



Minnesota's Labor Market Recovery from COVID

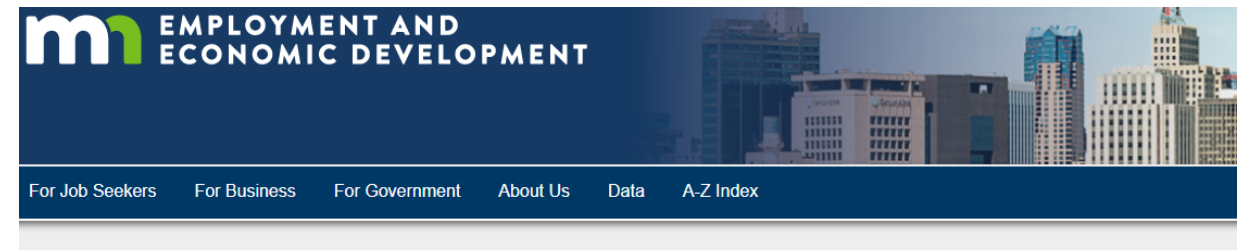
Labor Market Information Office (<http://mn.gov/deed/data>)

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.



- 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



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%.

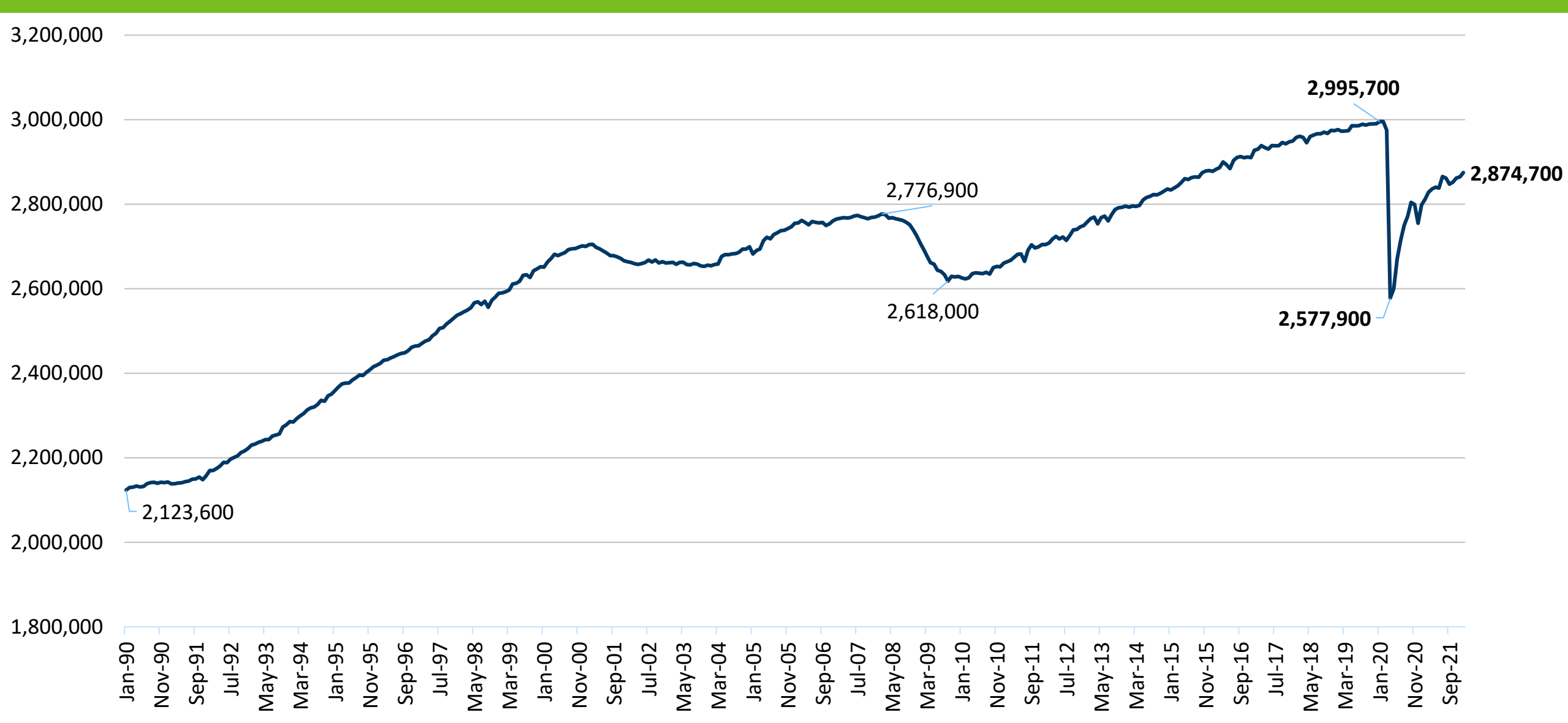
DEED Has Called More than 30,000 Unemployed Minnesotans, Connecting Them with Job Resources and Work Opportunities



How is the job market doing?

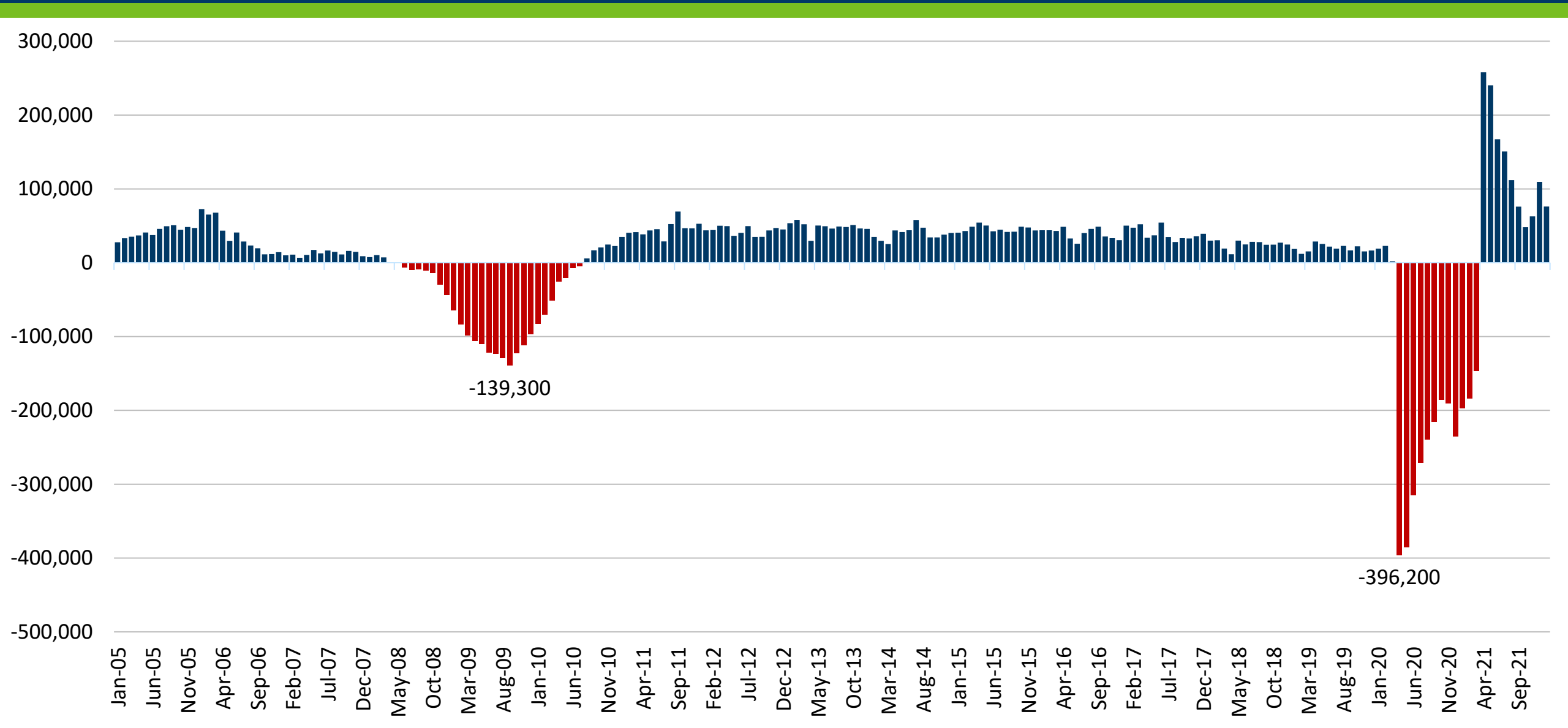
Minnesota employment trends

1990 to January 2022



Minnesota employment trends

2005 – January 2022 over-the-year change



Minnesota industry trends

Monthly CES survey data

| Seasonally-Adjusted | January 2020 – April 2020 Change | | April 2020 – January 2022 Change | | Share of Jobs Back |
|--|----------------------------------|---------------|----------------------------------|---------------|--------------------|
| Total | -417,800 | -13.9% | +296,800 | +11.5% | 71.0% |
| Mining & Logging | -200 | -3.0% | +300 | +4.7% | 150.0% |
| Construction | -13,500 | -10.5% | +13,100 | +11.4% | 97.0% |
| Manufacturing | -20,800 | -6.4% | +17,400 | +5.8% | 83.7% |
| Wholesale Trade | -6,300 | -4.9% | +1,400 | +1.1% | 22.2% |
| Retail Trade | -51,100 | -17.5% | +37,000 | +15.4% | 72.4% |
| Transportation, Warehousing, & Utilities | -8,100 | -7.4% | +6,700 | +6.6% | 82.7% |
| Information | -4,000 | -8.6% | +900 | +2.1% | 22.5% |
| Financial Activities | -4,200 | -2.1% | -1,400 | -0.7% | 0.0% |
| Professional and Business Services | -37,600 | -9.8% | +32,800 | +9.5% | 87.2% |
| Educational Services | -11,100 | -15.3% | +8,000 | +13.0% | 72.1% |
| Health Care and Social Assistance | -43,400 | -8.9% | +22,800 | +6.0% | 52.5% |
| Arts, Entertainment, & Recreation | -28,900 | -59.7% | +24,300 | +116.9% | 84.1% |
| Accommodation & Food Services | -121,000 | -52.8% | +95,500 | +88.2% | 78.9% |
| Other Services | -37,000 | -32.1% | +31,000 | +39.6% | 83.8% |
| Government (includes public education) | -30,600 | -7.2% | +4,600 | +1.2% | 15.0% |

