



MSP Sector Analysis Healthcare

Needs by Provider Type

High Demand Careers Offer Promising Pathways

With about 218,338 people across the metro employed in healthcare occupations, this sector remains one of the most important to the region for economic and community health. The metro expects to see a shortage of up to 36,000 (matching employer demand) healthcare professionals by the second quarter of 2024. This quarter, there were 53,817 healthcare positions advertised online in the region, representing a 70% increase from the second quarter of 2018. Unemployment remains low at 2% and lower for critical occupations, as low as 0.8% for the region's (and the state's) number one occupation in shortage: Registered Nurses.

Sector Demand in the Minneapolis-Saint Paul Metro, 2019Q2

36,000 POSSIBLE TALENT SHORTAGE BY 2024Q2

Hospitals H

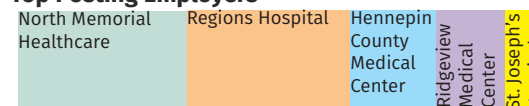
2,523 job ads* (+14% from prior year)

\$84,950 median posted salary (below national median salary)

Top Occupations, Other Titles/Specifications, & Median Posted Salary

- Registered Nurses (Medical/Surgical, Cardiology Electrophysiology, Telehealth): \$93,950
- Nursing Assistants (Patient Care Assistant, CICU Tele Nursing Assistant, Patient Escort): \$32,750
- Medical Secretaries (OR Coordinator, Ambulatory Coordinator, Rehab Sched. Coord.): \$37,750
- Medical Assistants (Pathologist's Assistant, Lab Assistant, Health Unit Coordinator): \$38,350
- EMTs and Paramedics (Flight Paramedic, EMT, Educator EMS Paramedic): \$51,250

Top Posting Employers



Top Hard Skills

- Ambulances
- EPIC Software / Electronic Records
- Pediatrics
- Critical Care
- Geriatrics

Older Adult Services

1,645 job ads* (-8% from prior year)

\$55,900 median posted salary (below national median salary)

Top Occupations, Other Titles/Specifications, & Median Posted Salary

- Registered Nurses (Charge Nurse, Case Manager, Triage RN, RN Supervisor): \$69,850
- Nursing Assistants (Med Tech, Resident Aide, NAR, TMA): \$30,350
- Licensed Practical Nurses (LPN Float Team, Behavioral Nurse): \$45,750
- Medical Assistants (Certified Medical Assistant, RMA, Urology MA): \$52,500
- Personal Care Aides (Direct Support Prof., Laundry Aide, Personal Care Worker): \$26,350

Top Posting Employers



Top Hard Skills

- Catheters
- Telephone Triage
- Patient Electronic Medical Records
- Pediatrics/Geriatrics
- Administer Medicine

Clinics +

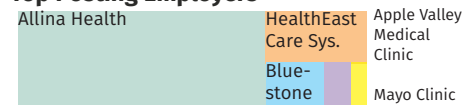
10,513 job ads* (+87% from prior year)

\$84,700 median posted salary (below national median salary)

Top Occupations, Other Titles/Specifications, & Median Posted Salary

- Registered Nurses (RN Lactation Consultant, Emergency Room, Wound Care): \$90,000
- Nursing Assistants (Telemetry Unit, Float Pool, Oncology, Med/Surg Neuro): \$32,750
- Healthcare Support Workers (CT Tech, Hybrid or Tech, Lab Assistant, Envir. Svcs. Aide): \$37,500
- Medical Assistants (Nurse Medical Assistant, CMA, Phlebotomy EKG Assistant): \$38,400
- Licensed Practical Nurses (Infusion Therapy, Clinical Messaging Contact, LPN Clinic): \$56,450

Top Posting Employers



Top Hard Skills

- Patient Electronic Medical Records
- Pediatrics
- Critical/Trauma Care
- Labor & Delivery
- EPIC Software

Home Care

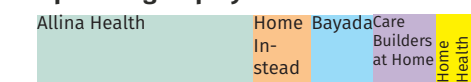
8,652 job ads* (+126% from prior year)

\$49,600 median posted salary (aligned with national median salary)

