Labor market information (LMI)

- LMI includes employment statistics, unemployment rates, wages and salaries, job projections and more.
- LMI is the foundation for informed, market-responsive planning.
What is labor market information?

Labor market information is any information about people, work and the job market:

- Geographic area – where people work
- Industry or business – who people work for
- Occupation – what people do
- Wages – how much they earn

You’ve already seen LMI
The recession and its impact

- Minnesota lost 120,000 jobs between 2007 and 2009.
- There are still 200,000 unemployed Minnesotans.
- It’s still an employer’s market.
  - 3.5 jobseekers for every 1 job opening
- There is increased competition for jobs
  - Mature workers are staying in the workforce longer or “un-retiring”
  - Decreased labor force participation rates for youth

Source: MN Dept of Employment & Economic Development

Disparities in unemployment

- Unemployment rates among youth (age 16 to 19) in Minnesota exceed 20%, the highest among all age categories.
- The unemployment rate for Black or African Americans (22.0%) exceeded that of White (6.4%) residents in Minnesota in 2010.
- Impact of long-term unemployment
  - One-third of Minnesota’s unemployed have been out of work for at least six months.

Source: MN Dept of Employment & Economic Development
More about recessions...

- **Recessions restructure economies.**
  - Some industries will collapse, some industries will survive but drastically restructure operations
  - New technologies, market and products

- **Creative destruction in occupations, too.**
  - Changing skill sets
  - New and emerging jobs – think renewable/clean energy

- **Recessions set the course for the future.**
  - Jobs, consumption, prices, globalization, regional vitality and more

Future shock

- “80% of the jobs that kindergarteners will have in their lifetimes don’t exist yet.” –Ed Barlow

- A recent report stated that by 2018, 70% of Minnesota jobs will “require” postsecondary education.
  - 7% higher than the U.S. average (63%)
  - Used enhanced BLS 2008-2018 Projections

Report available at http://cew.georgetown.edu
2009-2019 employment forecast

- Minnesota’s economy will have 246,000 more jobs, a growth of 8.7%.
- Over 639,000 new 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.

Source: MN Dept of Employment & Economic Development

www.PositivelyMinnesota.com/EO

Health care will add the most new jobs in Minnesota between 2009 and 2019

Source: MN Dept of Employment & Economic Development
Employment growth by sector

- **Health Care and Social Assistance (103,105 jobs; 26%)**
  - Medical and Diagnostic Laboratories (1,473 jobs; 61%)
  - Home Health Care (9,178 jobs; 52%)
  - Outpatient Care Centers (4,666 jobs; 51%)
  - Individual and Family Services (21,699 jobs; 48%)

- **Professional, Scientific and Technical Services (25,762 jobs; 21%)**
  - Management and Technical Consulting (8,088 jobs; 62%)
  - Computer Systems Design (6,671 jobs; 24%)

- **Educational Services (17,416 jobs; 8%)**
  - Other Schools and Instruction (2,683 jobs; 38%)
  - Educational Support Services (804 jobs; 32%)
  - Colleges and Universities (6,050 jobs; 13%)

Sources: MN Dept of Employment & Economic Development

Sectors of some declining industries are still growing

- **Manufacturing (-22,436 jobs; -8%)**
  - Household and Institutional Furniture Mfg. (1,360 jobs; 23%)
  - Other Miscellaneous Manufacturing (1,492 jobs; 23%)
  - Pharmaceutical and Medicine Manufacturing (647 jobs; 19%)
  - Basic Chemical Manufacturing (185 jobs; 16%)
  - Medical Equipment and Supplies Manufacturing (2,307 jobs; 15%)

- **Information Services (-1,297 jobs; -2%)**
  - Other Information Services (469 jobs; 36%)
  - Data Processing (1,810 jobs; 27%)
  - Software Publishers (1,148 jobs; 21%)

Sources: MN Dept of Employment & Economic Development
Office and sales occupations will need the largest numbers of workers

