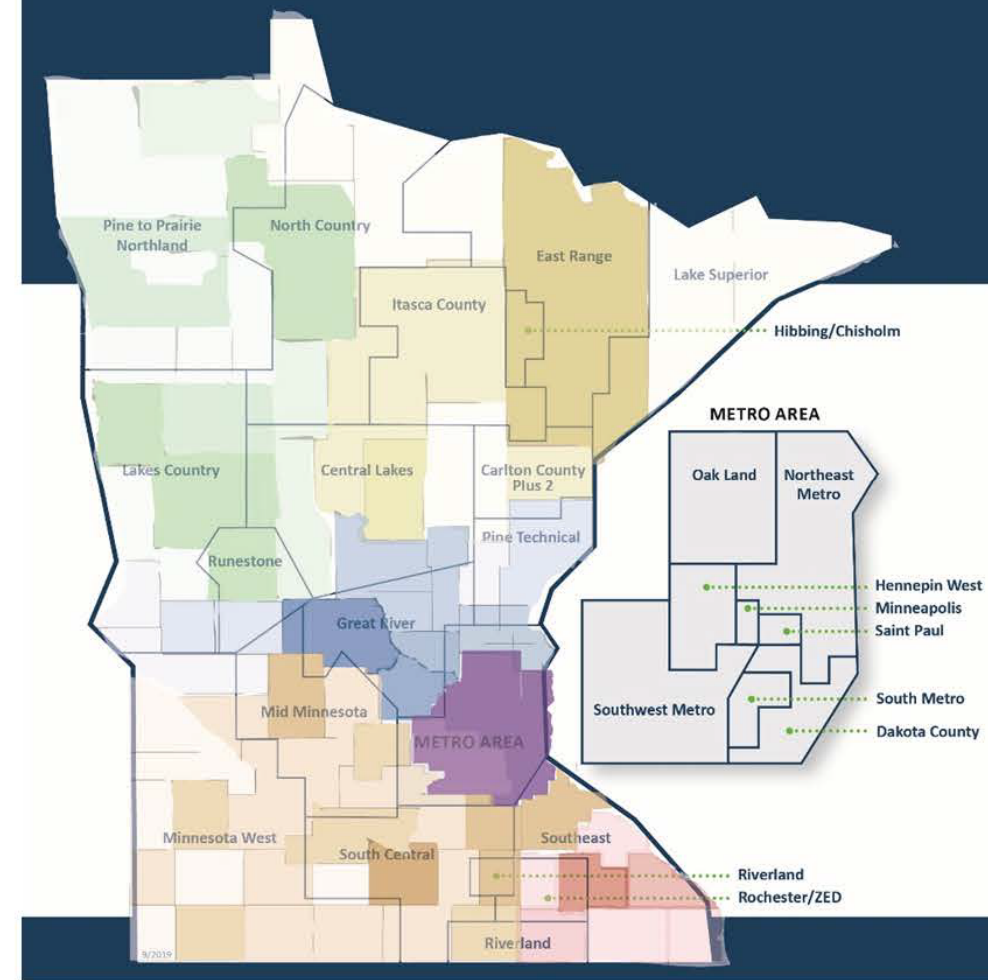


2024 Regional Career Trends

For Career and Technical Education

Erin Olson, Senior Director of Strategic Research
Catherine Jett, Research Strategist
Melinda Fierro, Research Strategist



The contents of this series were made possible through the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) Federal grant from the United States Department of Education administered through Minnesota State Colleges and Universities.

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REALTIME TALENT'S APPROACH

To create more informed and efficient market-oriented decisions throughout the Minnesota workforce and education ecosystem by engaging a broad set of stakeholders

Core Capabilities:

- Current labor market research, insights, forecasts
- Data Tool Support Services
- Talent Pipeline Management

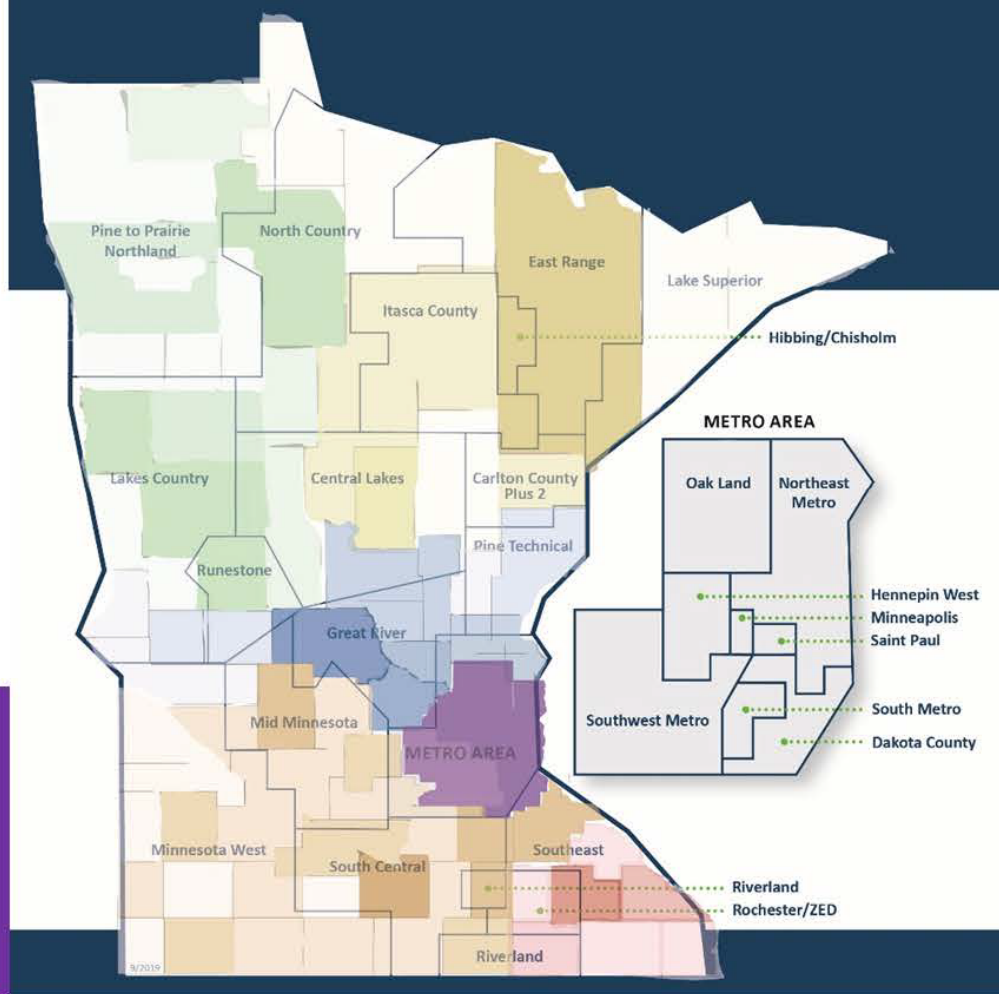


2024 Regional Career Trends

For Career and Technical Education

Central

MSP Metro



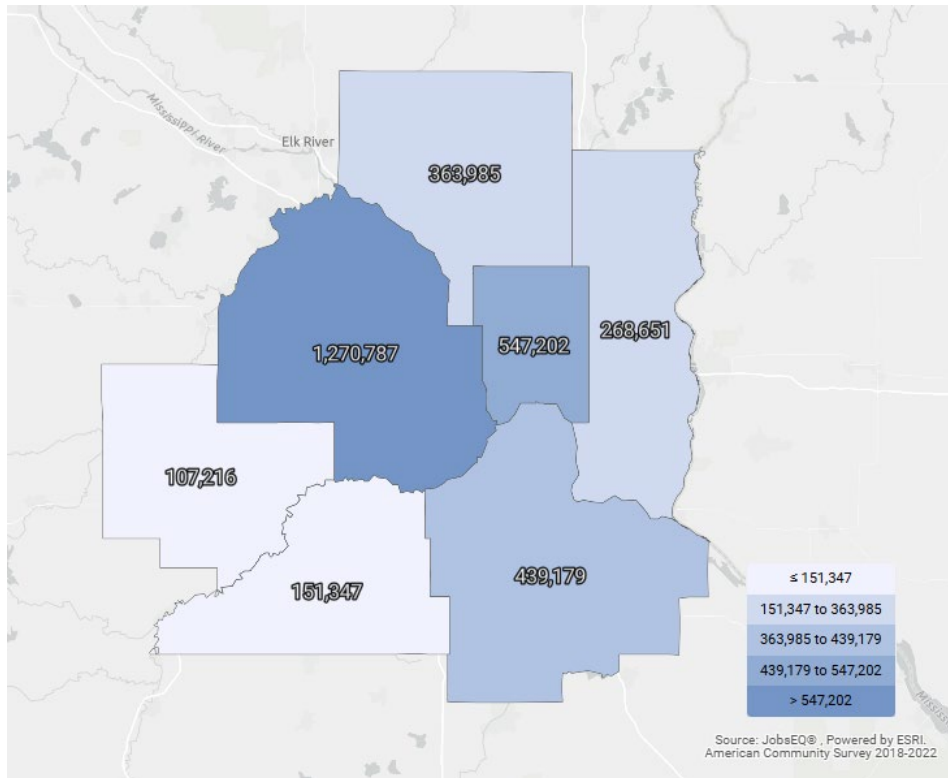
December 17, 2024



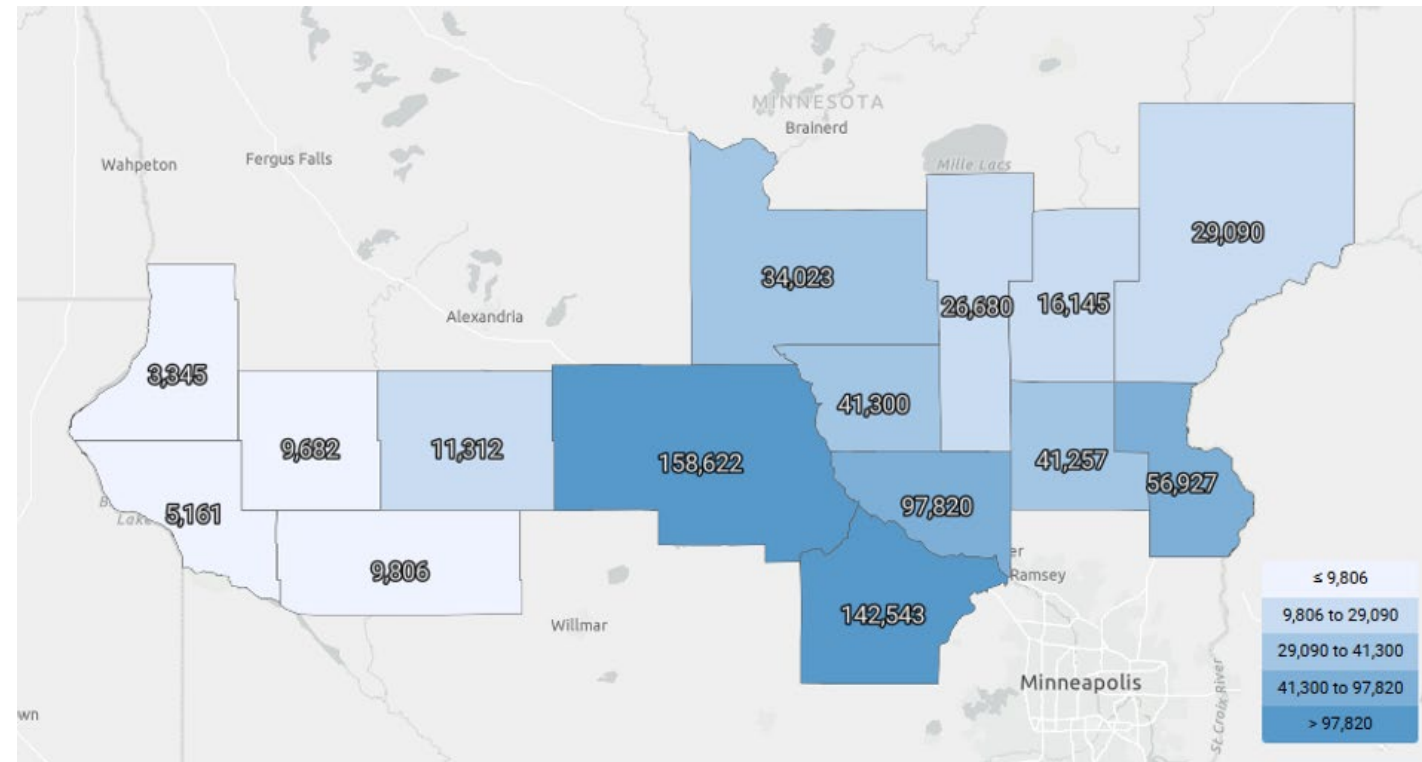
The contents of this series were made possible through the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) Federal grant from the United States Department of Education administered through Minnesota State Colleges and Universities.

