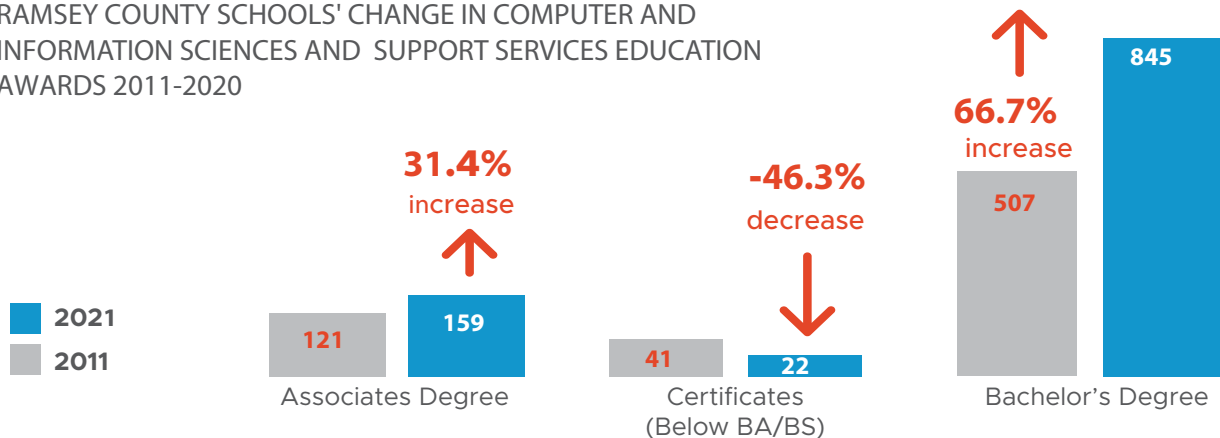
5th highest

IN THE NATION

Demonstrating that Minnesota companies could benefit from an increased number of Minnesota students pursuing tech degrees.

RAMSEY COUNTY TECH PROFILES IN TECH OCCUPATIONS:

219 CENTURY COLLEGE

141 METRO STATE UNIVERSITY

115 SAINT PAUL COLLEGE

100 UNIVERSITY OF MN - TWIN CITIES

RAMSEY COUNTY SCHOOLS' CHANGE IN COMPUTER AND INFORMATION SCIENCES AND SUPPORT SERVICES EDUCATION AWARDS 2011-2020

- 2021
- 2011

31.4% increase

121 — Associates Degree — 159

-46.3% decrease

41 — Certificates (Below BA/BS) — 22

66.7% increase

507 — Bachelor's Degree — 845

References

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Statewide data analyzed 10/14/2022 by RealTime Talent for MN Technology Association (RealTime Talent) and updated 1/3/2023 to newest dataset. All employment, wage, and occupation data from Chmura JobsEQ as of 2022Q2, including self-employment. Forecasts and gaps are annual averages over the next five years (through 2027Q2). Ramsey County data analyzed 1/3/2023 for Ramsey County Workforce Solutions.

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