Minnesota industry trends

| Quarterly Census of Employment and Wages (QCEW) | Number of Jobs | Number of Firms | Avg. Annual Wage | Q2 2019 – Q2 2020 Job Change | | Q2 2020 – Q2 2021 Job Change | | Share of Jobs Lost Recovered |
|---|------------------|-----------------|------------------|------------------------------|---------------|------------------------------|--------------|------------------------------|
| | | | | Numeric | Percent | Numeric | Percent | |
| Total, All Industries | 2,778,833 | 192,864 | \$64,480 | -358,900 | -12.3% | +218,464 | +8.5% | 60.9% |
| Health Care and Social Assistance | 494,335 | 21,981 | \$58,136 | -34,181 | -6.8% | +28,489 | +6.1% | 83.3% |
| Manufacturing | 309,909 | 8,588 | \$72,072 | -22,075 | -6.8% | +8,090 | +2.7% | 36.6% |
| Retail Trade | 281,852 | 18,365 | \$35,412 | -40,161 | -13.7% | +29,239 | +11.6% | 72.8% |
| Educational Services | 227,995 | 4,715 | \$58,760 | -21,124 | -8.8% | +9,081 | +4.1% | 43.0% |
| Accommodation and Food Services | 195,374 | 12,316 | \$22,464 | -105,148 | -44.1% | +61,959 | +46.4% | 58.9% |
| Prof., Sci., and Technical Services | 158,299 | 25,262 | \$102,388 | -7,587 | -4.7% | +6,072 | +4.0% | 80.0% |
| Finance and Insurance | 145,703 | 10,185 | \$109,200 | -1,735 | -1.2% | -778 | -0.5% | Cont. loss |
| Construction | 140,217 | 18,078 | \$70,928 | -6,205 | -4.5% | +9,060 | +6.9% | 146.0% |
| Public Administration | 130,739 | 3,401 | \$64,584 | -7,964 | -5.8% | +2,297 | +1.8% | 28.8% |
| Administrative and Support Services | 129,305 | 9,463 | \$48,360 | -25,608 | -18.7% | +17,607 | +15.8% | 68.8% |
| Wholesale Trade | 126,018 | 14,284 | \$89,440 | -5,868 | -4.5% | +2,758 | +2.2% | 47.0% |
| Transportation and Warehousing | 104,633 | 6,219 | \$58,552 | -8,433 | -7.7% | +3,158 | +3.1% | 37.4% |
| Management of Companies | 87,072 | 1,844 | \$138,008 | -4,896 | -5.5% | +2,533 | +3.0% | 51.7% |
| Other Services | 82,076 | 18,834 | \$39,468 | -29,975 | -32.5% | +19,949 | +32.1% | 66.6% |
| Information | 45,688 | 4,974 | \$91,364 | -5,185 | -10.2% | +236 | +0.5% | 4.6% |
| Arts, Entertainment, and Recreation | 42,886 | 3,700 | \$39,988 | -29,246 | -52.7% | +16,613 | +63.2% | 56.8% |
| Real Estate and Rental and Leasing | 34,070 | 6,860 | \$57,044 | -2,831 | -8.0% | +1,297 | +4.0% | 45.8% |
| Agriculture | 23,338 | 3,070 | \$41,600 | +330 | +1.4% | +67 | +0.3% | Cont. add |
| Utilities | 13,348 | 493 | \$110,084 | -248 | -1.8% | -19 | -0.1% | Cont. loss |
| Mining | 5,968 | 232 | \$111,956 | -759 | -12.7% | +754 | +14.5% | 99.3% |

Minnesota industry trends

Q2 2019 – Q2 2020 in-depth industries with greatest loss of employment

- **Restaurants:** -70,079 jobs (-39.6%)
- **Traveler Accommodation:** -19,668 (-56.1%)
- **Employment Services:** -16,976 (-28.3%)
- **Other Amusement & Recreation Industries:** -16,203 (-50.9%)
- **Elementary & Secondary Schools:** -12,888 (-8.0%)
- **Personal Care Services:** -10,203 (-61.4%)
- **Civic & Social Organizations:** -10,021 (-61.2%)
- **Clothing Stores:** -8,719 (-62.3%)
- **Special Food Stores:** -8,148 (-59.0%)
- **Executive, Legislative, & Other General Government Support:** -7,110 (-9.5%)

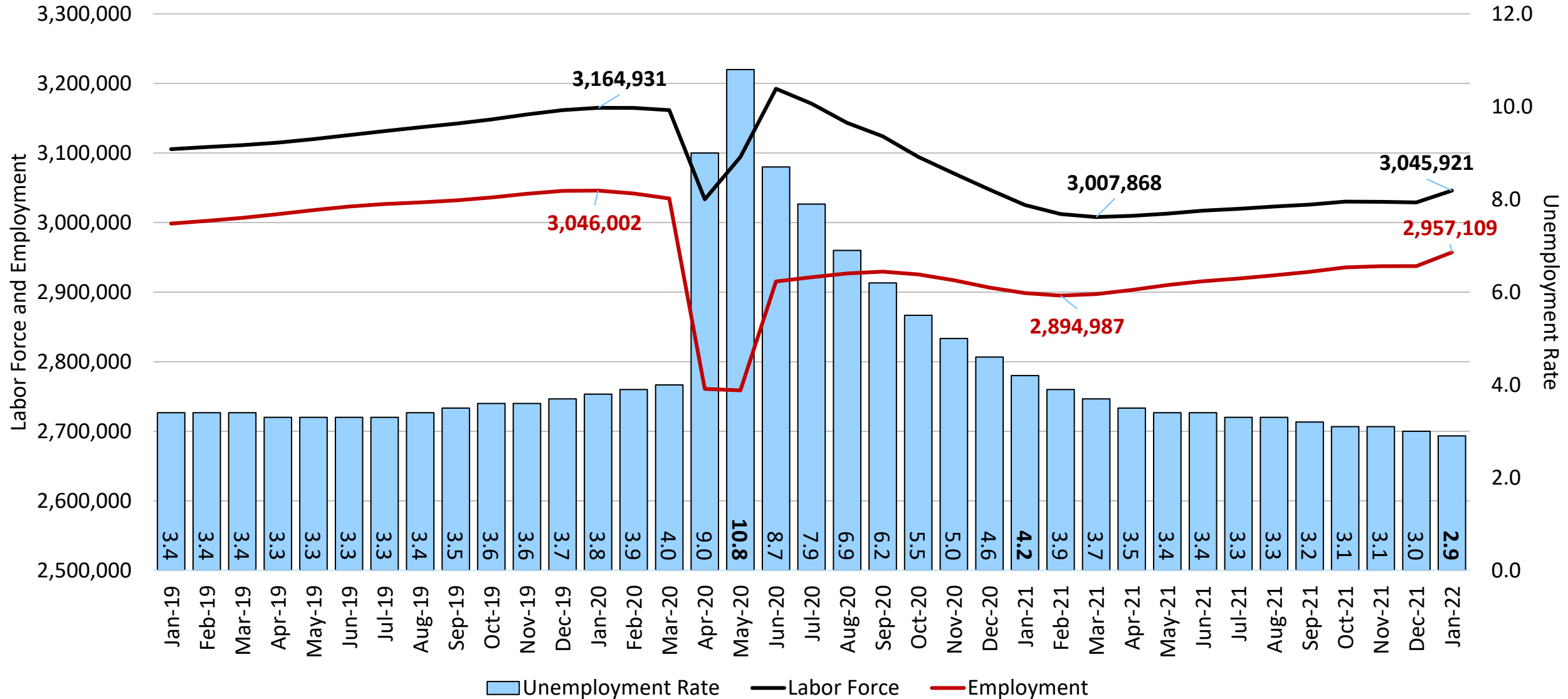
Minnesota industry trends

Q2 2020 – Q2 2021 in-depth industries with greatest gain of employment

- **Restaurants:** +44,732 jobs (+41.8%)
- **Employment Services:** +13,453 (+31.3%)
- **Other Amusement & Recreation Industries:** +10,885 (+69.7%)
- **Traveler Accommodation:** +8,736 (+56.9%)
- **Individual & Family Services:** +8,607 (+12.5%)
- **Personal Care Services:** +7,711 (+120.3%)
- **Elementary & Secondary Schools:** +6,229 (+4.2%)
- **Civic & Social Organizations:** +5,893 (+92.8%)
- **Clothing Stores:** +5,797 (+109.8%)
- **Offices of Physicians:** +5,787 (+8.5%)