Population

Resident Population of MSP Metro Minnesota



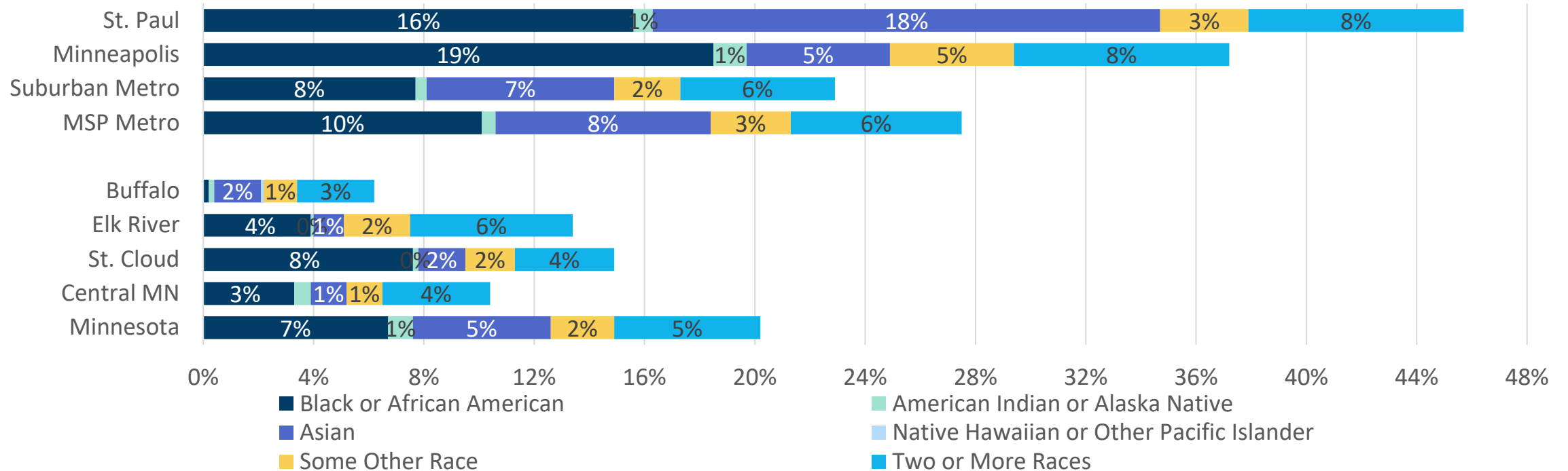
Resident Population of Central Minnesota



American Community Survey 2018-2022.

Population Demographics

Population Race of BIPOC Residents by Race, All Ages



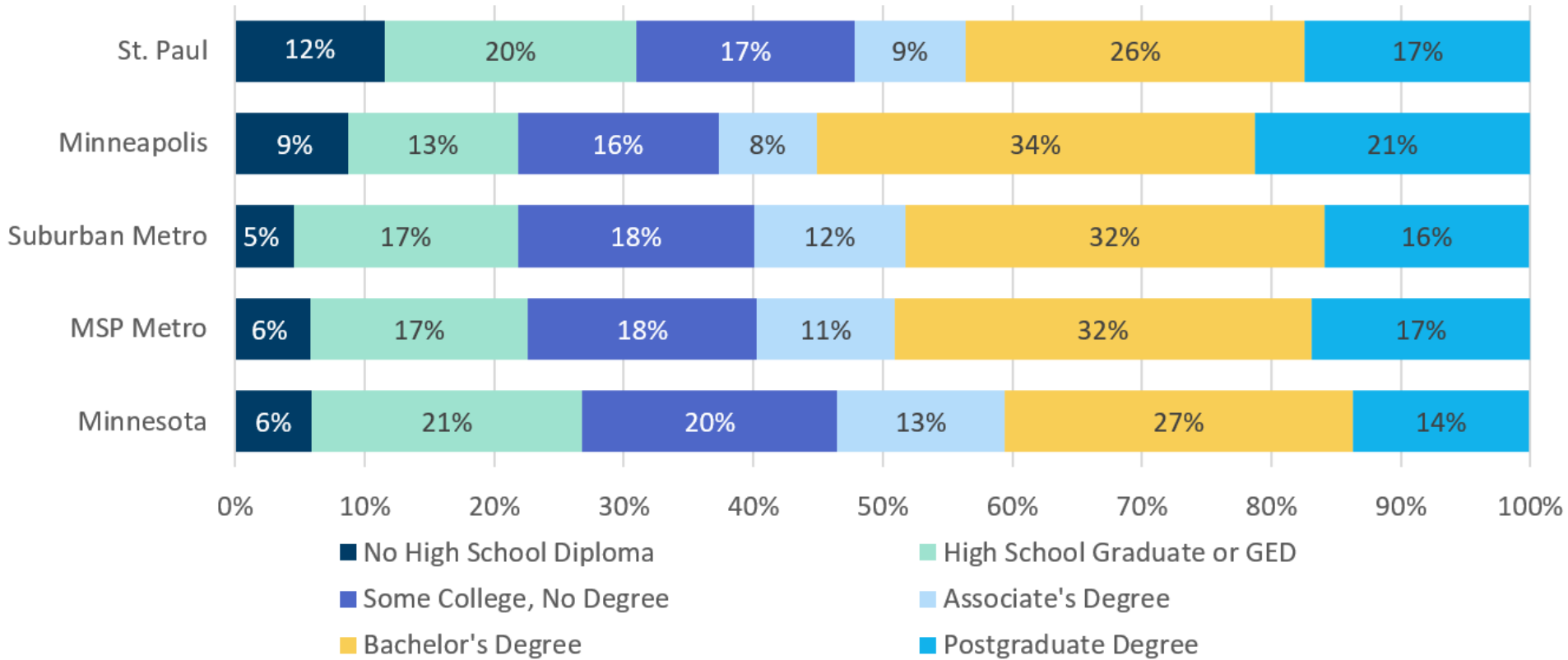
Race and Ethnicity Summary Info

Geography	% BIPOC by Race	% white by Race	% Hispanic/Latine Ethnicity
Central	10.4%	89.6%	3.2%
MSP Metro	27.5%	72.5%	6.7%
Minnesota	20.3%	79.7%	5.7%



Educational Attainment

Educational Attainment, Age 25-64

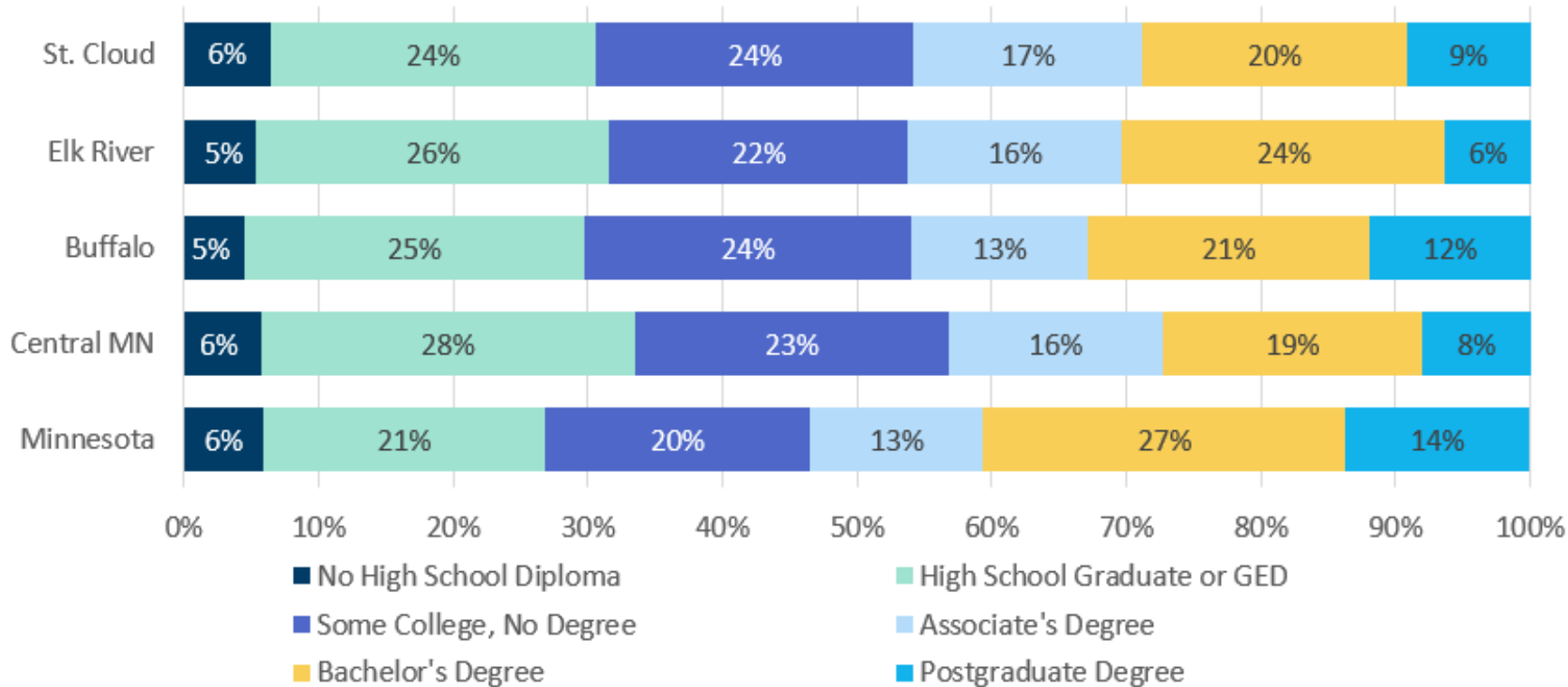


44 Postsecondary Institutions
70,120 postsecondary awards conferred (SY2022-23)



Educational Attainment

Educational Attainment, Age 25-64



American Community Survey 2018-2022.