Top Occupations, Other Titles/Specifications, & Median Posted Salary

- Registered Nurses (Home Care Nurse Manager, Pediatric Nurse Manager, Clin. Care Transition Specialist, RN Case Manager, Referral Management Coordinator): \$90,000
- Nursing Assistants (Float Pool, Oncology, Transport Aide, Resident Assistant): \$36,500
- Healthcare Support Workers (CT Tech, Lab Asst, Environmental Svcs Aide, Dietary Aide): \$34,000
- Licensed Practical Nurses (LPN Home Care, Home Visit Nurse): \$39,500
- Medical Assistants (Patient Assistant Coord, Phlebotomy/EKG Asst, Pulmonology MA): \$37,000

Top Posting Employers



Top Hard Skills

- Trauma/Critical
- Pediatrics/Geriatrics
- Patient Electronic Medical Records
- Quality Assurance
- EKG

Staffing Agencies

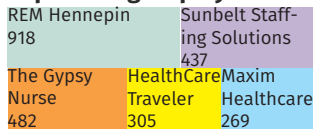
7,085 job ads (+71%) out of 53,817 total (+70%)

13% of all Healthcare jobs advertised

Top Occupations

- Registered Nurses
- Medical Secretaries
- Personal Care Aides
- Critical Care Nurses
- Licensed Practical Nurses

Top Staffing Employers



H Hospital settings, including acute and specialty care

+ Clinic, outpatient, urgent care, or ambulatory settings

H Long-term/aging/assisted/nursing/older adult services

H Home health care

*Job postings may be undercounted due to employers listing positions as part of their larger healthcare system instead of their individual hospital or care center.

Counts may not sum due to exclusion of pharmacy and dental employers. Only counts healthcare pathway occupations, not administrative or operations-specific positions within industry employers. Does not include positions posted on Craigslist.



Educational Awards for Healthcare Occupations by Program, 2018

Program Title (top 20 by graduate volume)	Certificate	AA/AS	BA/BS	Post-graduate	Total Awards
Registered Nursing/Registered Nurse	0	649	2,849	3,367	6,865
Psychology, General	0	6	1,379	634	2,019
Health/Health Care Administration/Management	1	0	337	946	1,284
Social Work	0	0	129	751	880
Nursing Assistant/Aide & Patient Care Assistant/Aide	851	6	0	0	857
Mental Health Counseling/Counselor	0	0	0	819	819
Public Health, General	0	0	145	452	597
Applied Behavior Analysis	0	0	116	402	518
Licensed Practical/Vocational Nurse Training	300	34	0	0	334
Nursing Practice	0	0	39	295	334
Marriage & Family Therapy/Counseling	0	0	84	244	328
Counseling Psychology	0	0	154	121	275
Developmental and Child Psychology	0	0	126	133	259
Dental Assisting/Assistant	143	87	0	0	230
Medicine	0	0	0	216	216
Exercise Physiology	0	0	193	16	209
Nursing Administration	0	0	77	129	206
Nursing Administration, Nursing Research & Clinical Nursing, Other	0	0	21	185	206
Medical/Clinical Assistant	112	89	0	0	201
Substance Abuse/Addiction Counseling	29	33	98	32	192
All Healthcare Occupation Programs	1,869	1,704	6,594	10,591	20,758
Share of Total Awards	9%	8%	32%	51%	

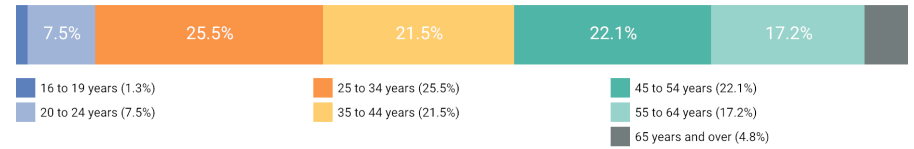
Workforce Training Program Graduates, 2016-2017

Metro (left number) & Statewide (right number) | Aligned to Healthcare Sector Careers Only