Minnesota labor force trends

Local Area Unemployment Statistics: 2019 to January 2022

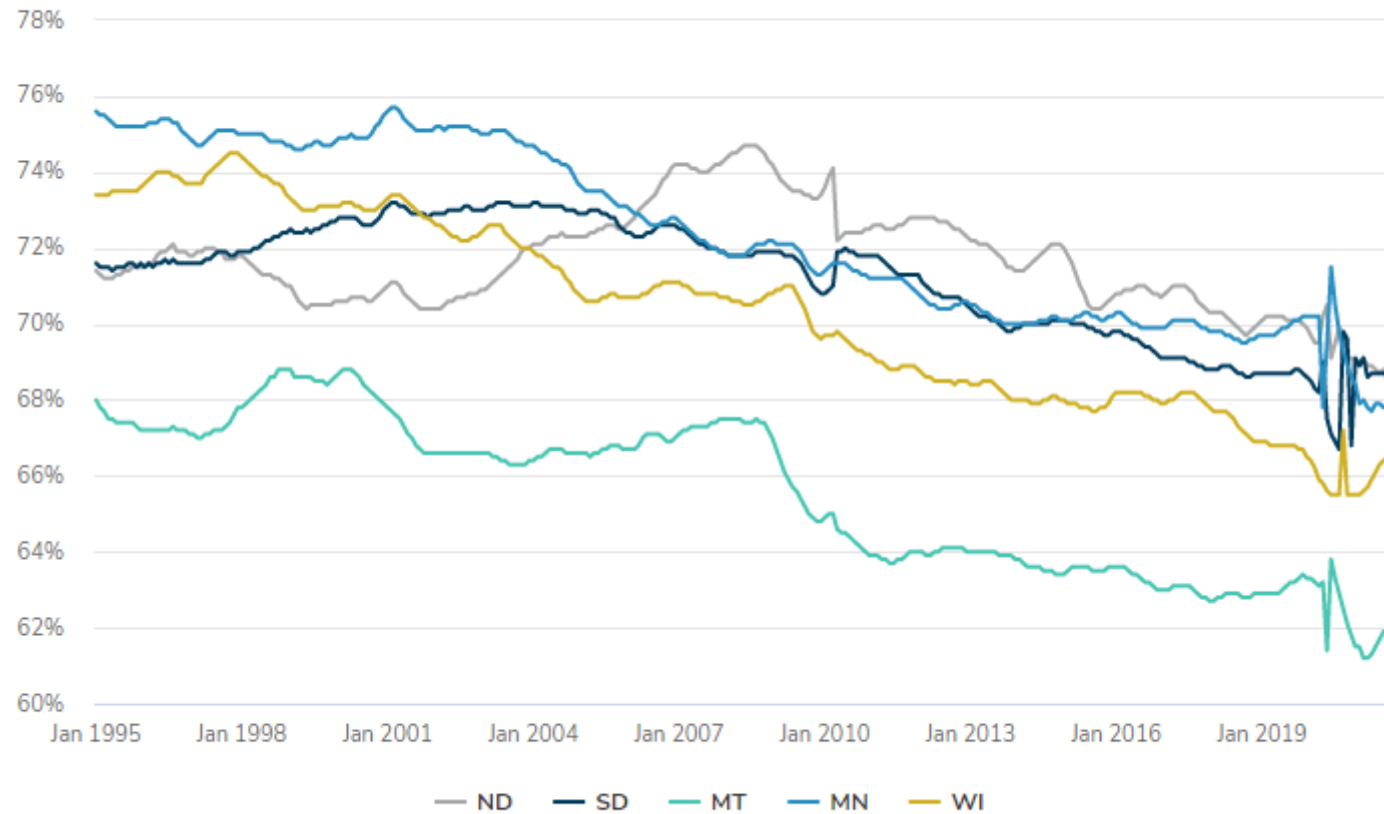


Labor force trends

Bureau of Labor Statistics: 1995 to November 2021

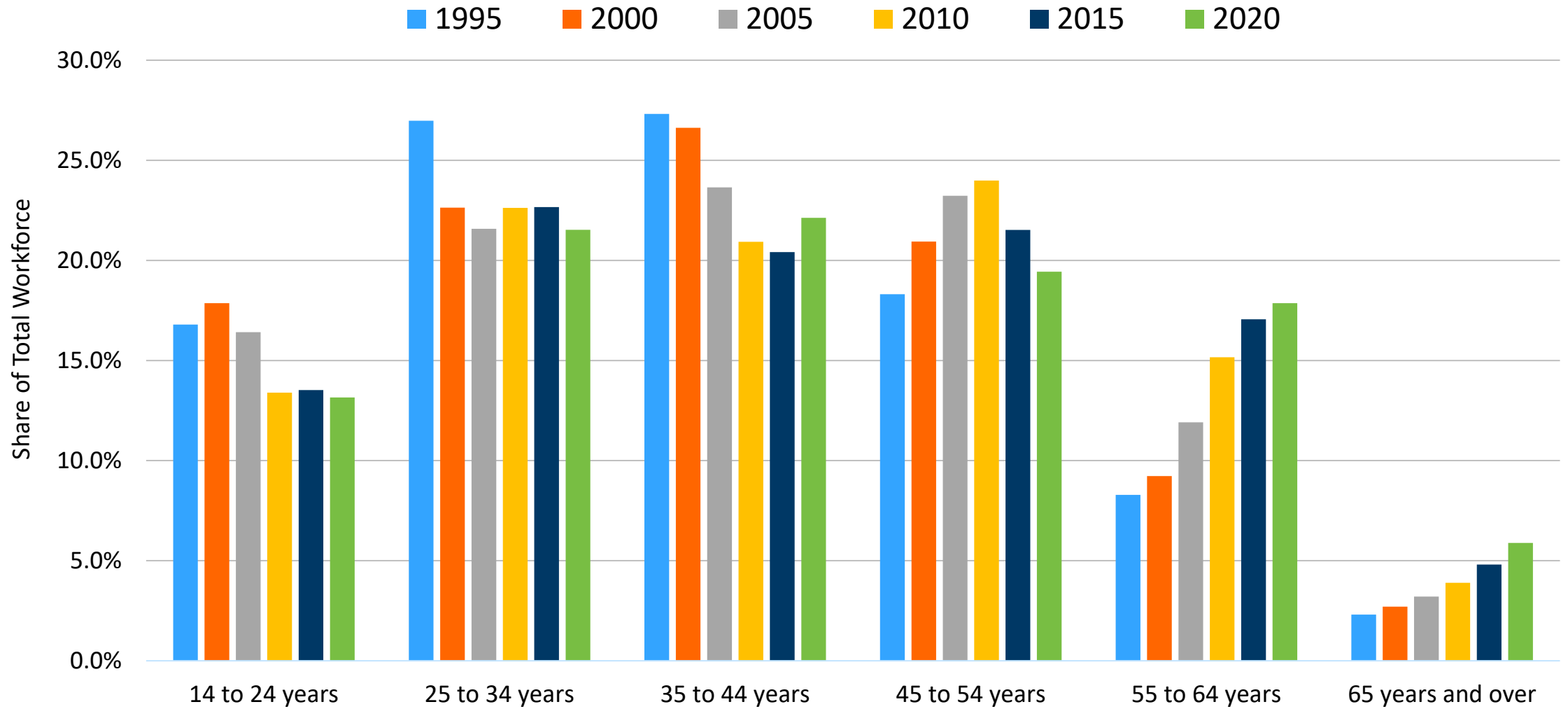
Long term trends show labor force participation is shrinking

Labor force participation, seasonally adjusted



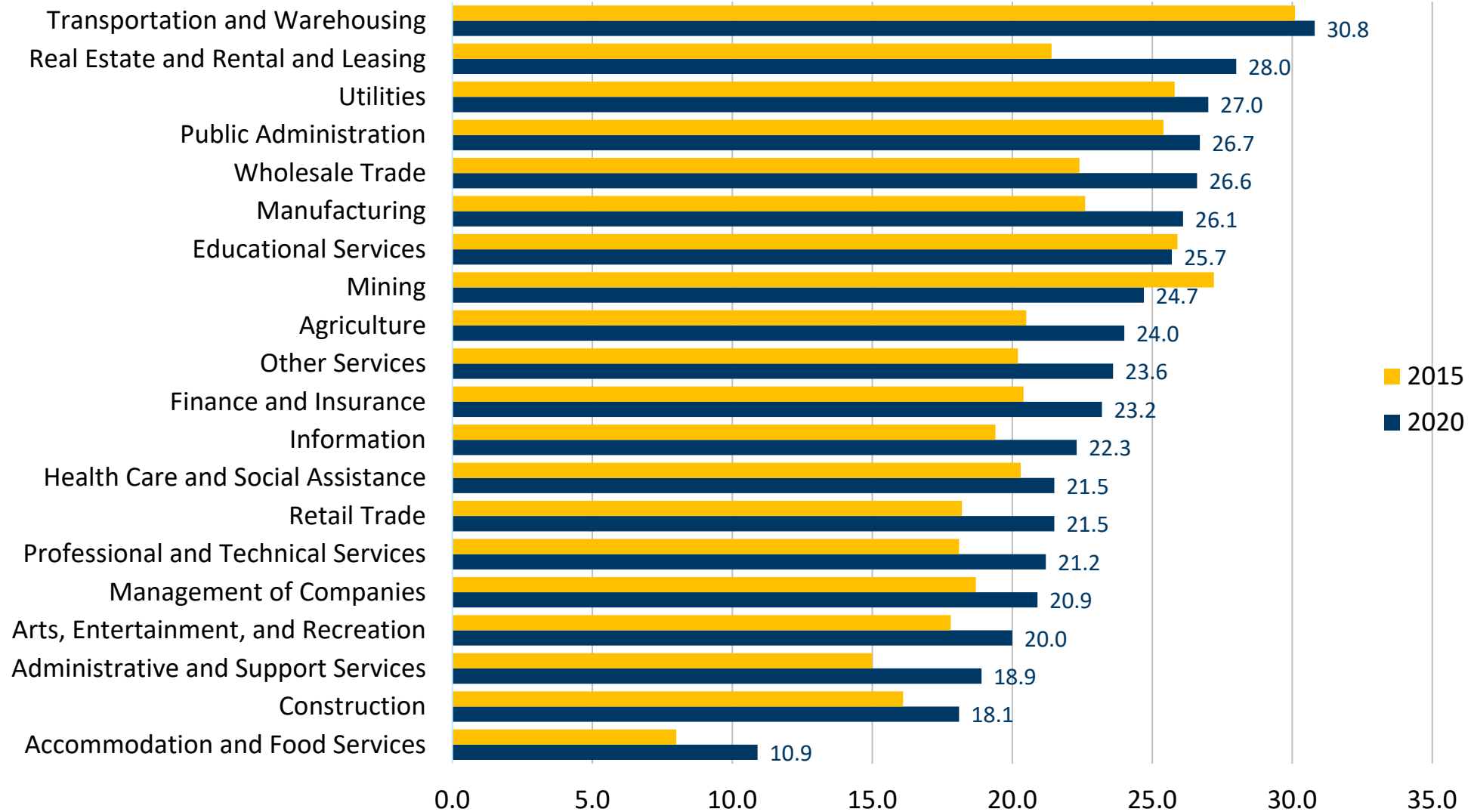
Source: U.S. Bureau of Labor Statistics, retrieved from FRED, Federal Reserve Bank of St. Louis

Minnesota share of workers by age, 1995-2020



Source: U.S. Census, Quarterly Workforce Indicators

Minnesota industry employment by share of workers 55 years and older



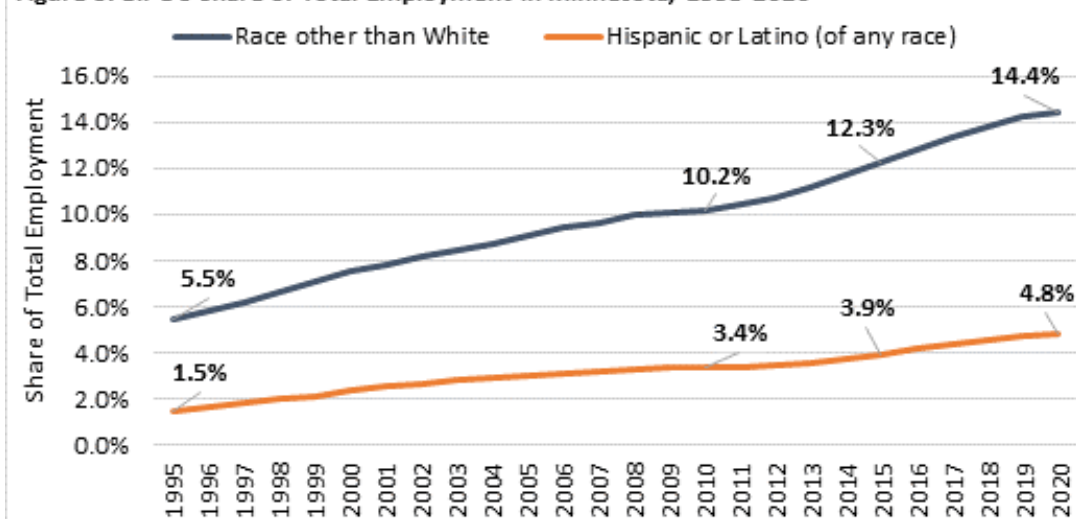
Minnesota employment demographics

Minnesota Employment by Race and Ethnicity, 2015 – 2020 Full-Quarter Employment

| Population | 2020 Employment | | 2015 Employment | | 2015 – 2020 Change in Employment | |
|----------------------------------|------------------|----------------|------------------|----------------|----------------------------------|--------------|
| | Number of Jobs | Share of Total | Number of Jobs | Share of Total | Numeric | Percent |
| Total | 2,401,283 | 100.0% | 2,433,753 | 100.0% | -32,470 | -1.3% |
| White | 2,055,623 | 85.6% | 2,134,683 | 87.7% | -79,060 | -3.7% |
| Black or African American | 147,110 | 6.1% | 126,908 | 5.2% | +20,202 | +15.9% |
| American Indian or Alaska Native | 20,968 | 0.9% | 20,593 | 0.8% | +375 | +1.8% |
| Asian or Other Pacific Islander | 135,184 | 5.6% | 115,711 | 4.8% | +19,473 | +16.8% |
| Two or More Races | 42,397 | 1.8% | 35,857 | 1.5% | +6,540 | +18.2% |
| Hispanic or Latino (of any race) | 115,830 | 4.8% | 96,024 | 3.9% | +19,806 | +20.6% |

Source: U.S. Census Bureau, Quarterly Workforce Indicators (QWI)

Figure 3. BIPOC Share of Total Employment in Minnesota, 1995-2020



Source: Quarterly Workforce Indicators (QWI)

National unemployment and labor force participation

February 2022 employment release

- White: 3.3% (62.2% LFPR)
- Black: 6.6% (62.2%)
- Asian: 3.1% (62.9%)
- Hispanic or Latino: 4.4% (63.6%)
- Teenagers: 10.3% (35.8%)
- With disability: 8.8% (22.6%)
- No disability: 3.9% (67.6%)
- **Long-term share of unemployment: 26.7%**