9 Postsecondary Institutions
6,662 postsecondary awards conferred (SY2022-23)

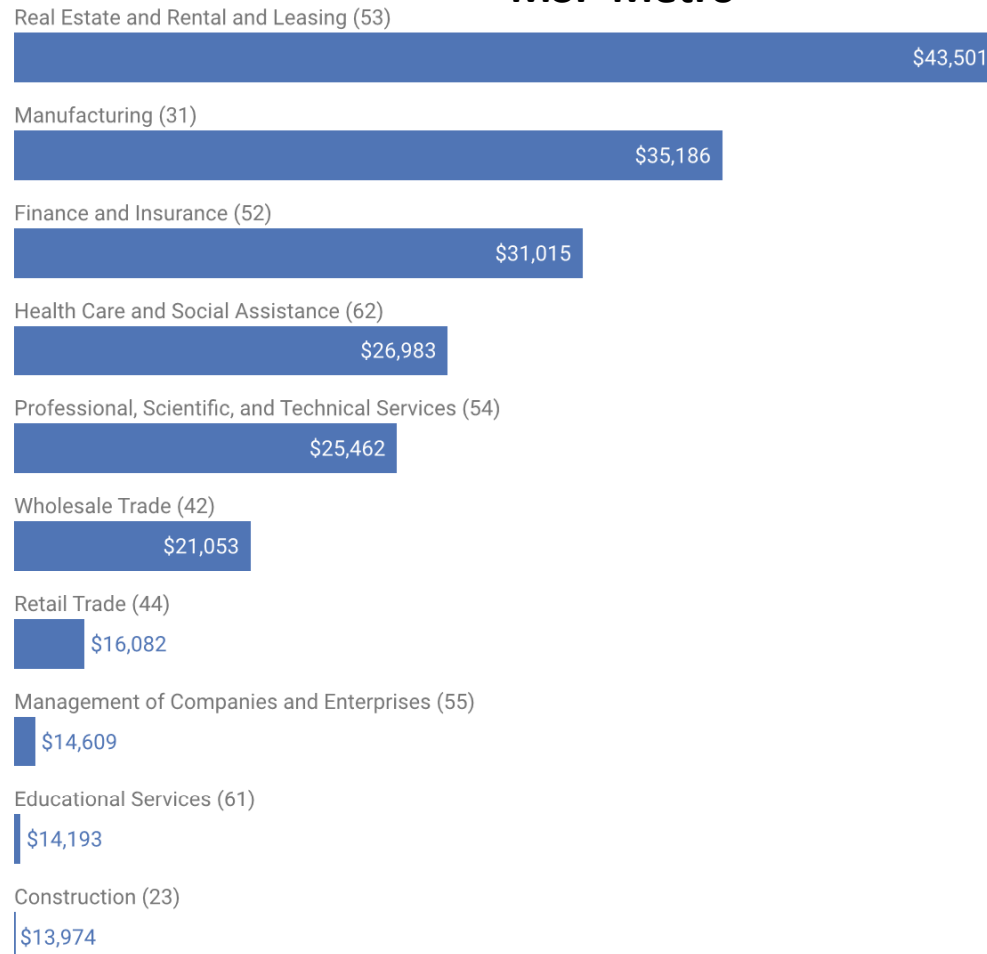


Economic Growth

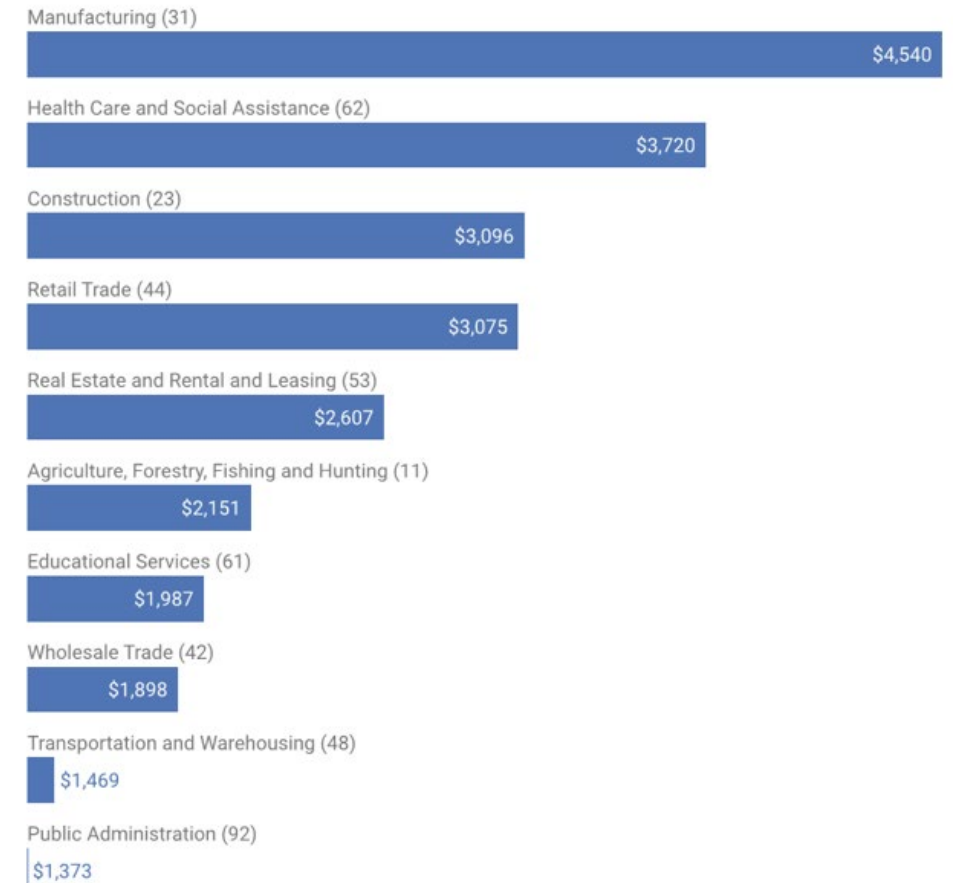
MSP Metro Central

Industry Contributions to GDP (in \$ Millions), 2023

MSP Metro



Central



Labor Force Participation and Unemployment

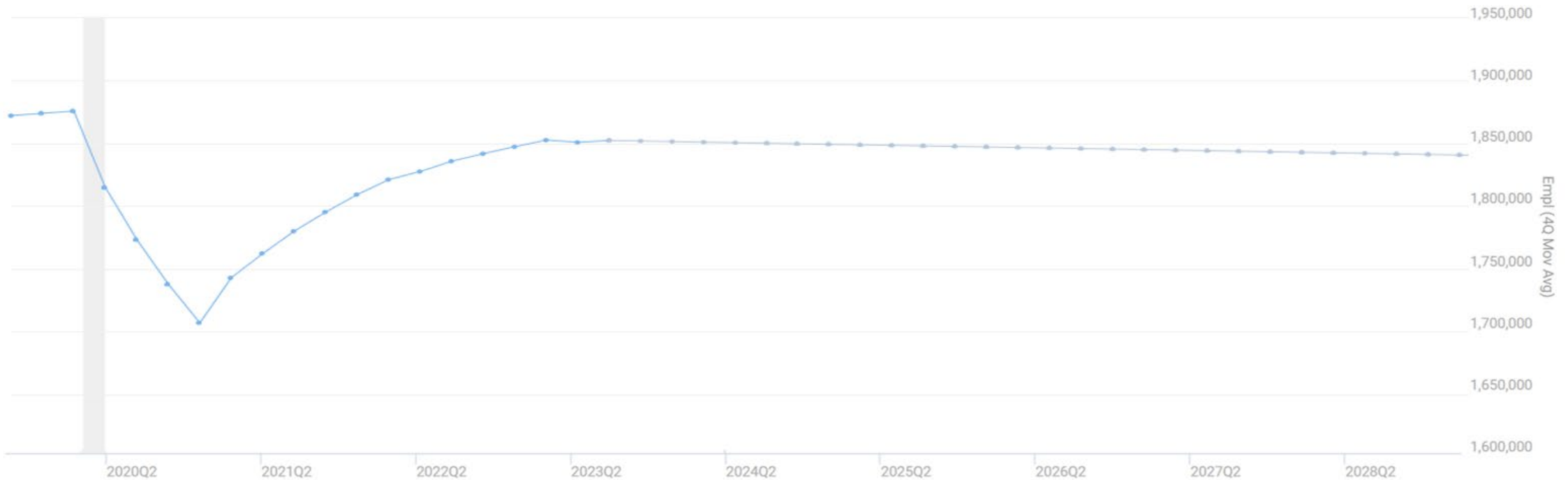
	MSP Metro	Central	Minnesota
Civilian Labor Force	1,776,931	371,619	3,112,649
Labor Force Participation Rate	71.0%	69.2%	68.7%
Prime Working-Age Participation Rate (ages 25-54)	89.1%	88.4%	88.4%
Unemployment, June 2024 (compared to June 2023)	3.7% (3.2% in 2023)	4.2% (3.5% in 2023)	3.8% (2.9% in 2023)

Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through September 2024.