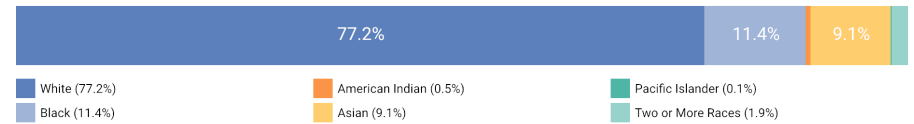
Completed Entry-Level Manufacturing Programs	People of Color	Female	People with Disabilities	All Graduates
Pathways to Prosperity Program	381 505	396 572	45 66	448 649
Dislocated Worker Program	76 88	132 221	9 16	154 262
WIOA Adult Program	131 193	146 325	25 36	161 356
Attained a Credential from Entry-Level Programs	People of Color	Female	People with Disabilities	All Graduates
Pathways to Prosperity Program	75% 60%	77% 76%	64% 66%	76% 74%
Dislocated Worker Program	58% 74%	58% 60%	ND ND	59% 61%
WIOA Adult Program	57% 62%	56% 67%	64% 64%	57% 67%

Healthcare Employee Demographics*

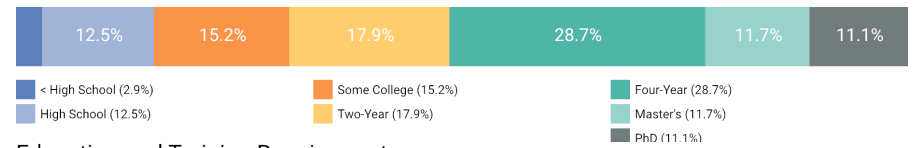
Age



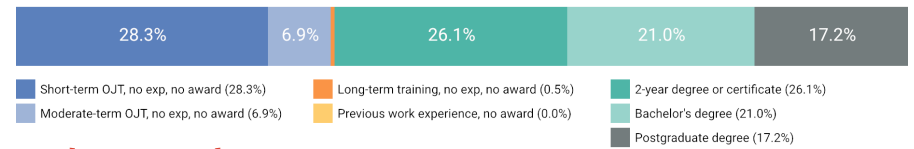
Race



Educational Attainment



Education and Training Requirements



Graduate Employment Outcomes

81% Graduates of Healthcare Programs Remain in MN & Work | 35% Graduates of Color
Regional High Demand Certificate, 2-Year Program Graduates, 2015 (CIP 51)**

Instructional Program	2014-2015		Employment 2 Years Later (2017)		
	Graduates	Graduates employed in MN	% Grads with reported wages in MN	Full-time year-round median wage	% working full-time & year-round
Health & Medical Admin. Services (CIP 51.07) - Certificates	404	324	80%	\$30,385	24%
Nursing Assistant/Aide/PCA (CIP 51.3902) - Certificates	359	330	92%	\$37,771	36%
Licensed Pr./Voc. Nurse (CIP 51.3901) - Associates	153	140	92%	\$38,737	44%
Dental Support Services (CIP 51.06) - Certificates	76	70	92%	\$32,821	39%
All Certificate, 2-Year, 4-Year Healthcare Programs	5,795 ↑	5,054 ↑	87% ↑	\$45,990 ↑	41% ↑

RealTime Talent Reports: realtimetalent.org/research/reports

*Demographic data from 7-county metro-level U.S. Census Bureau by occupation; educational and education/training requirements are estimates for manufacturing occupations based on BLS data. **Graduate Employment Outcomes from MN DEED, for Twin Cities Healthcare graduates from July 2014-June 2015. Only includes data on graduates that had reported wages in MN 2 years after graduation; does not include students that found work out of state, were self-employed, or continued their education. Does not include programs with small numbers of graduates, where data was withheld for privacy. IPEDS Graduate Awards, 2017-18 school year. DEED WorkforceOne data includes Twin Cities metro participants enrolled between 1/1/2016 and 12/31/2017, limited to participants who have exited on or prior to 9/30/2018. NA = Not Applicable, ND = Not disclosable; suppressed due to small cell size (<10). Developed by Erin Olson (erin@realtimetalentmn.org). Published 11/11/2019 by RealTime Talent. Sources: TalentNeuron Recruit aggregate online job postings. www.wantedanalytics.com accessed 11/8/2019 and updated 12/24/2019. Counts of job postings in Q2 2019 by employer were available April 1 - June 30, 2019 in the 7-county Minneapolis-Saint Paul 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. People of color color calculations do not include nonresident aliens (international students) for which race or ethnicity is not determined. Some overlap in counts of graduates from formal education, dual-training, and bootcamps may exist.