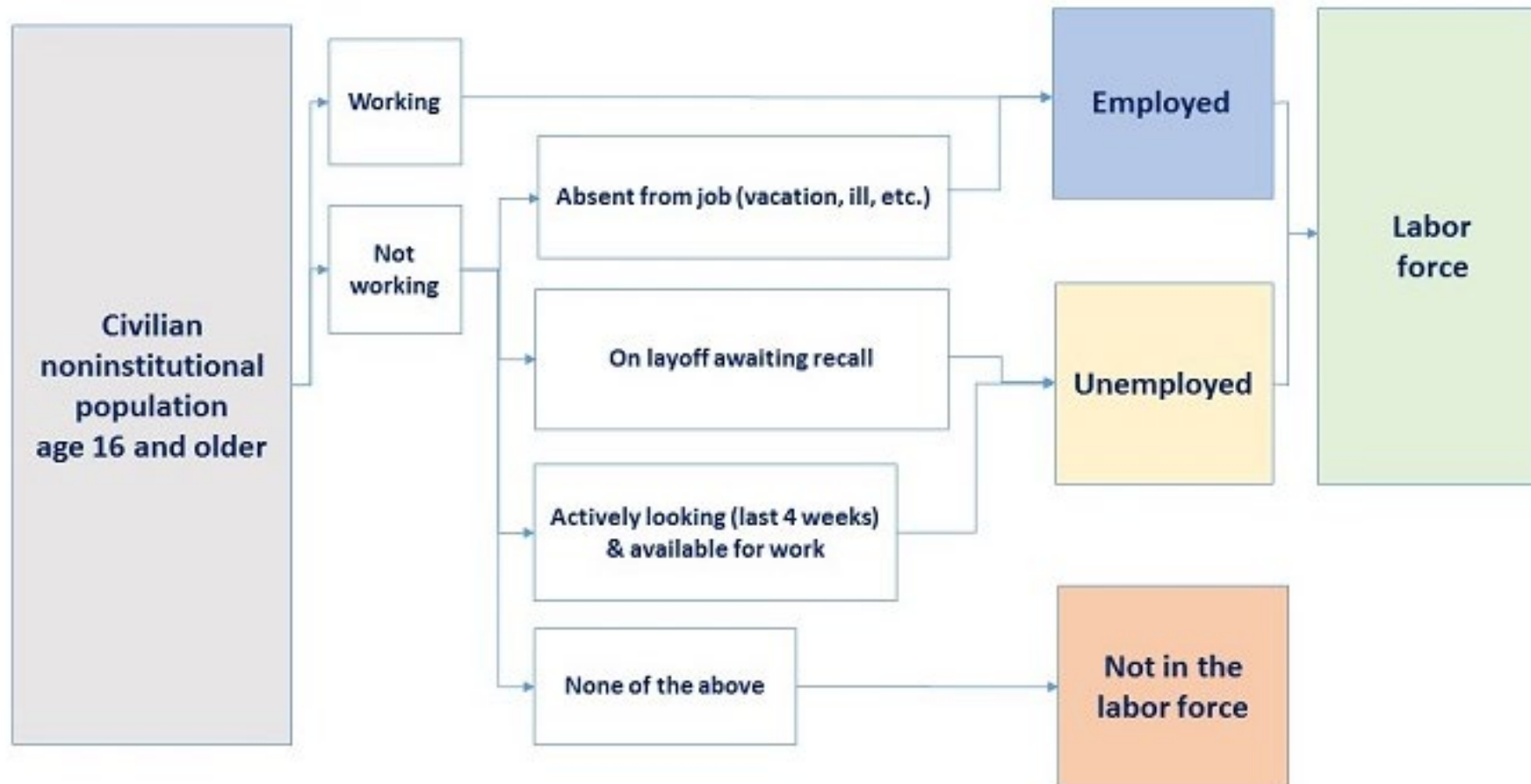
Less than high school
4.3% (46.8% LFPR)

High school diploma or equivalent
4.5% (56.2%)

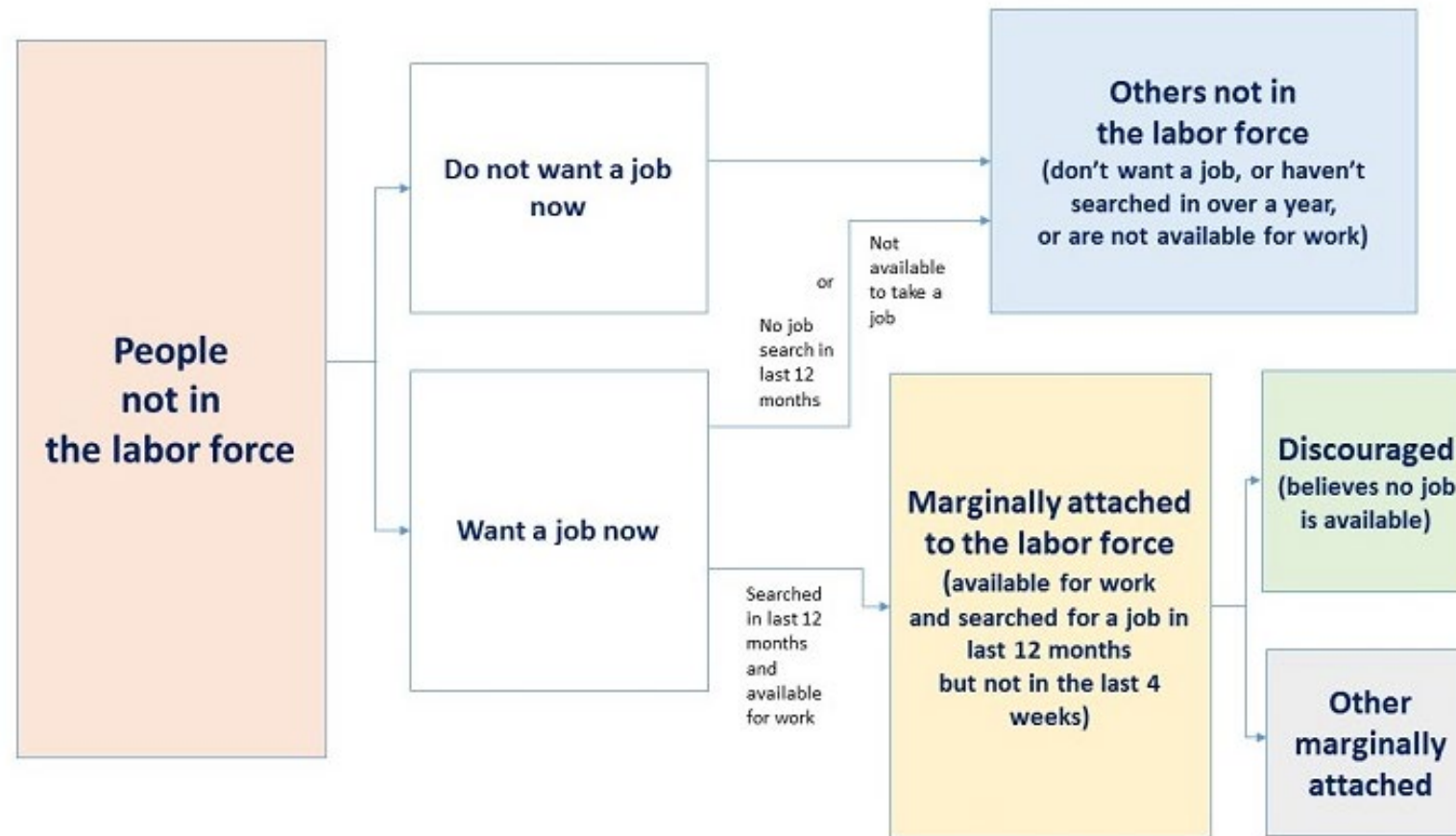
Some college or Associate Degree
3.8% (63.6%)

Bachelor's Degree or more
2.2% (72.4%)

Labor force statistics



Labor force statistics



Job Vacancy Survey (JVS)

<http://mn.gov/deed/jvs>

- Biannual survey of employers to estimate hiring demand and job vacancy characteristics by industry and occupation
- Info gathered through the survey of a stratified sample of about 6,500 firms in the six planning regions of Minnesota
- Job vacancy = a position that is currently open-for-hire at the time of the survey

Job Vacancy Survey

[View: Home](#) | [Data Tool](#) | [About](#) | [Findings](#) | [Future Hiring](#) | [Methodology](#) | [LMI Help](#)

The Job Vacancy Survey data tool shows the number of job openings, typical wage offers, and typical education requirements by occupation and industry, by region and statewide.

[Job Vacancy Survey \(JVS\) Virtual Training Session](#)

[Job Vacancy Survey \(JVS\) Printable Tutorial](#)

[Job Vacancy Survey \(JVS\) Video Tutorial](#)

Select Area

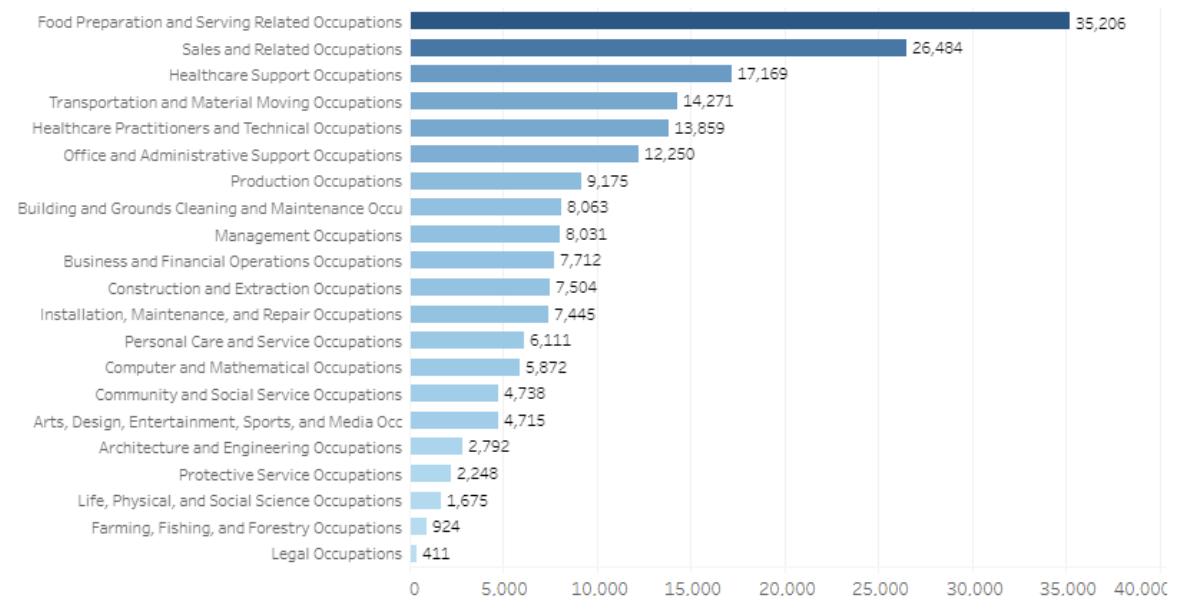
Minnesota

During the Second Quarter of 2021, Minnesota had 205,714 total job vacancies.