Labor Market *Forecast: Workforce*

MSP Metro

5-Year Employment Forecast in MSP Metro Minnesota

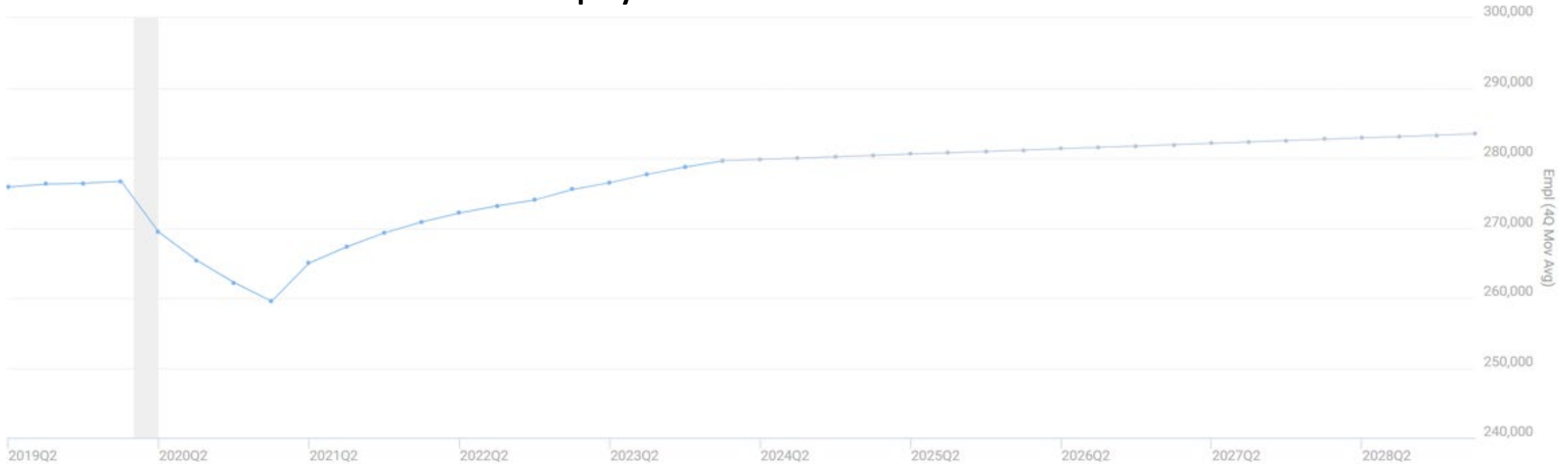


Average annual forecast of **-0.2%**
change in employment cross all
positions



Labor Market *Forecast: Workforce*

5-Year Employment Forecast in Central Minnesota



Average annual forecast of
+0.3% change in employment
cross all positions

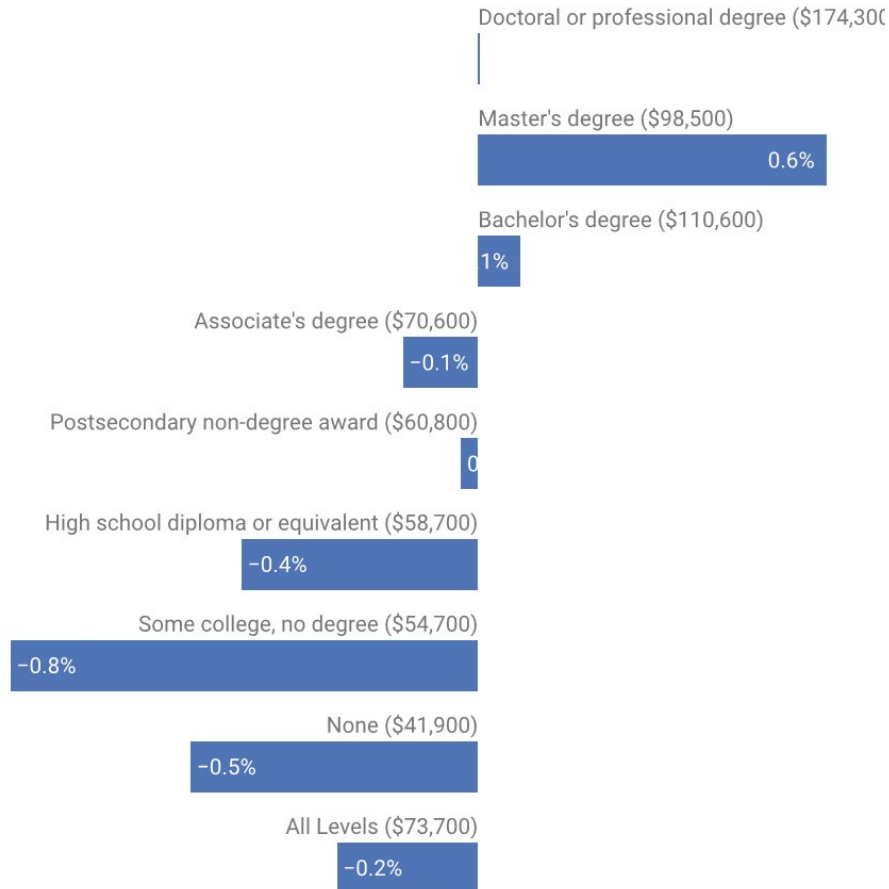


Quantifying Talent Shortages

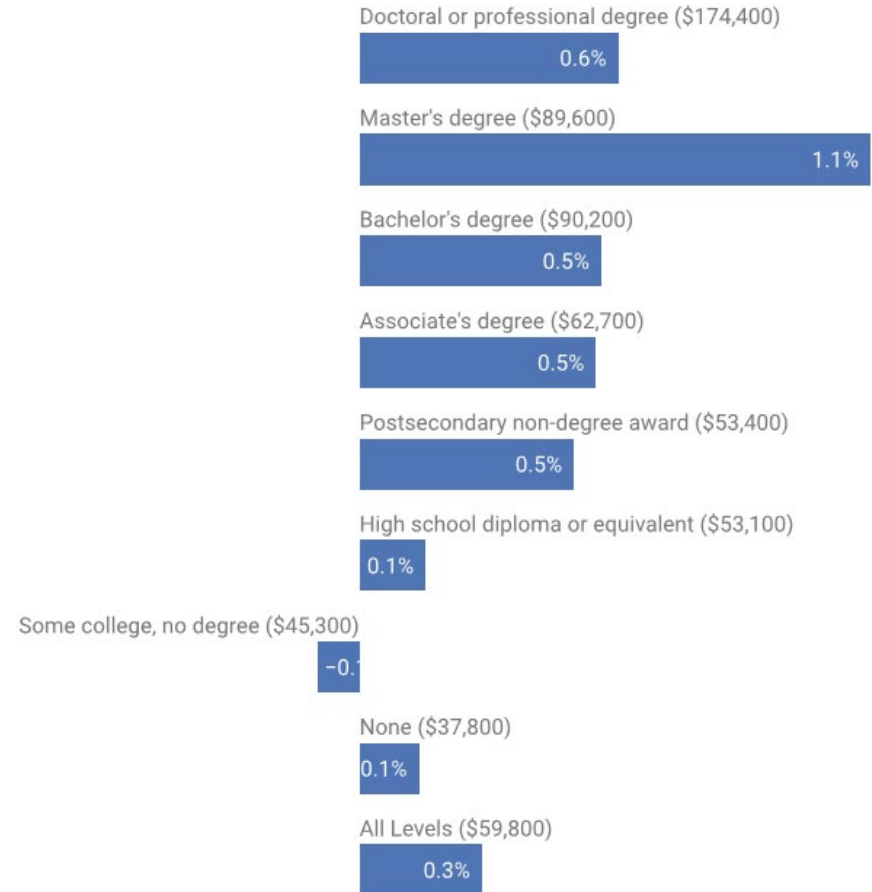
Forecast: The Role of Education

Annual Average Projected Job Growth by Education Required

MSP Metro



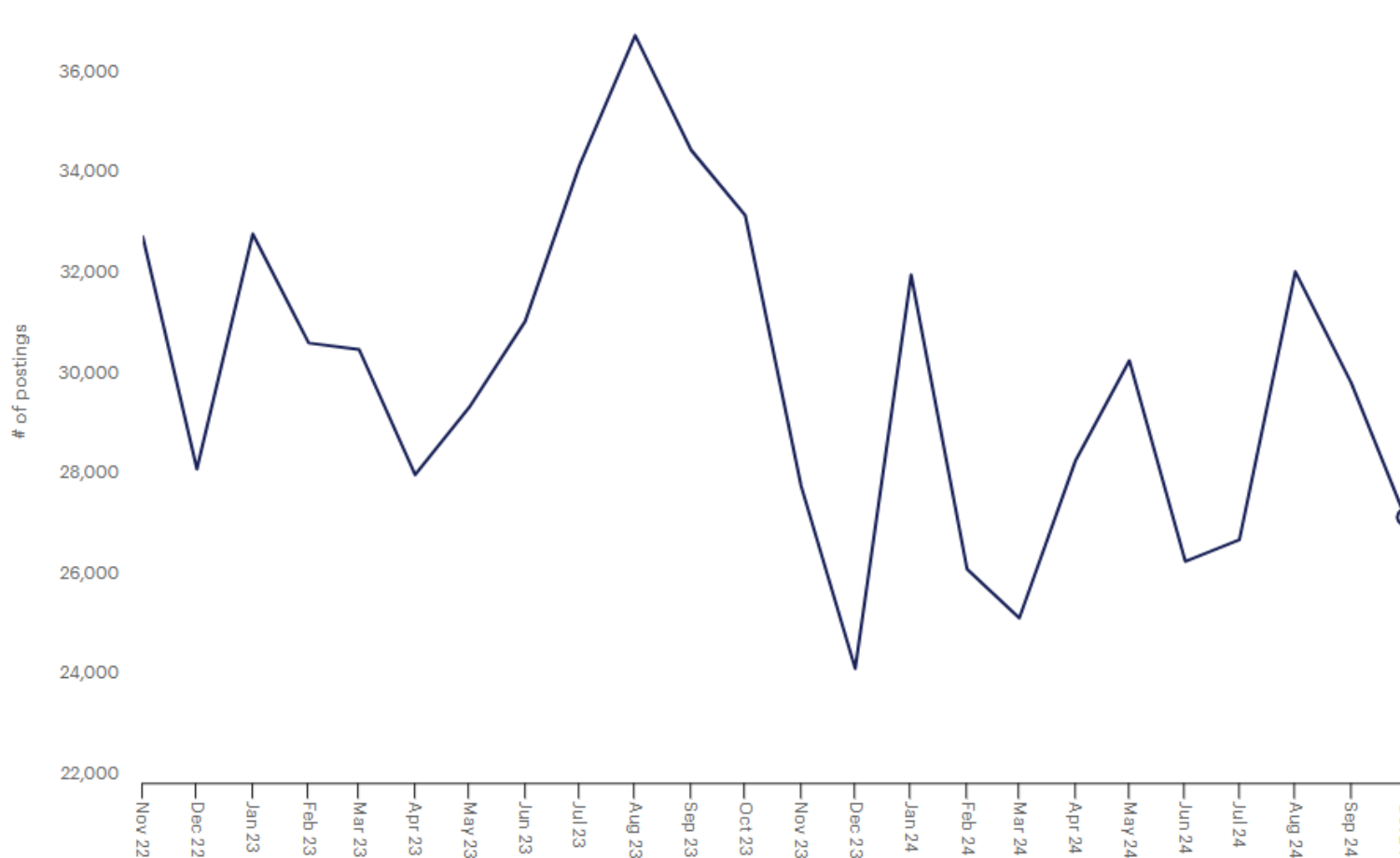
Central



Job Posting Trends in MSP Metro MN

MSP Metro

Total Jobs Advertised Monthly in MSP Metro Minnesota,
October 2023-2024

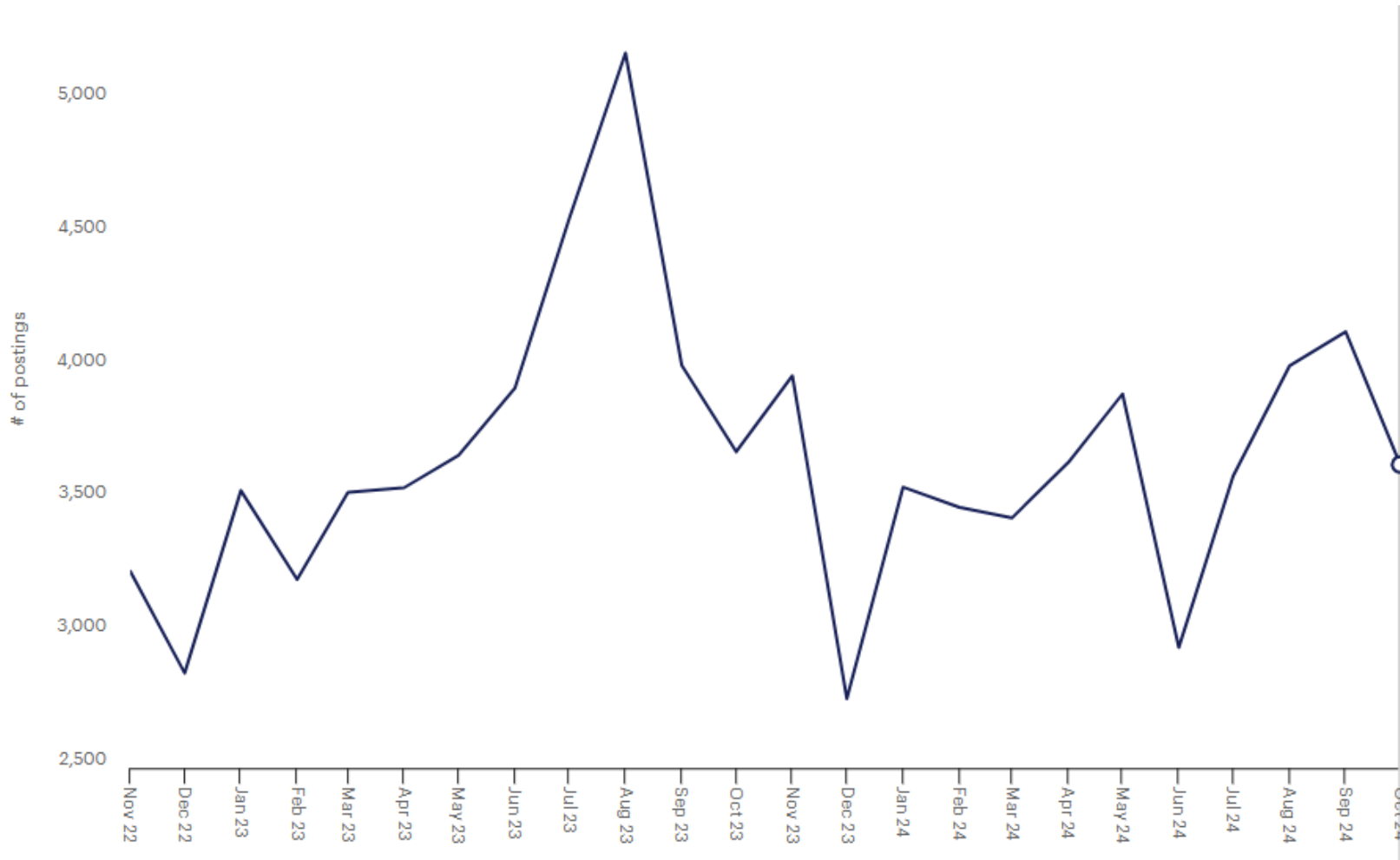


Peak posting Month:
August 2023



Job Posting Trends in Central MN

Total Jobs Advertised Monthly in Central Minnesota, October 2023-2024



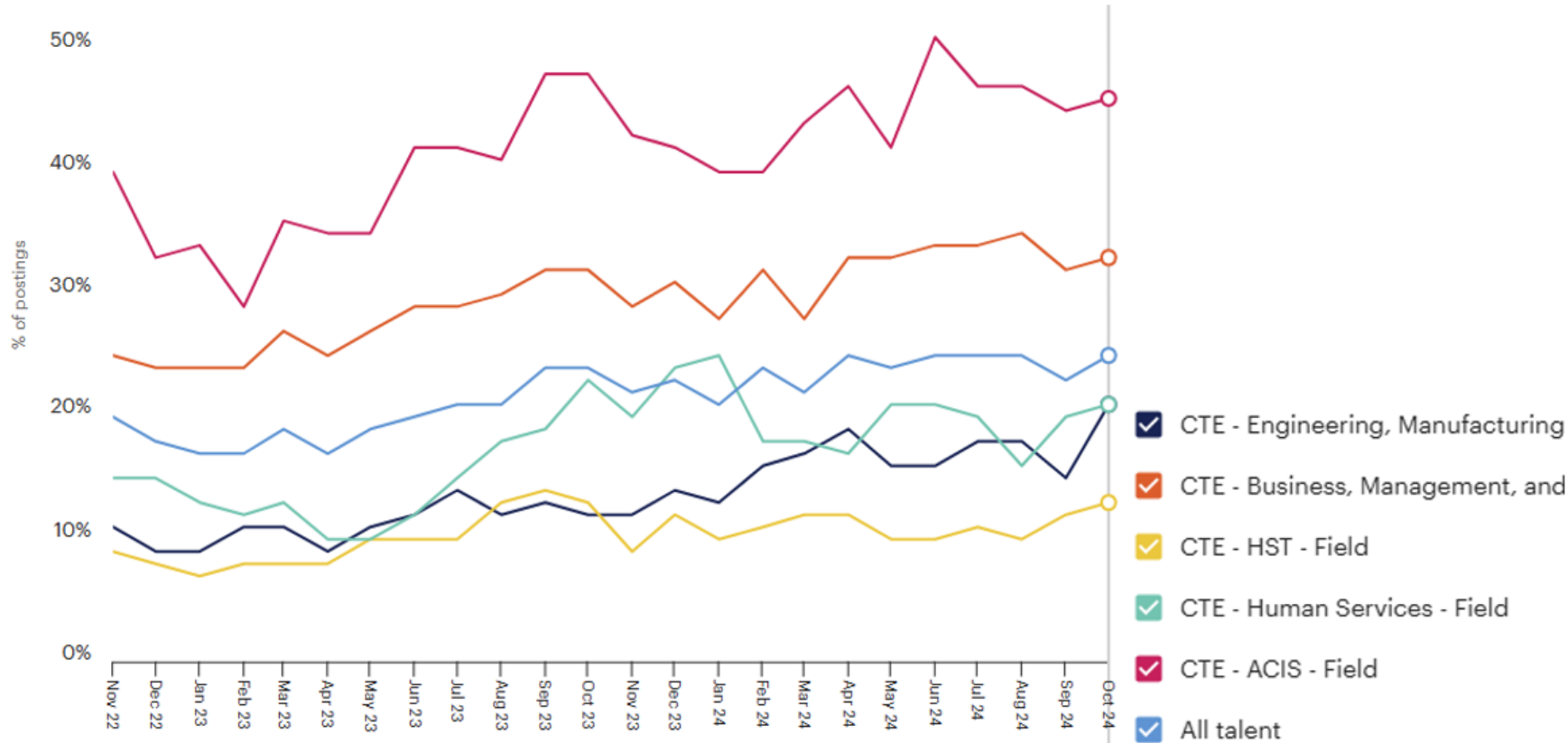
Peak posting Month:
August 2023



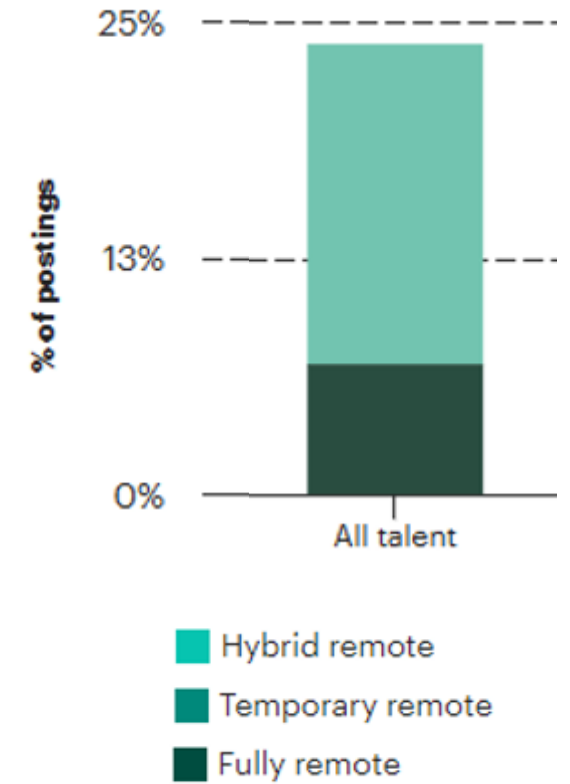
Job Posting Trends in Minnesota

MSP Metro

Total Remote Job Postings Advertised Monthly in the MSP Metro, October 2023-2024

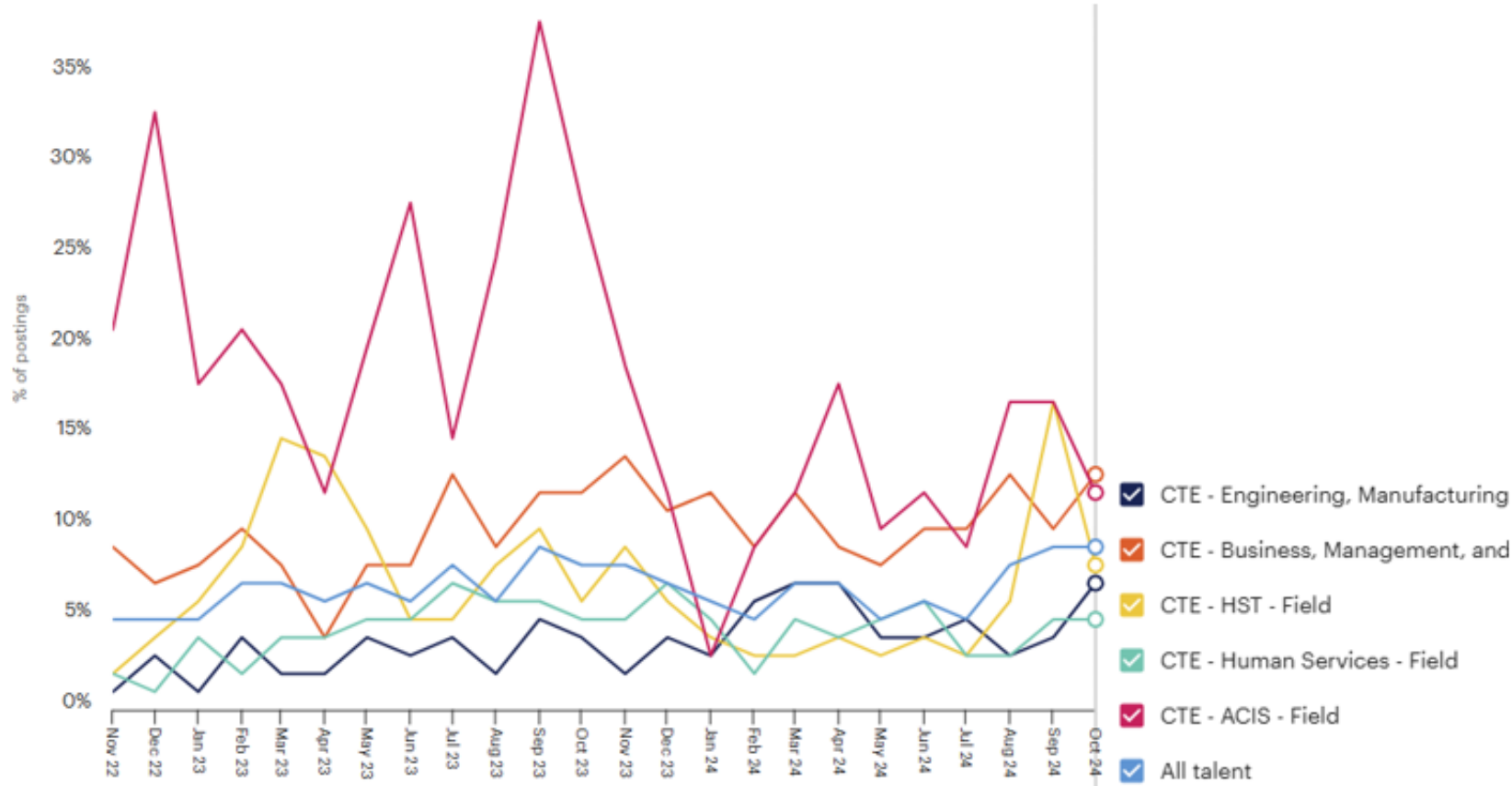


SOURCE: TalentNeuron accessed 11/1/2024

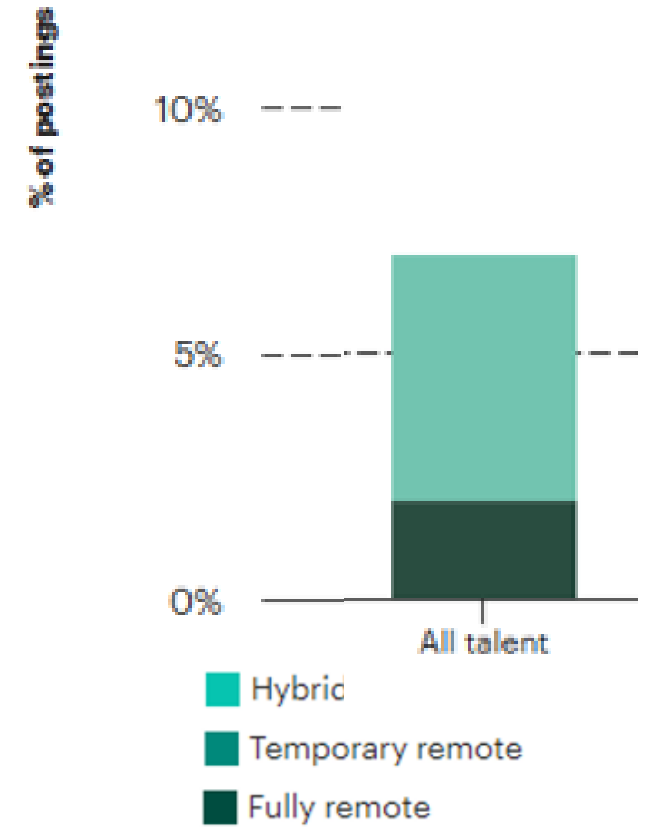


Job Posting Trends in Minnesota

Total Remote Job Postings Advertised Monthly in Central Minnesota, October 2023-2024



SOURCE: TalentNeuron accessed 11/1/2024



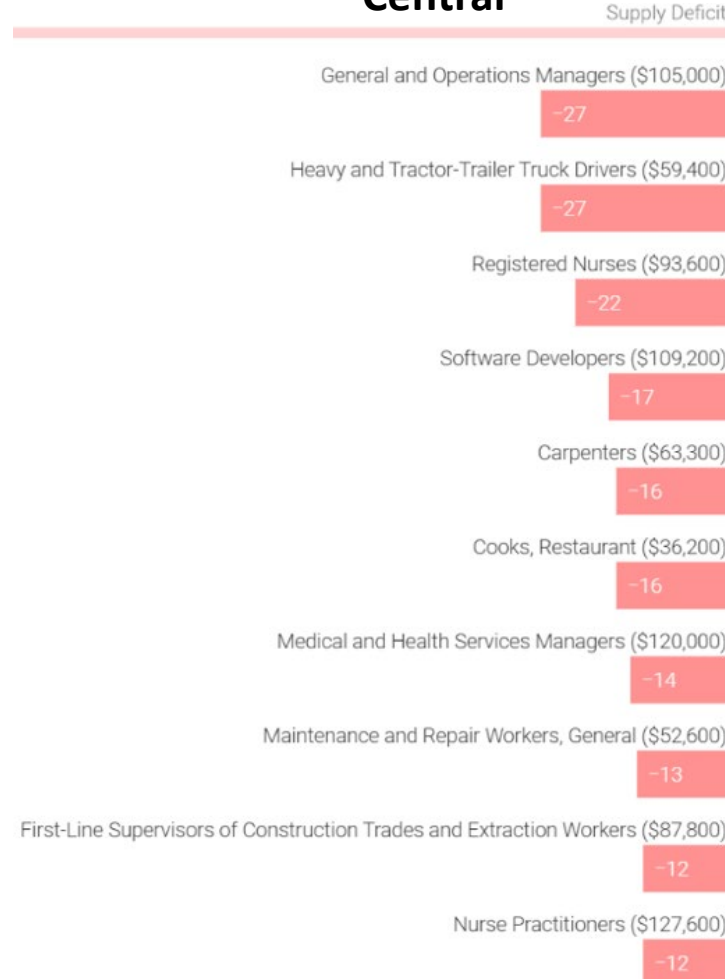
Talent Shortage Occupation Gaps

Annual Average Talent Shortage Forecast

MSP Metro



Central



Highlights

- Reductions in shortages in MSP Metro for top ten occupations
- Maintenance and Repair Workers forecasting higher shortages in Central Minnesota, now ranking in the top ten



Zero Unemployment

Occupations with No Unemployed Workforce and Employing over 75 Workers

MSP Metro

Central

1. Optometrists
2. Transportation Security Screeners
3. First-Line Supervisors of Security Workers
4. Legislators
5. Medical Transcriptionists
6. Disc Jockeys, Except Radio
7. Power Plant Operators
8. Entertainment and Recreation Managers, Except Gambling
9. Railroad Conductors and Yardmasters
10. Audiovisual Equipment Installers and Repairers
11. Postmasters and Mail Superintendents
12. Occupational Health and Safety Technicians
13. Transportation Workers, All Other
14. Industrial-Organizational Psychologists
15. Power Distributors and Dispatchers
16. Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic
17. Genetic Counselors
18. Physicists

1. Architectural and Engineering Managers
2. Occupational Health and Safety Specialists