Minnesota’s fastest growing occupations, 2009 to 2019

- Biomedical engineers
- Personal and home care aides
- Physician assistants
- Home health aides
- Network systems and data communications analysts
- Financial examiners
- Medical scientists
- Veterinary technologists
- Veterinarians
- Self-enrichment education teachers
- Dental hygienists
- Dental assistants

- Medical assistants
- Personal financial advisors
- Compliance officers
- Pharmacy technicians
- Surgical technologists
- Hairstylists and cosmetologists
- Family and general practitioners
- Medical equipment repairers
- Employment, recruitment and placement specialists
- Surgeons
- Respiratory therapists
- Refuse and recyclable material collectors

Source: MN Dept of Employment & Economic Development
Minnesota occupations adding the most jobs, 2009 to 2019

- Personal and home care aides
- Home health aides
- Registered nurses
- Fast food workers
- Customer service representatives
- Office clerks
- Retail salespersons
- Truck drivers
- Nursing aides, orderlies and attendants
- Licensed practical nurses
- Accountants and auditors
- Social and human service assistants
- Hairstylists and cosmetologists
- Computer software engineers
- Child care workers
- Carpenters
- Waiters and waitresses
- Elementary school teachers
- Executive secretaries and administrative assistants
- Management analysts
- Network systems and data communications analyst
- Bookkeeping, accounting and auditing clerks
- Receptionists and information clerks

Source: MN Dept of Employment & Economic Development

Two ways to look at education

Source: MN Dept of Employment & Economic Development
New job growth isn’t the only factor

What about skills?

Skills and knowledge areas projected to be most utilized by future occupations:

- Reading comprehension
- Active listening
- Speaking
- Writing
- Active learning
- Critical thinking
- Customer service
- Mathematics
- Clerical
- Education/training

Source: MN Dept of Employment & Economic Development
Are there new skills?

Rather than “new” skills, we are finding specialized expertise in traditional areas with some add-ons typically associated with:

- The use of new technologies
- A new way of approaching an issue
- A new way of combining/applying existing skills and knowledge in a multi-disciplinary fashion

New and emerging green jobs

- Technical and math skills are the most commonly required skills in jobs in green or renewable energy jobs.

- Specialized knowledge in:
  - Energy efficiency
  - Waste management
  - Pollution monitoring and control
  - Environmental policies
  - Natural resource conservation and management
Green jobs in Minnesota

- DEED’s Labor Market Information Office received a $1.15 million grant to collect, analyze and disseminate information on green jobs in Minnesota.
- Website includes green career videos, day-in-the-life interviews, green career pathways, education and training options, how to green your current job and more.


Labor market is helpful, but...

- We can only track and measure what we know.
- Data does not always equal individual experience.
- New and emerging jobs and specialty trends in an occupation may not be easily identified.
- Networking with key industries and professionals will give provide important insight.
The bottom line

• Successfully filling more than 885,000 new and replacement openings through 2019 will require new labor force entrants, dislocated workers, and people in career transition with the requisite education, skills and experience.

• Traditionally, high levels of education have been a hallmark of Minnesota residents.

• A growing regional labor force will be essential for long-term economic growth.

Workforce Data Quality Initiative (WDQI)

• DEED received a $1M grant from the U.S. Department of Labor to explore linkages in individual-level workforce, training, Unemployment Insurance benefit, employment, and higher education data.

• Objective of the project:
  – Establish new research on the state labor market
  – Produce new ways on monitoring program performance
  – Enhance program services to increase program outcomes
Other LMI products and publications

**Minnesota Economic TRENDS**
- Quarterly magazine on economic topics
- Subscriptions available free of charge or on-line


**Minnesota Employment REVIEW**
- Monthly magazine on economic data and regional trends
- Available exclusively on-line


Let me know how I can help

**Rachel Vilsack**
Coordinator of Special Projects
Labor Market Information Office
Phone: (651) 259-7403
rachel.vilsack@state.mn.us

For a copy of this presentation, please visit
[http://rachelvilsack.com](http://rachelvilsack.com)

Follow Twin Cities labor market data on Twitter [@rachelvilsack](http://twitter.com/rachelvilsack)