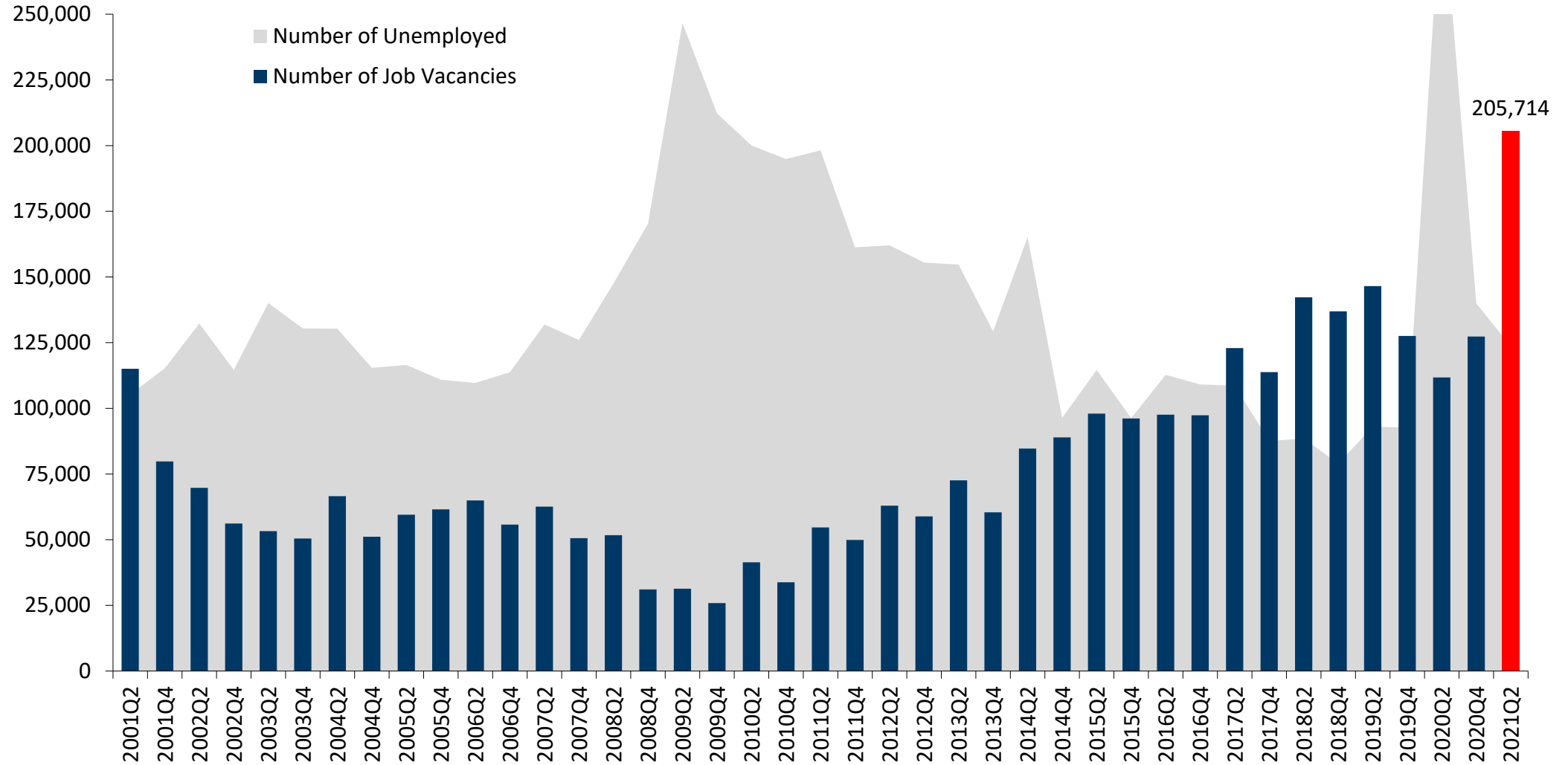


Tip: Select an Occupation to view vacancy trends below

Minnesota Job Vacancies, Second Quarter, 2021

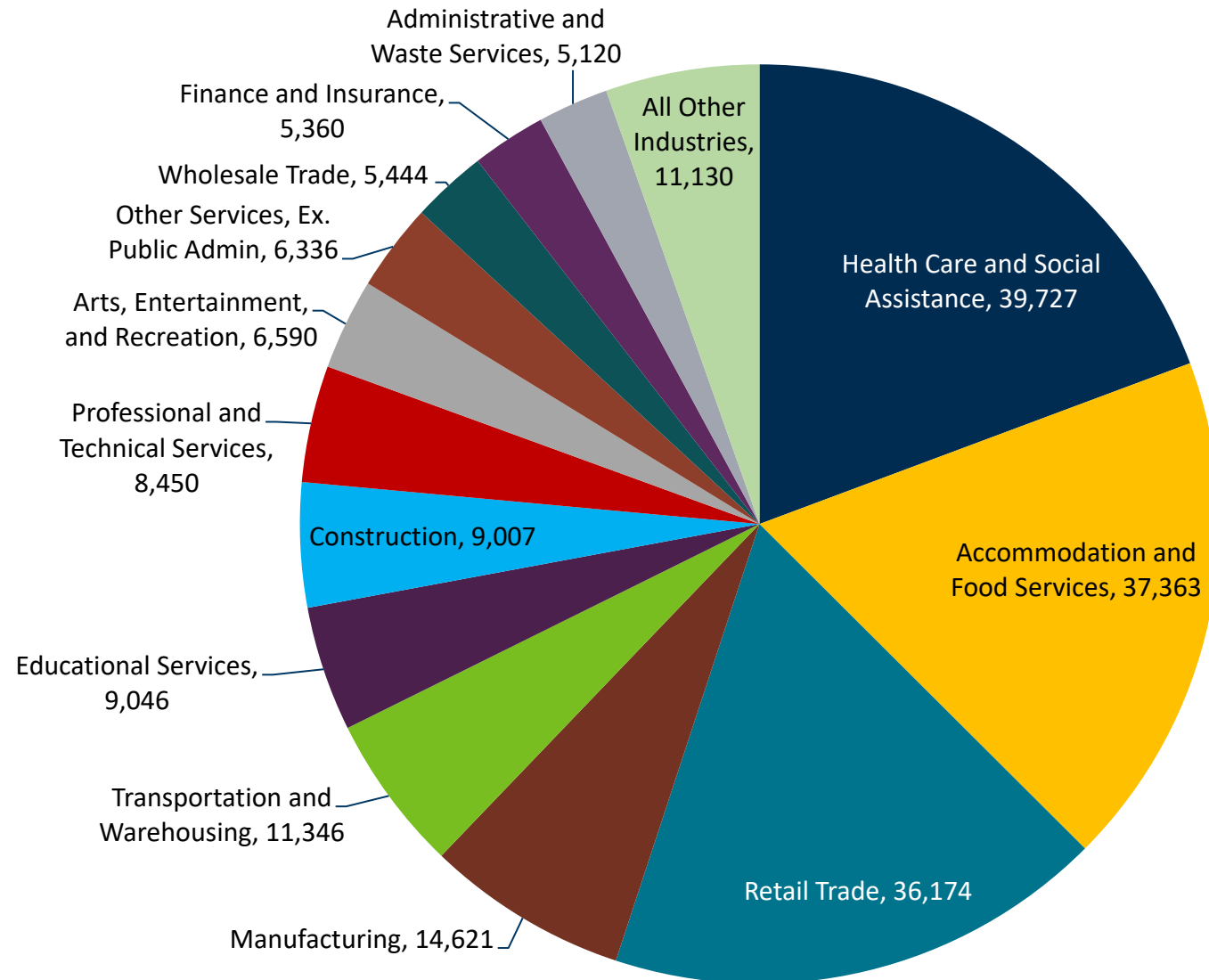


Job vacancy trends in Minnesota



Minnesota job vacancy characteristics

Qtr. 2 2021



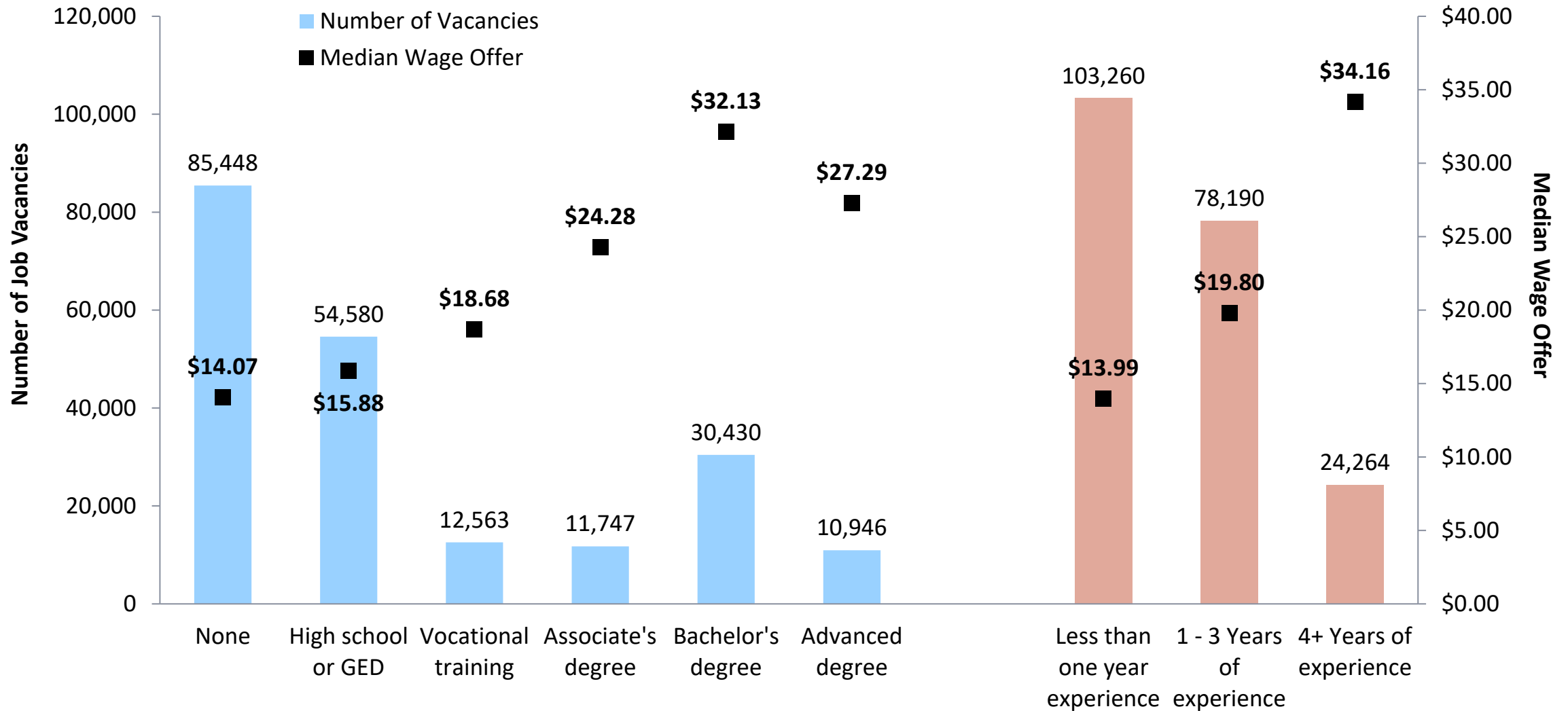
Minnesota job vacancy characteristics

Qtr. 2 2021

- 69% of vacancies require a high school diploma/equivalent or less
 - 6% vocational training
 - 6% associate degree
 - 20% bachelor's degree or more
- \$16.64 median wage offer (up 4.3% over-the-year)
- 32% of vacancies for part-time work
- 11% of vacancies for temporary or seasonal work

Minnesota job vacancy characteristics

Qtr. 2 2021



Minnesota job vacancy characteristics

Qtr. 2 2021

- Fast Food & Counter Workers: 12,043 vacancies
- Retail Salespersons: 8,839
- First-Line Supervisors of Retail Sales Workers: 6,988
- First-Line Supervisors of Food Prep & Serving Workers: 6,631
- Cashiers: 4,897
- Registered Nurses: 4,782
- Janitors & Cleaners: 3,825
- Waiters & Waitresses: 3,552
- Customer Service Representatives: 3,346
- Stockers & Order Fillers: 3,237
- Heavy & Tractor-Trailer Truck Drivers: 2,854
- Cooks, Restaurant: 2,671
- Food Preparation Workers: 2,527
- Light Truck Drivers: 2,431
- Licensed Practical & Licensed Vocational Nurses: 2,396
- Maintenance & Repair Workers, General: 2,392
- Secretaries & Administrative Assistants: 2,275
- Laborers & Freight, Stock, & Material Movers: 2,188
- Landscaping & Groundskeeping Workers: 2,103
- Substance Abuse, Behavioral Disorder, and Mental Health Counselors: 1,969