3. School Psychologists
4. Excavating and Loading Machine and Dragline Operators, Surface Mining
5. Power Plant Operators
6. Nuclear Power Reactor Operators
7. Information Security Analysts
8. Dietitians and Nutritionists
9. First-Line Supervisors of Correctional Officers
10. Optometrists
11. Psychologists, All Other
12. Operations Research Analysts
13. Tax Examiners and Collectors, and Revenue Agents
14. Railroad Conductors and Yardmasters
15. Legislators
16. Database Administrators

Career Field Summary

Minnesota

Health Science Technology

- Highest employment concentration
- Second highest median wages

Human Services

- Highest growth in the past five years
- Lowest median wages

Business, Management, and Administration

- Largest total volume of employment
- Highest unemployment rate

Arts, Communications, and Information Systems

- Smallest employment volume
- Second-highest unemployment rate

Engineering, Manufacturing and Technology

- Second highest employment volume
- Highest unemployment rate

Agriculture, Food, and Natural Resources

- Second smallest share of employment
- Second lowest entry-level wages

Career Fields: Historical Trends

MSP Metro

CTE Field Employment and Wages in MSP Metro Minnesota, 2024Q1

CTE Field (occupation overlap exists, will not sum)	Current 2024Q1 Estimates							5-Year History	
	Empl	Avg Entry-Level Wages	Median Wages	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %
Health Science Technology	171,525	\$42,100	\$73,800	1.00	2,440	1.5%	18,708	3,706	0.4%
Human Services	302,403	\$46,100	\$61,600	1.03	6,320	2.1%	18,867	15,204	1.0%
Arts, Communications, and Information Systems	101,141	\$66,600	\$96,000	1.20	2,254	2.1%	8,306	-5,355	-1.0%
Business, Management, and Administration	833,742	\$47,400	\$66,600	1.02	23,608	2.8%	54,048	-28,608	-0.7%
Engineering, Manufacturing, and Technology	429,113	\$50,100	\$67,100	0.95	12,727	3.2%	22,460	5,353	0.3%
Agriculture, Food, and Natural Resources*	69,416	\$48,800	\$67,600	0.72	1,877	2.8%	4,456	1,249	0.4%
Total - All Occupations	1,855,958			1.00	47,869	2.6%	123,574	-8,946	-0.1%

Data as of 2024Q1 unless noted otherwise

Note: Figures may not sum due to rounding and overlap in occupations between career fields. All clusters are distinct occupations except for Agriculture, Food, and Natural Resources, which overlaps with other clusters. Employment by place of work.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data represent the average for all Covered Employment

3. Data represent found online ads active 10/1/2024-11/1/2024 in the selected region. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list). Ad counts for ZCTA-based regions are estimates.



Career Fields: Historical Trends

Central

CTE Field Employment and Wages in Central Minnesota, 2024Q1

CTE Field (occupation overlap exists, will not sum)	Current 2024Q1 Estimates							5-Year History	
	Empl	Avg Entry-Level Wages	Median Wages	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %
Health Science Technology	25,752	\$38,700	\$68,300	0.99	603	1.8%	5,009	-486	-0.4%
Human Services	44,768	\$41,800	\$53,700	1.02	1,308	2.5%	3,187	1,487	0.7%
Arts, Communications, and Information Systems	7,503	\$52,500	\$72,800	0.59	263	2.4%	451	-480	-1.2%
Business, Management, and Administration	112,917	\$38,300	\$51,100	0.91	5,607	3.6%	7,323	1,207	0.2%
Engineering, Manufacturing, and Technology	78,448	\$44,000	\$57,400	1.15	4,259	3.7%	4,463	2,360	0.6%
Agriculture, Food, and Natural Resources*	20,514	\$40,300	\$58,700	1.41	742	3.0%	660	738	0.7%
Total - All Occupations	279,594			1.00	12,321	3.3%	20,628	4,028	0.3%

Data as of 2024Q1 unless noted otherwise

Note: Figures may not sum due to rounding and overlap in occupations between career fields. All clusters are distinct occupations except for Agriculture, Food, and Natural Resources, which overlaps with other clusters. Employment by place of work.

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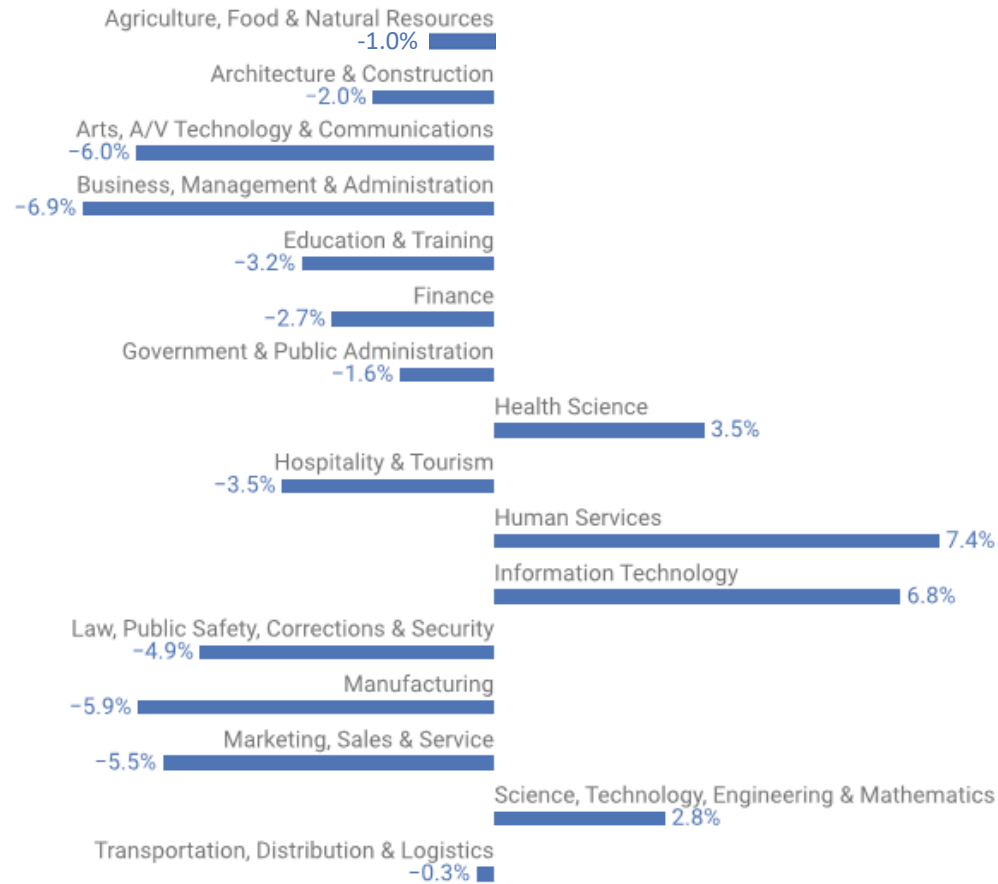
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Career Cluster Detail

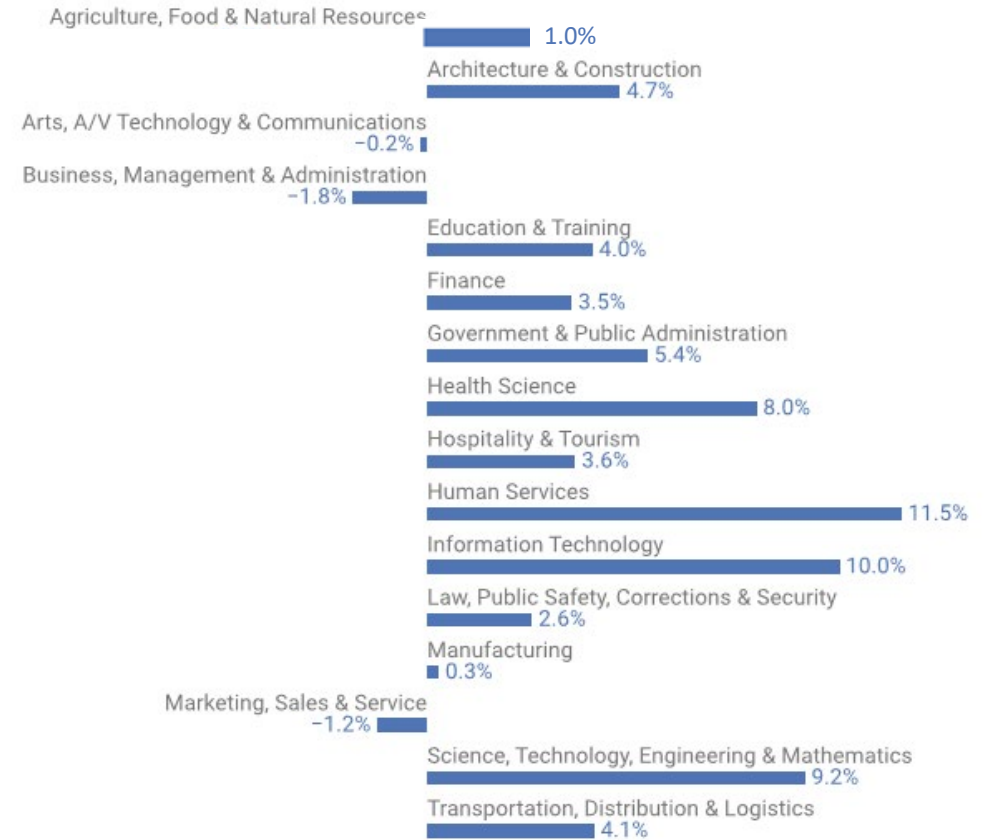
MSP Metro Central

Baseline 10-Year Forecasts by Career Cluster, 2024Q1

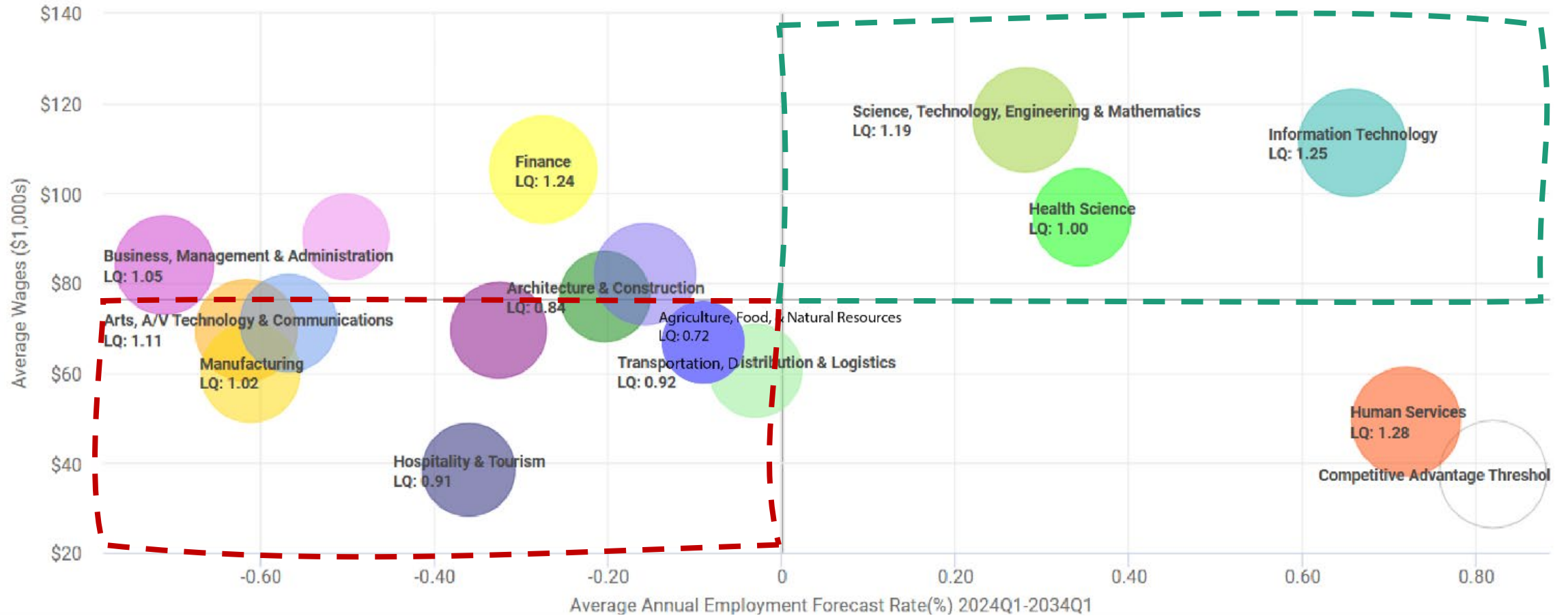
MSP Metro



Central



Career Clusters Workforce Forecast

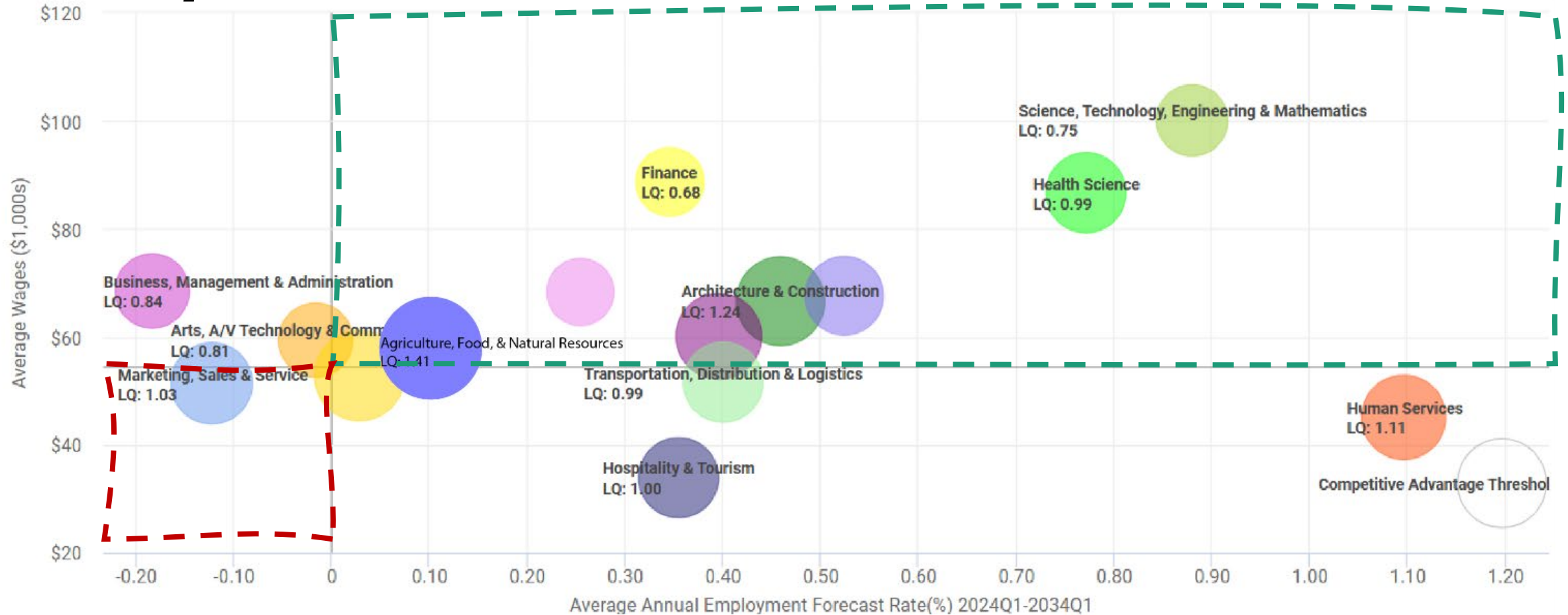


- Agriculture, Food & Natural Resources
- Business, Management & Administration
- Government & Public Administration
- Human Services
- Manufacturing
- Transportation, Distribution & Logistics
- Architecture & Construction
- Education & Training
- Health Science
- Information Technology
- Marketing, Sales & Service
- Arts, A/V Technology & Communications
- Finance
- Hospitality & Tourism
- Law, Public Safety, Corrections & Security
- Science, Technology, Engineering & Mathematics
- Competitive Advantage Threshold

Chmura JobsEQ, 2024Q1 Dataset.