Hiring demand in Minnesota

Occupations in Demand (OID)

| High School or Less | Vocational Training | Associate Degree | Bachelor's Degree or Higher |
|--|---|---|--|
| Home Health & Personal Care Aides \$28,562 | Nursing Assistants \$35,616 | Registered Nurses \$79,373 | Software Developers & Software Quality Assurance Analysts & Testers \$103,763 |
| Retail Salespersons \$26,466 | Licensed Practical & Licensed Vocational Nurses \$48,669 | Radiologic Technologists & Technicians \$69,108 | General & Operations Managers \$100,347 |
| Stockers & Order Fillers \$30,447 | Medical Assistants \$42,314 | Electrical & Electronic Engineering Technologists & Technicians \$60,965 | Financial Managers \$125,684 |
| First-Line Supervisors of Retail Sales Workers \$43,413 | Automotive Service Technicians & Mechanics \$44,064 | Surgical Technologists \$60,500 | Computer Systems Analysts \$93,660 |
| Heavy & Tractor-Trailer Truck Drivers \$49,582 | Emergency Medical Technicians & Paramedics \$40,465 | Veterinary Technologists & Technicians \$37,898 | Elementary School Teachers \$61,712 |
| Laborers & Freight, Stock, & Material Movers, Hand \$35,264 | Electricians \$69,051 | Computer Network Support Specialists \$63,753 | Management Analysts \$81,895 |
| Customer Service Representatives \$39,564 | Heating, Air Conditioning, & Refrigeration Mechanics & Installers \$54,577 | Civil Engineering Technologists & Technicians \$65,815 | Accountants & Auditors \$68,772 |
| Janitors & Cleaners \$31,402 | Computer User Support Specialists \$56,055 | Web Developers & Digital Interface Designers \$77,949 | Secondary School Teachers \$63,501 |

OBSTACLES TO EMPLOYMENT

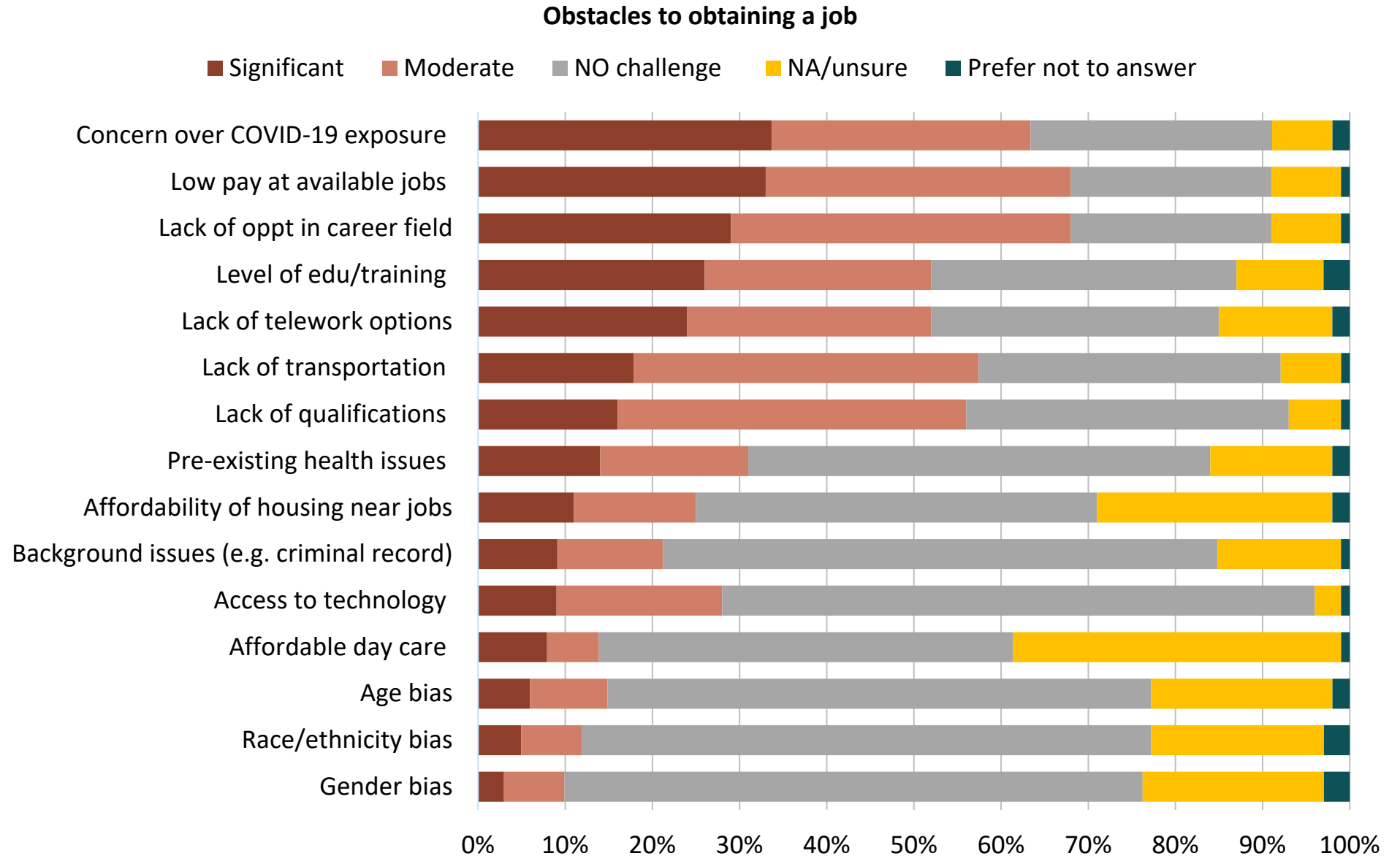
Job seekers face all kinds of obstacles

7 of 15 options reached 50% moderate-or-worse threshold

Some center on the worker (skills), some on employers (pay), some on broader environment (Covid)

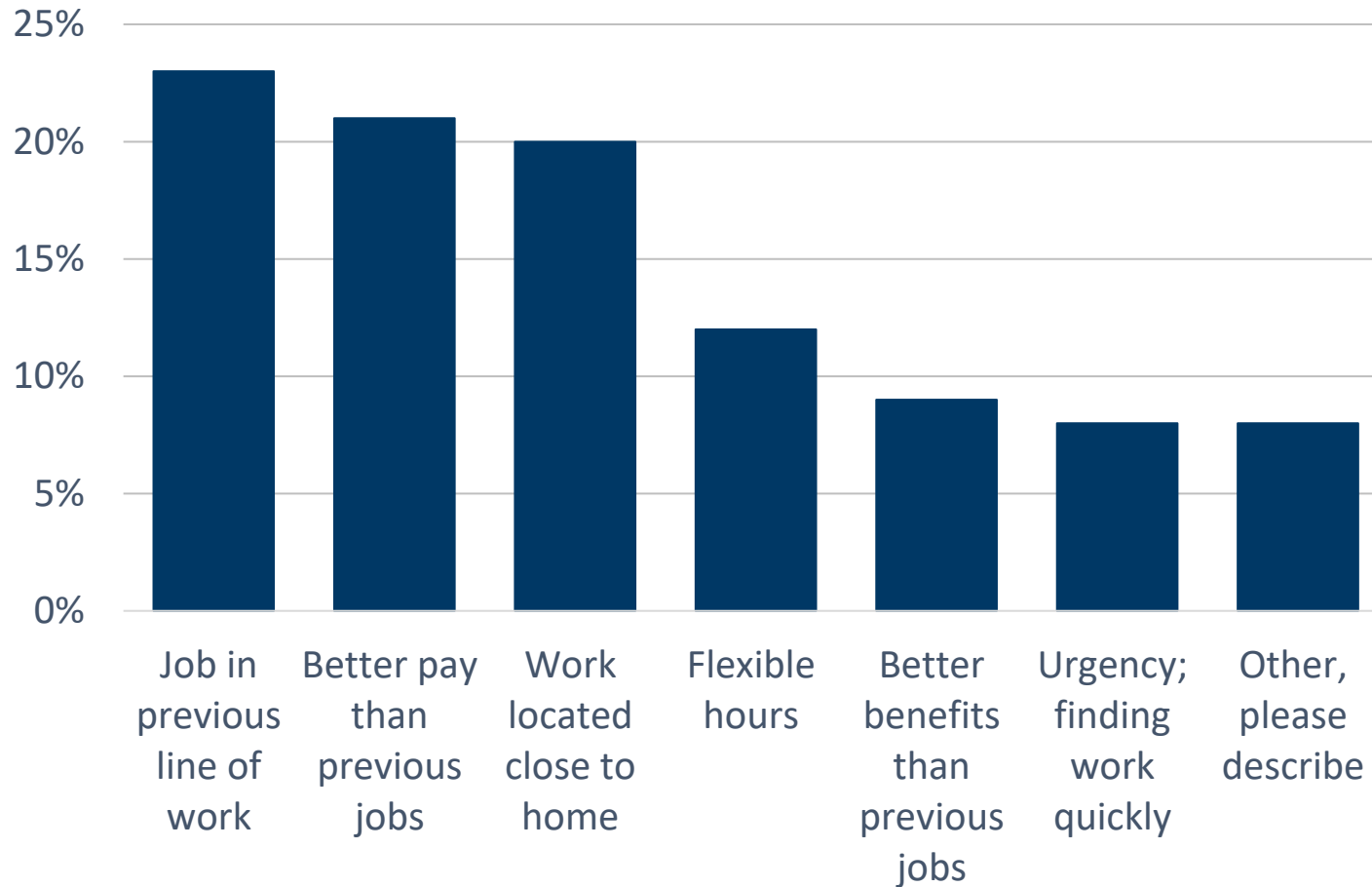
Open comments:

- **Over-qualified meant overlooked**
- **Slow employer response**



EMPLOYMENT GOAL FOR JOB SEEKERS

What is the most important factor when looking for employment?



Not “one thing” job seekers desire from a job search

Top choices seem to say: “I don’t want a lot of change, and I’d like to be better compensated”

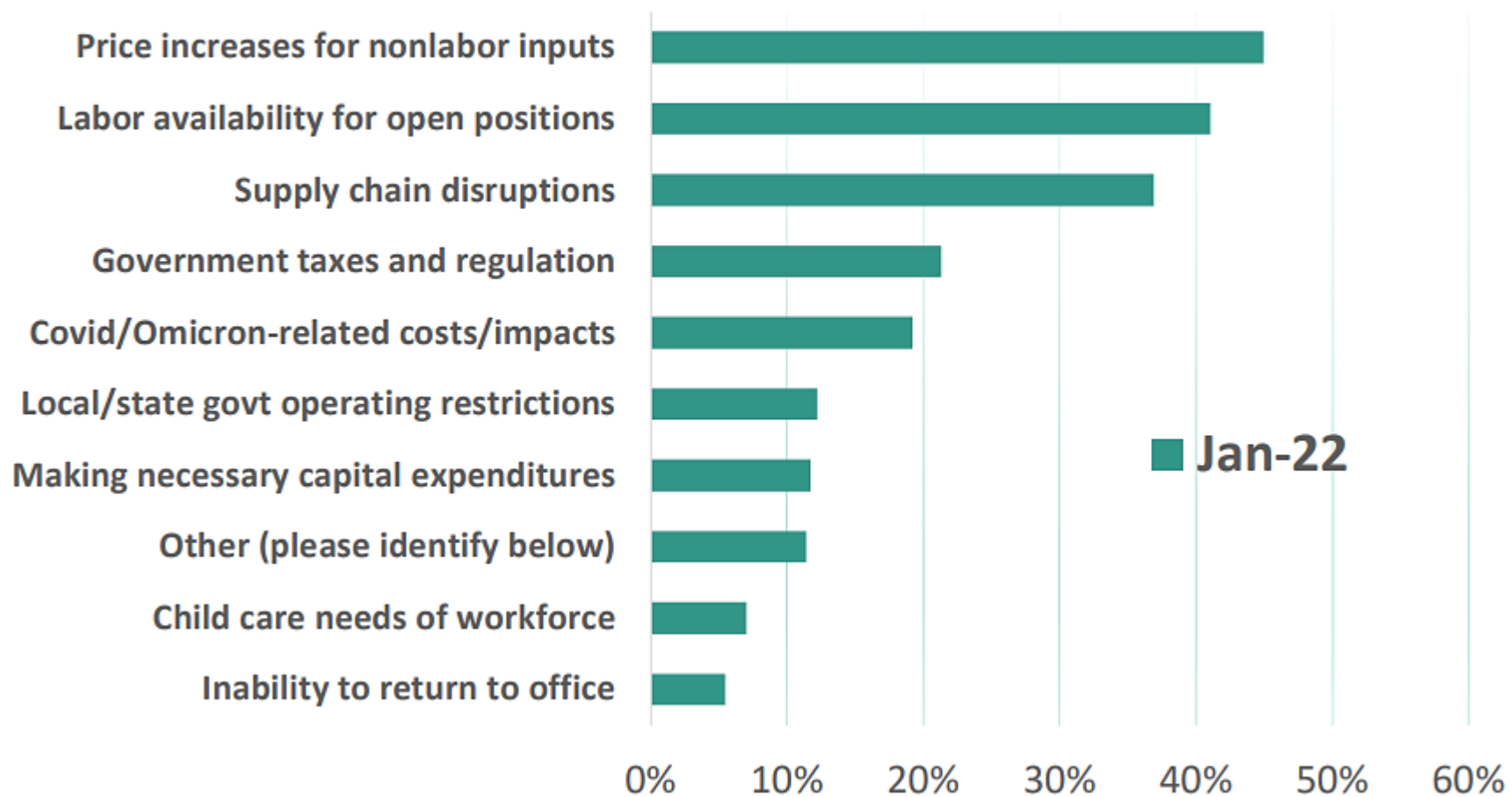
Less urgency than many might expect; suggests that job seekers believe they have choice/options

CHALLENGES TO OPERATIONS

What are the two greatest challenges to your current operating capacity and productivity?

Firms facing many challenges, but three BIG ones:

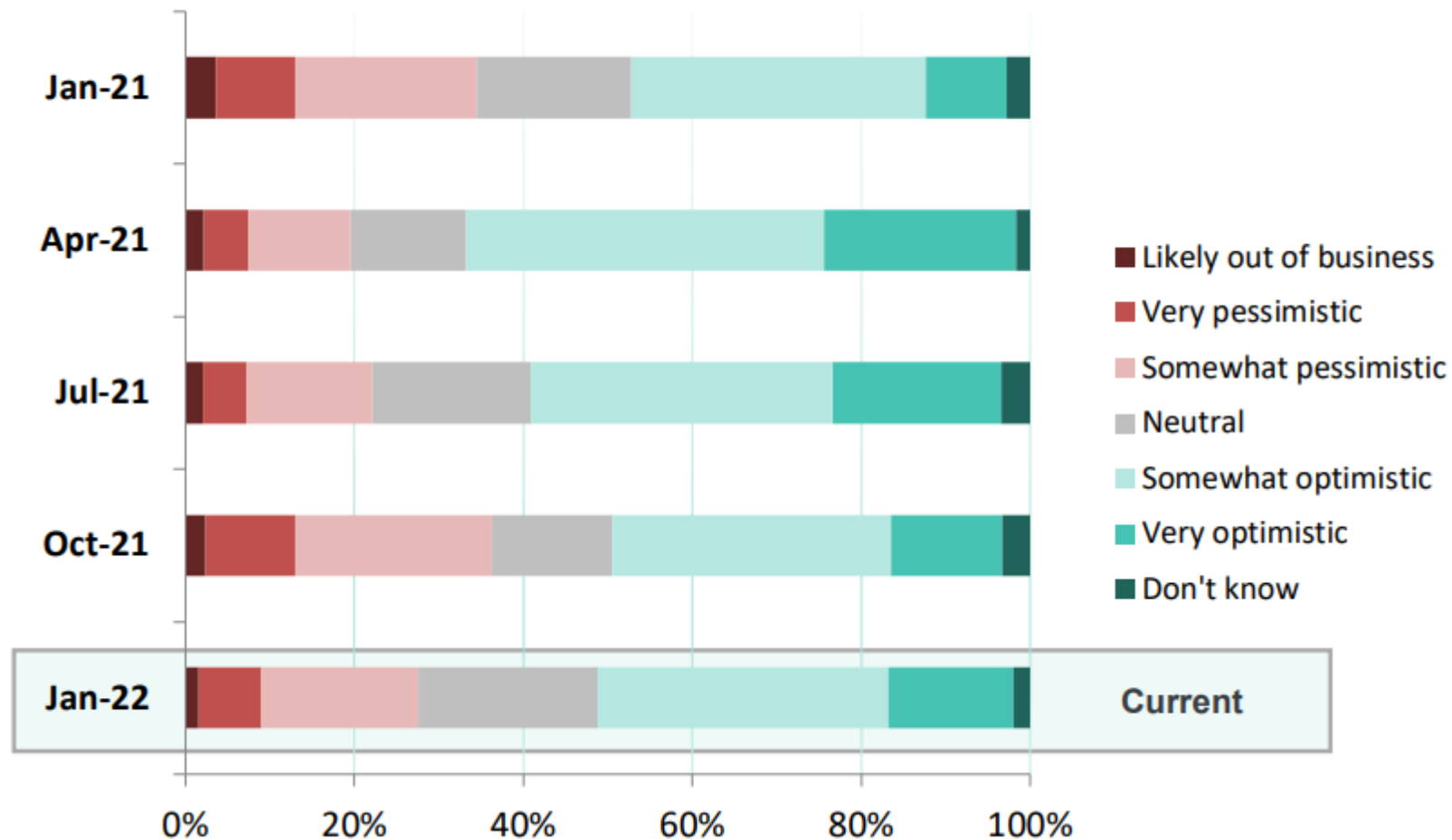
- Inflation
- Labor availability
- Supply chain problems



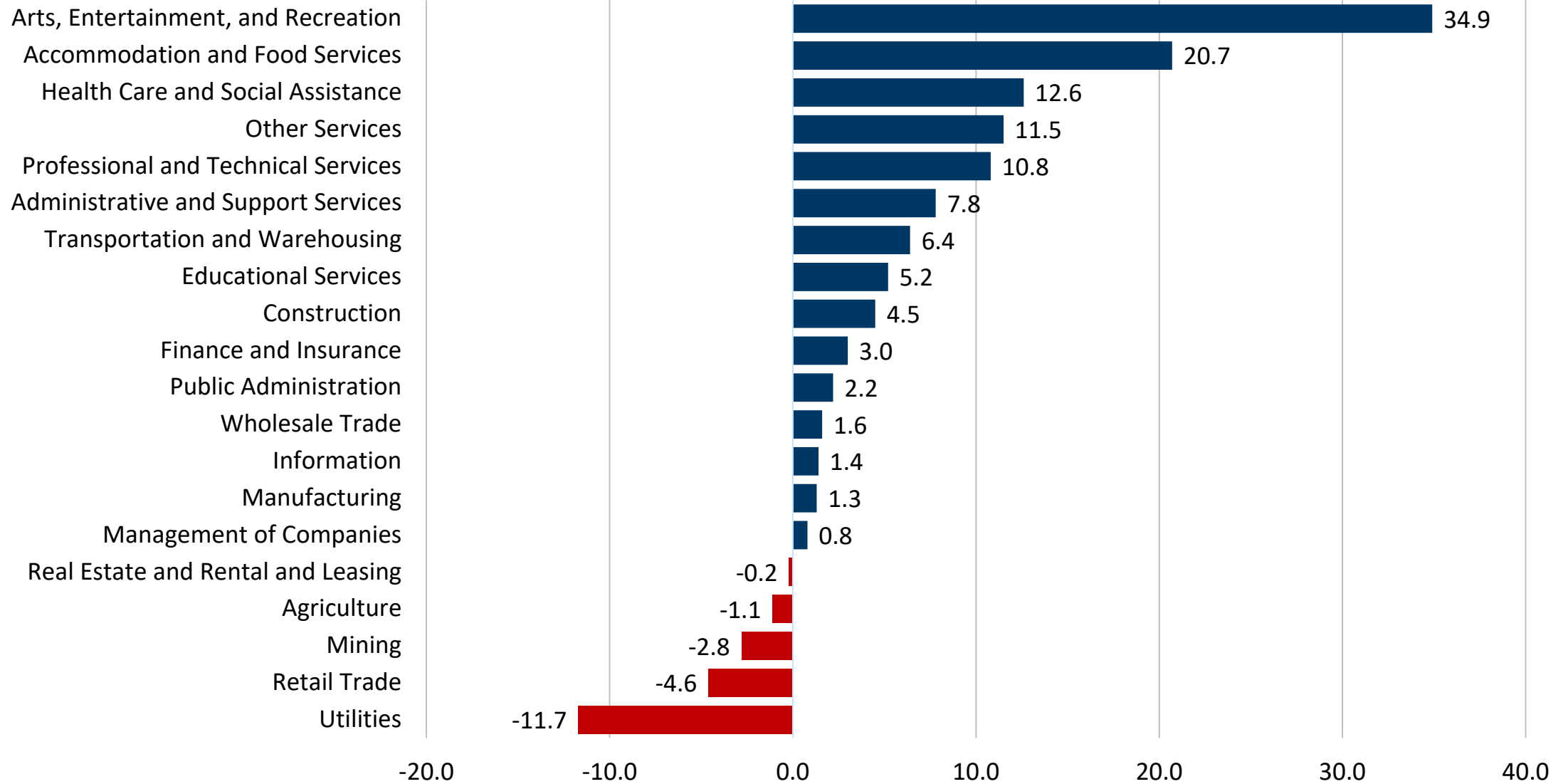
OUTLOOK = SMALL IMPROVEMENT

What is your outlook for the near future?