Career Clusters Workforce Forecast



- Agriculture, Food & Natural Resources
- Architecture & Construction
- Arts, A/V Technology & Communications
- Business, Management & Administration
- Education & Training
- Finance
- Government & Public Administration
- Health Science
- Hospitality & Tourism
- Information Technology
- Law, Public Safety, Corrections & Security
- Marketing, Sales & Service
- Science, Technology, Engineering & Mathematics
- Transportation, Distribution & Logistics
- Competitive Advantage Threshold

Career Field Analysis

Target Occupations

High wage (above regional median)

High skill (require some credential)

High demand (2/4 indicators: under 3% unempl, higher than average 5-year growth, total 5-year demand >50% of current empl, high job posting volume)

*often also high occupation gap and award gap

Gateway Occupations

Mid wage (\$45,000 – regional median)

Low-middle skills (HS diploma, some OJT)

Sufficient demand (3-5% unemployment and/or high volumes of current opportunities)

Origin Occupations

Low wage (<\$45,000/year)

Low skill (no credential)

Varied demand (may have over 5% unemployment, low growth, low replacement demand, and/or low job postings)



Health Science Technology Summary Statistics

MSP Metro
Central

MSP Metro

- **2024Q1 Employment:** 171,525 (9% of MSP Metro employment)
- **Median Wage:** \$73,800
- **Location Quotient:** 1.00
- **2024Q1 Unemployment:** 2,440 (1.5% rate)
- **30-Day Job Ads:** 18,708*
- **5-Year Ann Avg Employment Change:** 0.4%
- **Forecast 5-Year Ann Employment Change:** 0.3%
- **Total 5-Year Demand:** 72,128

Central

- **2024Q1 Employment:** 25,752 (9% of Central Minnesota employment)
- **Median Wage:** \$68,300
- **Location Quotient:** 0.99
- **2024Q1 Unemployment:** 603 (1.8% rate)
- **30-Day Job Ads:** 5,009*
- **5-Year Ann Avg Employment Change:** -0.4%
- **Forecast 5-Year Ann Employment Change:** 0.8%
- **Total 5-Year Demand:** 11,575



Health Science Technology

Top Occupation & Award Gaps

MSP Metro

Central

MSP Metro

Central

Top Occupation Gaps

- Registered Nurses
- Medical & Health Services Managers
- Nurse Practitioners
- Licensed Practical & Licensed Vocational Nurses
- Medical Assistants

Top Award Gaps

- Medical Assistants
- Licensed Practical & Licensed Vocational Nurses
- Registered Nurses
- Medical & Health Services Managers
- Healthcare Support Workers, All Other

Top Occupation Gaps

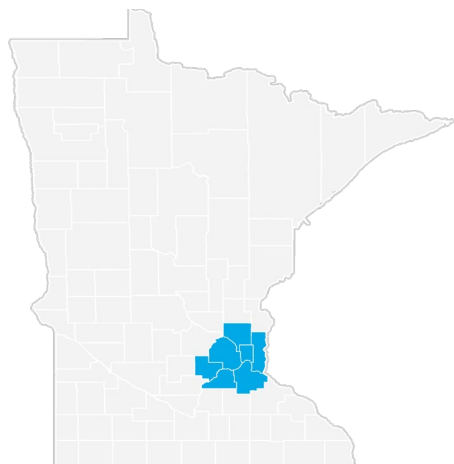
- Registered Nurses
- Medical & Health Services Managers
- Nurse Practitioners
- Licensed Practical & Licensed Vocational Nurses
- Nursing Assistants

Top Award Gaps

- Nurse Practitioners
- Healthcare Support Workers, All Other
- Medical Secretaries & Administrative Assistants
- Pharmacists
- Medical Assistants

Health Science Technology

MSP Metro



Target Occupations (All HW, HD, HS, OG)

Registered Nurses (AG)

Licensed Practical & Licensed Vocational Nurses (AG)

Medical & Health Services Managers (AG)

Dental Assistants

Nurse Practitioners (AG)

Gateway Occupations (All HD)

Nursing Assistants (HS, OG)

Medical Secretaries & Administrative Assistants (OG, AG)

Medical Assistants (HS, OG, AG)

Pharmacy Technicians (OG, AG)

Healthcare Support Workers, All Other (AG)

Origin Occupations (All HD)

Home Health Aides (AG)

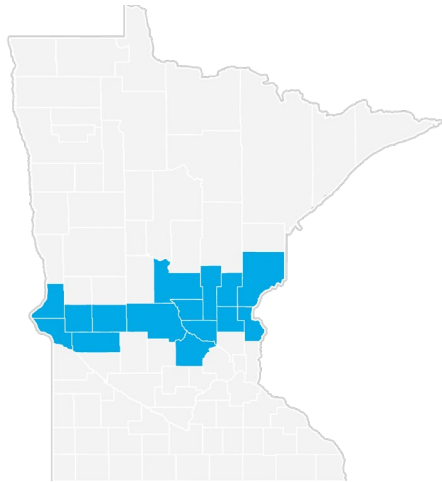
Veterinary Assistants & Laboratory Animal Caretakers (AG)

Pharmacy Aides (AG)

Physical Therapy Aides

Health Science Technology

Central



Target Occupations (All HW, HD, HS, OG)

Registered Nurses
Licensed Practical & Licensed Vocational Nurses
Medical & Health Services Managers (AG)
Dental Assistants (AG)
Pharmacists (AG)

Gateway Occupations

Medical Assistants (HS, HD, OG, AG)
Pharmacy Technicians (OG)

Origin Occupations

Nursing Assistants (HS, HD, OG)
Home Health Aides (HD)
Medical Secretaries & Administrative Assistants (HD, OG, AG)
Veterinary Technologists & Technicians (HS, HD, OG, AG)
Healthcare Support Workers (HD, AG)

Health Science Technology

MSP Metro Region Featured Pathway

Gateway

Target



Nursing Assistants
(HS, HD, OG)

**Licensed Practical &
Licensed Vocational
Nurses (HW, HS, HD,
OG, AG)**

Registered Nurses
(HW, HS, HD, OG,
AG)

Central Region Featured Pathway

Origin

Target



Nursing Assistants
(HS, HD, OG)

**Licensed Practical &
Licensed Vocational
Nurses (HW, HS, HD,
OG, AG)**

Registered Nurses
(HW, HS, HD, OG)

Human Services

Summary Statistics

MSP Metro
Central

MSP Metro

- **2024Q1 Employment:** 302,403 (16% of MSP Metro employment)
- **Median Wage:** \$61,600
- **Location Quotient:** 1.03
- **2024Q1 Unemployment:** 6,320 (2.1% rate)
- **30-Day Job Ads:** 18,867*
- **5-Year Ann Avg Employment Change:** 1.0%
- **Forecast 5-Year Ann Employment Change:** 0.1%
- **Total 5-Year Demand:** 160,047

Central

- **2024Q1 Employment:** 44,768 (16% of Central MN employment)
- **Median Wage:** \$53,700
- **Location Quotient:** 1.02
- **2024Q1 Unemployment:** 1,308 (2.5% rate)
- **30-Day Job Ads:** 3,187*
- **5-Year Ann Avg Employment Change:** 0.7%
- **Forecast 5-Year Ann Employment Change:** 0.6%
- **Total 5-Year Demand:** 15,423



MSP Metro

Central

Top Occupation Gaps

- Substance, Behavioral, Mental Health Counselors
- Hairdressers, Hairstylists, & Cosmetologists
- Social & Community Service Managers
- Health Specialties Teachers, Postsecondary
- Lawyers

Top Award Gaps

- Teaching Assistants, Except Postsecondary
- Childcare Workers
- Hairdressers, Hairstylists, & Cosmetologists
- Exercise Trainers & Group Fitness Instructors
- Preschool Teachers, Except Special Education

Top Occupation Gaps

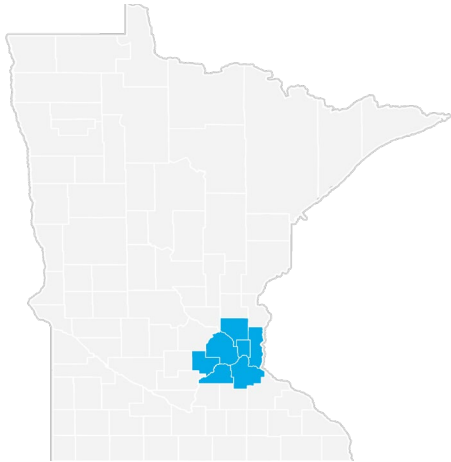
- Elementary School Teachers
- Secondary School Teachers
- Police & Sheriff's Patrol Officers
- Substance, Behavioral, Mental Health Counselors
- Social & Community Service Managers

Top Award Gaps

- Elementary School Teachers
- Hairdressers, Hairstylists, & Cosmetologists
- Lawyers
- Substitute Teachers, Short-Term
- Exercise Trainers & Group Fitness Instructors

Human Services

MSP Metro



Target Occupations (All HW, HS, HD)

Elementary School Teachers, Except Special Education

Secondary School Teachers, Except Special & CTE

Lawyers (OG)

Middle School Teachers, Except Special & CTE

Child, Family, & School Social Workers (OG, AG)

Gateway Occupations (All HD, AG)

Security Guards

Social & Human Service Assistants (HD)

Self-Enrichment Teachers

Substance Abuse, Behavioral Disorder, & Mental Health Counselors (HS, OG)

Exercise Trainers & Group Fitness Instructors

Origin Occupations (All HD, AG)

Personal Care Aides

Teaching Assistants, Except Postsecondary (HS)

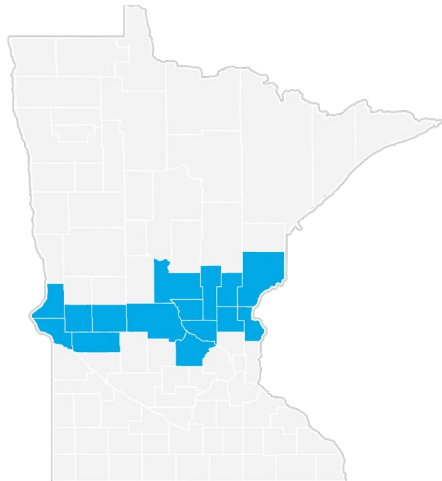
Childcare Workers

Preschool Teachers, Except Special Education (HS)

Hairdressers, Hairstylists, & Cosmetologists (HS, OG)

Human Services

Central



Target Occupations (All HW, HS, HD, OG)

Elementary School Teachers (AG)

Secondary School Teachers, Except Special & CTE

Middle School Teachers, Except Special & CTE
(AG)

Substance Abuse, Behavioral Disorder, & Mental
Health Counselors (AG)

Child, Family, & School Social Workers (AG)

Gateway Occupations (All HD)

Exercise Trainers & Groups Fitness Instructors (AG)

Coaches & Scouts (HS, AG)

Community & Social Service Specialists (HS, AG)

Rehabilitation Counselors (HS, AG)

First-Line Supervisors of Entertainment & Recreation Workers,
Except Gambling Services (OG)

Origin Occupations (All HD)

Personal Care Aides (AG)

Teaching Assistants, Except Postsecondary (HS)

Childcare Workers (AG)

Preschool Teachers, Except Special Education (HS)