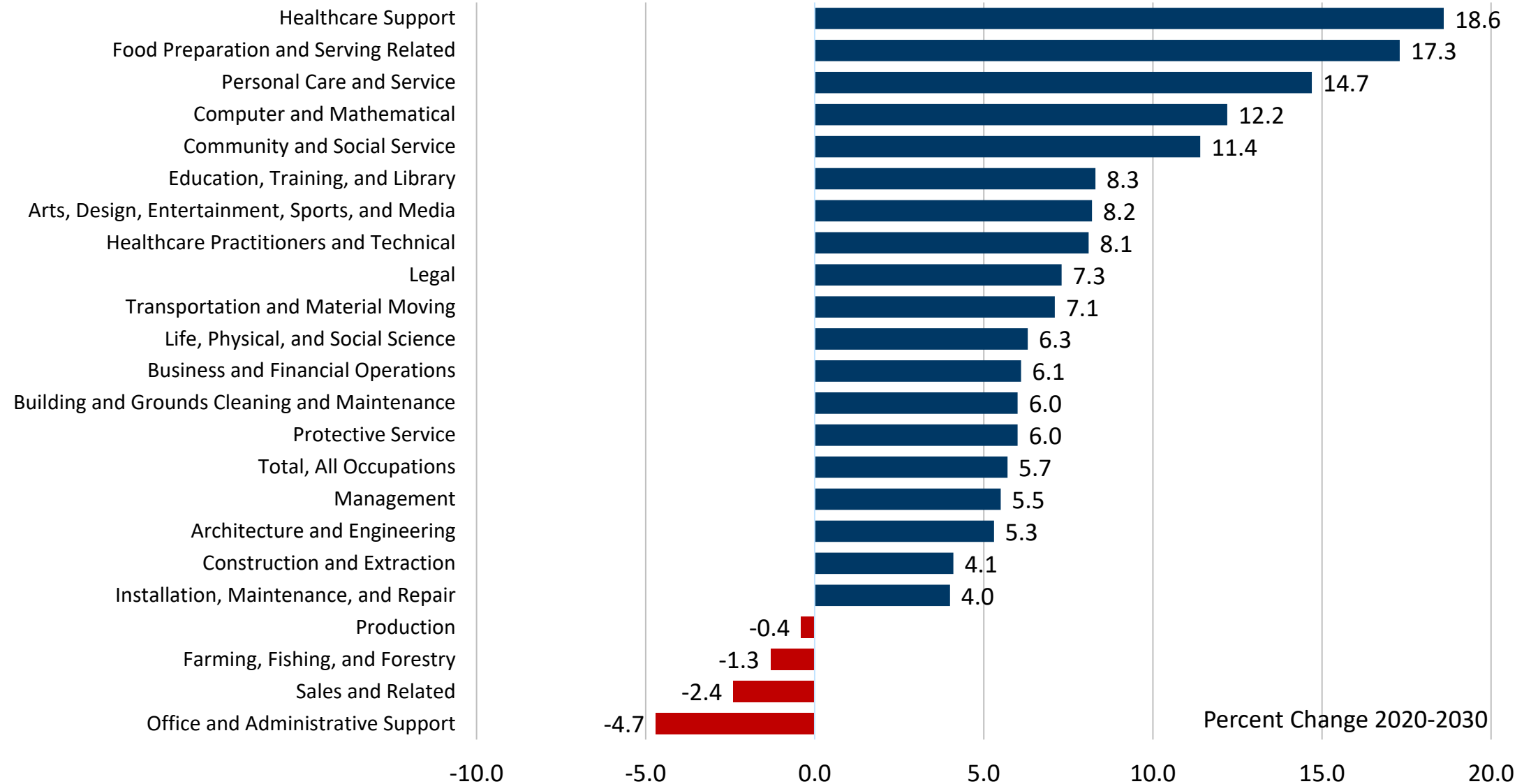
Outlook net-positive, and has improved modestly over October survey



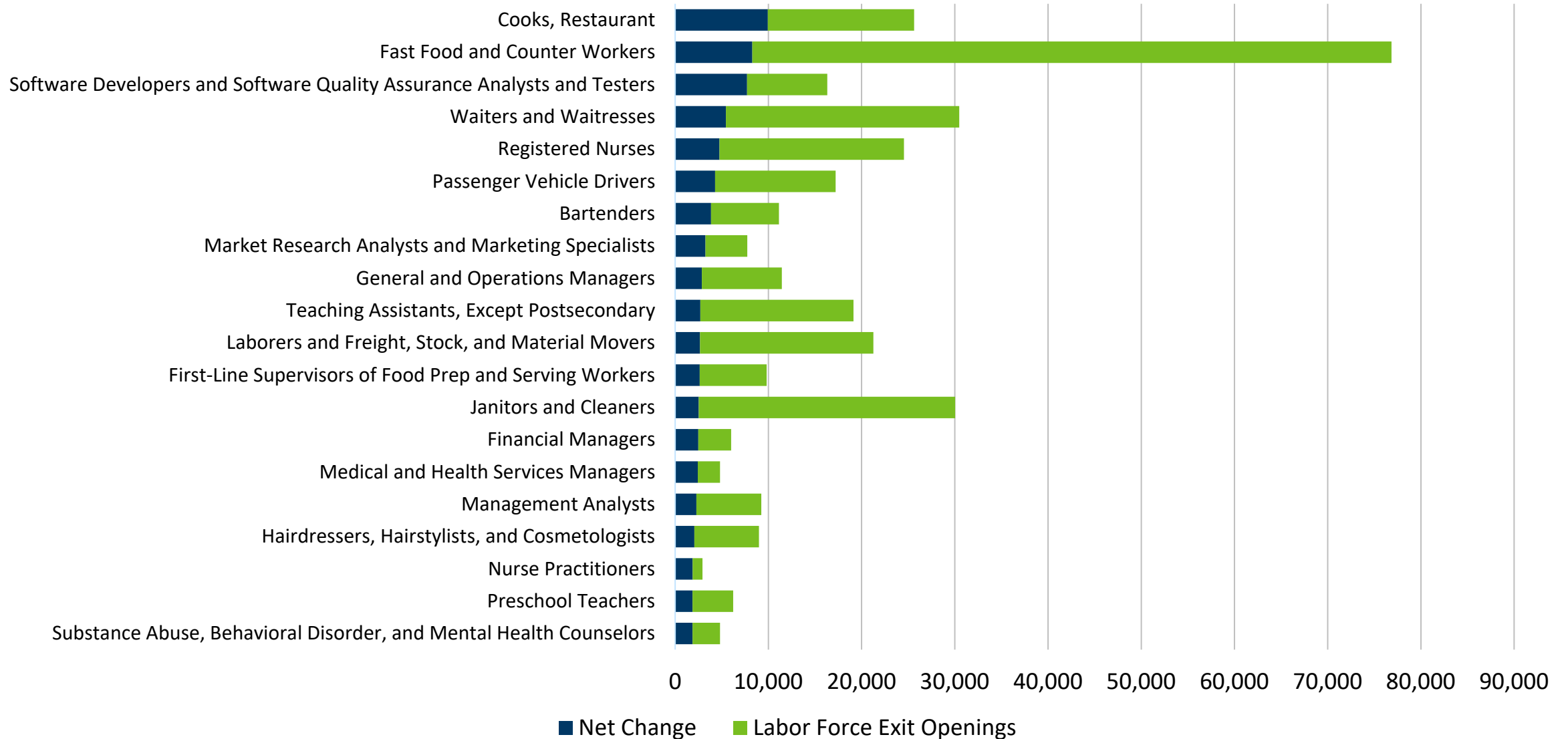
Minnesota 2020-2030 employment projections



Minnesota 2020-2030 employment projections



Minnesota 2020-2030 employment projections



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

Data Center



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

Occupational Employment and Wage Statistics (OEWS)

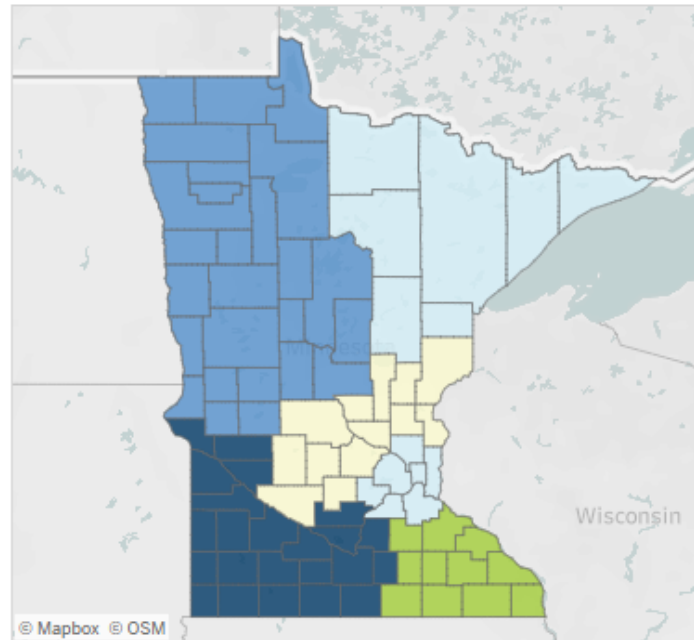
mn.gov/deed/data/oes

First Quarter 2021

You have selected: Statewide, Nationwide, Seven County Mpls-St Paul, MN

| Median Wages | | Employment | | | | |
|-------------------|--------------------------|------------|--|------------|------------|--------------------|
| View Checked Only | | Download | | | | |
| | | SOC | Occupation Title  | MN | US | Seven County Metro |
| ▶ | <input type="checkbox"/> | 00-0000 | Total, All Occupations | \$23.00/hr | \$20.70/hr | \$24.93/hr |
| ▶ | <input type="checkbox"/> | 11-0000 | Management Occupations | \$54.22/hr | \$53.37/hr | \$58.99/hr |
| ▶ | <input type="checkbox"/> | 13-0000 | Business and Financial Operations Occupations | \$35.24/hr | \$35.12/hr | \$36.59/hr |
| ▶ | <input type="checkbox"/> | 15-0000 | Computer and Mathematical Occupations | \$44.89/hr | \$44.81/hr | \$46.25/hr |
| ▶ | <input type="checkbox"/> | 17-0000 | Architecture and Engineering Occupations | \$38.90/hr | \$40.79/hr | \$40.52/hr |
| ▶ | <input type="checkbox"/> | 19-0000 | Life, Physical, and Social Science Occupations | \$35.48/hr | \$34.22/hr | \$38.12/hr |
| ▶ | <input type="checkbox"/> | 21-0000 | Community and Social Service Occupations | \$24.21/hr | \$23.31/hr | \$24.73/hr |
| ▶ | <input type="checkbox"/> | 23-0000 | Legal Occupations | \$41.02/hr | \$41.65/hr | \$45.37/hr |
| ▶ | <input type="checkbox"/> | 25-0000 | Educational Instruction and Library Occupations | \$24.64/hr | \$25.69/hr | \$25.64/hr |
| ▶ | <input type="checkbox"/> | 27-0000 | Arts, Design, Entertainment, Sports, and Media Occupations | \$25.72/hr | \$26.07/hr | \$27.98/hr |
| ▶ | <input type="checkbox"/> | 29-0000 | Healthcare Practitioners and Technical Occupations | \$36.90/hr | \$34.27/hr | \$38.80/hr |

The Cost of Living Tool below provides a yearly estimate of the basic-needs cost of living in Minnesota by county, region, and statewide.



Region type:

I am:

- Single
- Partnered - 1 full-time worker
- Partnered - 1 full-time, 1 part-time worker
- Partnered - 2 full-time workers

How many children?

Average family size in Minnesota:
3 persons

Family Yearly Cost, Worker Hourly Wage, and Family Monthly Costs

Cost of Living, Minnesota DEED, Labor Market Information, 2020

| | Yearly Cost | Hourly Wage | Child Care | Food | Health Care | Housing | Transport | Other | Taxes |
|--------------------------|-------------|-------------|------------|------|-------------|---------|-----------|-------|-------|
| Central Minnesota | \$55,716 | \$17.86 | 380 | 790 | 542 | 1,001 | 914 | 490 | 526 |
| Northeast Minnesota | \$48,804 | \$15.64 | 287 | 796 | 519 | 815 | 832 | 441 | 377 |
| Northwest Minnesota | \$48,108 | \$15.42 | 250 | 797 | 519 | 781 | 864 | 432 | 366 |
| Seven County Mpls-St P.. | \$65,292 | \$20.93 | 737 | 821 | 569 | 1,230 | 792 | 562 | 730 |
| Southeast Minnesota | \$51,540 | \$16.52 | 356 | 798 | 519 | 892 | 828 | 463 | 439 |
| Southwest Minnesota | \$46,620 | \$14.94 | 234 | 804 | 519 | 793 | 772 | 437 | 326 |

careerforcemn.com



Minnesota's Career Resource

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[For Employers](#)

[Online Tools](#)



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CareerForce Virtual & Interactive Services for Career Seekers

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

Workforce Wednesday

careerforce.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)