Social & Human Service Assistants

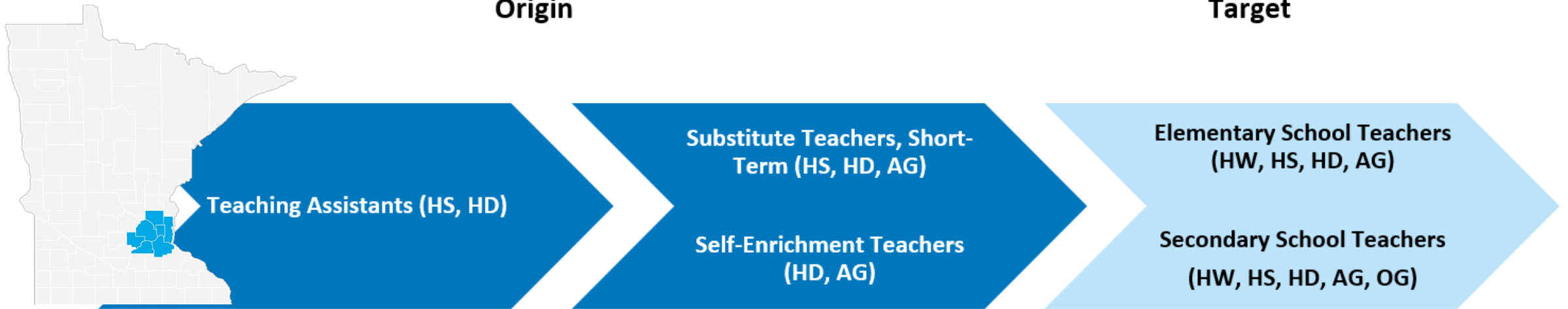
Human Services

MSP Metro Central

MSP Metro Region Featured Pathway

Origin

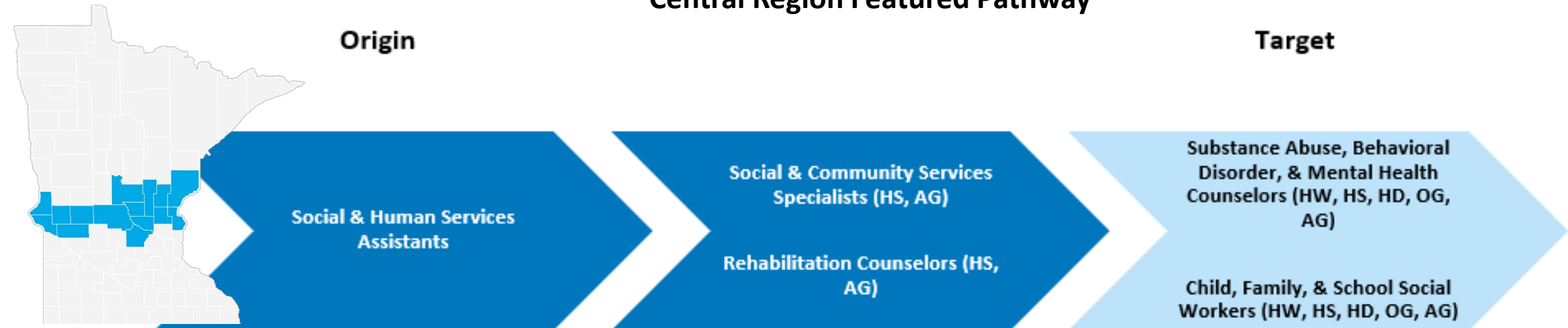
Target



Central Region Featured Pathway

Origin

Target



Arts, Communications, & Information Systems *Summary Statistics*

MSP Metro
Central

MSP Metro

- **2024Q1 Employment:** 101,141 (5% of MSP Metro employment)
- **Median Wage:** \$96,000
- **Location Quotient:** 1.2
- **2024Q1 Unemployment:** 2,254 (2.1% rate)
- **30-Day Job Ads:** 8,306*
- **5-Year Ann Avg Employment Change:** -1.0%
- **Forecast 5-Year Ann Employment Change:** 0.2%
- **Total 5-Year Demand:** 36,831

Central

- **2024Q1 Employment:** 7,503 (3% of Central MN employment)
- **Median Wage:** \$72,800
- **Location Quotient:** 0.59
- **2024Q1 Unemployment:** 263 (2.4% rate)
- **30-Day Job Ads:** 451*
- **5-Year Ann Avg Employment Change:** -1.2%
- **Forecast 5-Year Ann Employment Change:** 0.5%
- **Total 5-Year Demand:** 3,113



Arts, Communications, & Information Systems

Top Occupation & Award Gaps

MSP Metro

Central

MSP Metro

Central

Top Occupation Gaps

- Software Developers
- Computer Systems Analysts
- Information Security Analysts
- Computer User Support Specialists
- Computer Network Support Specialists

Top Award Gaps

- Software Developers
- Computer Systems Analysts
- Computer User Support Specialists
- Musicians & Singers
- Photographers

Top Occupation Gaps

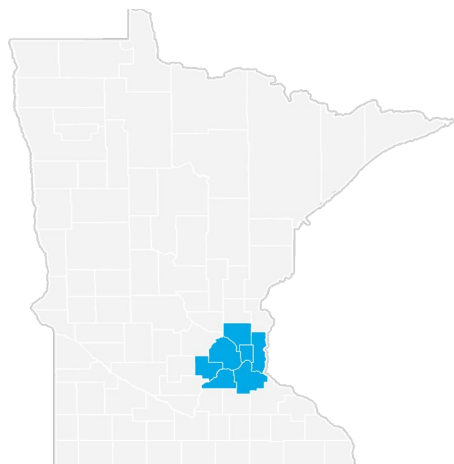
- Software Developers
- Computer Systems Analysts
- Computer Occupations, All Other
- Telecommunications Line Installers & Repairers
- Information Security Analysts

Top Award Gaps

- Computer User Support Specialists
- Computer Systems Analysts
- Musicians & Singers
- Photographers
- Audio & Video Technicians

Arts, Communications, & Information Systems

MSP Metro



Target Occupations (All HW, HS, HD, OG, AG)

Software Developers

Computer User Support Specialists

Computer Systems Analysts

Computer Occupations, All Other

Network & Computer Systems Administrators

Gateway Occupations

Printing Press Operators (AG)

Photographers (OG, AG)

Prepress Technicians & Workers (AG)

Print Binding & Finishing Workers

Audio & Video Technicians (HS, OG, AG)

Origin Occupations

News Analysts, Reporters, & Journalists (HS)

Floral Designers

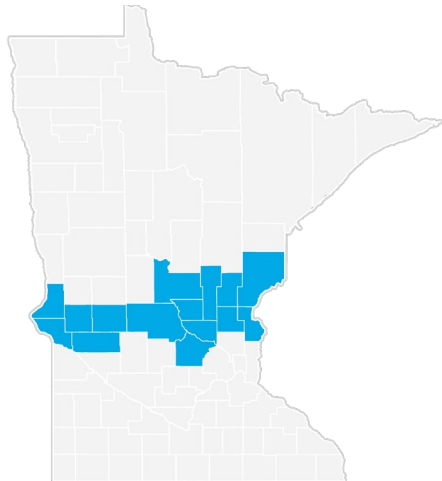
Broadcast Announcers & Radio Disc Jockeys (HS, AG)

Disc Jockeys, Except Radio (AG)

Artists & Related Workers, All Other (OG, AG)

Arts, Communications, & Information Systems

Central



Target Occupations (All HW, HS, HD)

Software Developers (OG)

Computer User Support Specialists (OG, AG)

Computer Systems Analysts (OG, AG)

Graphic Designers (AG)

Computer Network Support Specialists (OG)

Gateway Occupations

Printing Press Operators (AG)

Print Binding & Finishing Workers

Audio & Video Technicians (HS, AG)

Broadcast Technicians (HS, AG)

Proofreaders & Copy Markers (HS)

Origin Occupations

Photographers (HD, OG, AG)

Prepress Technicians & Workers (HS, AG)

Floral Designers

Broadcast Announcers & Radio Disc Jockeys (HS)

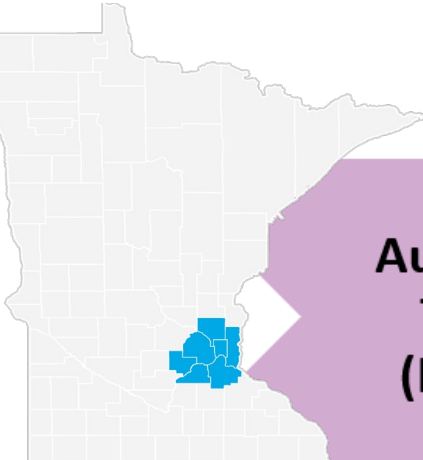
News Analysts, Reporters, & Journalists (HS)

Arts, Communications, & Information Systems

MSP Metro Region Featured Pathway

Gateway

Target



**Audio & Visual
Technicians
(HS, OG, AG)**

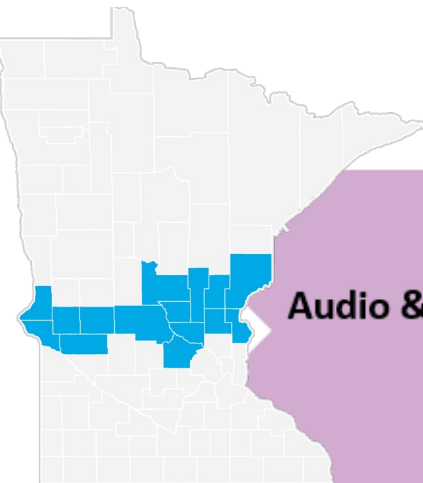
**Computer User
Support Specialists
(HW, HS, HD, AG,
OG)**

**Computer Systems
Analysts
(HW, HS, HD, AG,
OG)**

Central Region Featured Pathway

Gateway

Target



**Audio & Visual Technicians
(HS, AG)**

**Computer Network
Support Specialists
(HW,HS,HD, AG, OG)**

**Computer User Support
Specialists (HW, HS, HD,
AG, OG)**
**Computer Systems
Analysts
(HW, HS, HD, AG, OG)**

Business, Management, & Administration *Summary Statistics*

MSP Metro
Central

MSP Metro

Central

- **2024Q1 Employment:** 833,742 (45% of MSP Metro employment)
- **Median Wage:** \$66,600
- **Location Quotient:** 1.02
- **2024Q1 Unemployment:** 23,608 (2.8% rate)
- **30-Day Job Ads:** 54,048*
- **5-Year Ann Avg Employment Change:** -0.7%
- **Forecast 5-Year Ann Employment Change:** -0.6%
- **Total 5-Year Demand:** 469,316

- **2024Q1 Employment:** 112,917 (40% of Central MN employment)
- **Median Wage:** \$51,100
- **Location Quotient:** 0.91
- **2024Q1 Unemployment:** 5,607 (3.6% rate)
- **30-Day Job Ads:** 7,323*
- **5-Year Ann Avg Employment Change:** 0.2%
- **Forecast 5-Year Ann Employment Change:** 0.0%
- **Total 5-Year Demand:** 74,544



Business, Management, & Administration *Top Occupation & Award Gaps*

MSP Metro

Central

Top Occupation Gaps

- General & Operations Managers
- Financial Managers
- Restaurant Cooks
- Market Research Analysts & Specialists
- Management Analysts

Top Award Gaps

- General & Operations Managers
- Management Analysts
- Business Operations Specialists
- Human Resources Specialists
- Accountants and Auditors

Top Occupation Gaps

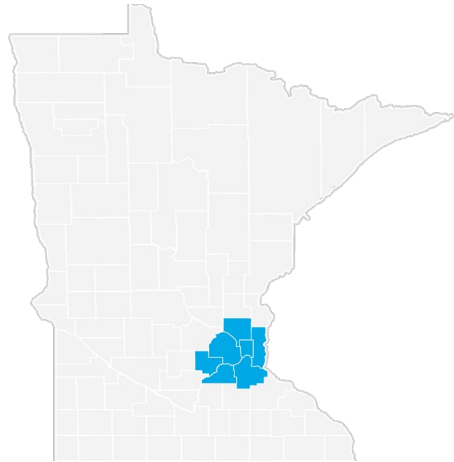
- General & Operations Managers
- Restaurant Cooks
- Financial Managers
- Managers, All Other
- Management Analysts

Top Award Gaps

- General & Operations Managers
- Human Resources Specialists
- Supervisors of Food Prep & Serving Workers
- Project Management Specialists
- Management Analysts

Business, Management, & Administration

MSP Metro



Target Occupations (All HW, HS, HD, OG, AG)

General & Operations Managers

Accountants & Auditors

Market Research Analysts & Marketing Specialists

Management Analysts

Business Operations Specialists, All Others

Gateway Occupations (All HD)

Customer Service Representatives (AG)

Office Clerks, General (AG)

Secretaries & Administrative Assistants (AG)

Bookkeeping, Accounting, & Auditing Clerks (HS, AG)

First-Line Supervisors of Retail Sales Workers

Origin Occupations (All HD)

Retail Salespersons

Fast Food & Counter Workers

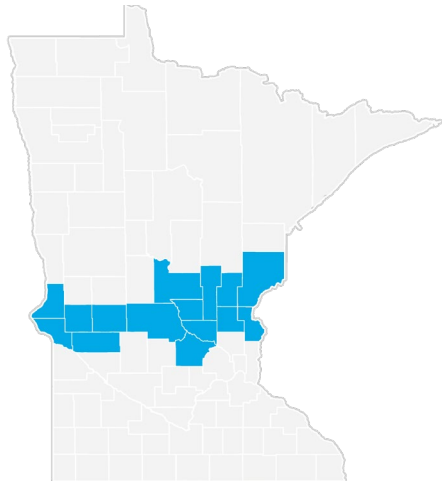
Cashiers

Janitors & Cleaners, Except Maids & Housekeeping Cleaners

Stockers & Order Fillers

Business, Management, & Administration

Central



Target Occupations (All HW, HS, HD, OG)

General & Operations Managers (AG)

Accountants & Auditors

Managers, All Other

Market Research Analysts & Marketing Specialists

Business Operations Specialists, All Other (AG)

Gateway Occupations

First-Line Supervisors of Retail Sales Workers (HD, AG)

Secretaries & Administrative Assistants (HD)

Bookkeeping, Accounting, & Auditing Clerks (HS, HD)

Billing & Posting Clerks (HD)

Loan Interviewers & Clerks

Origin Occupations

Cashiers

Retail Salespersons (HD)

Fast Food & Counter Workers (HD)

Office Clerks, General (HD, AG)

Stockers & Order Fillers (HD)

Business, Management, & Administration

MSP Metro Region Featured Pathway

Origin

Gateway

Target



Retail Salespersons (HD)

Fast Food & Counter
Workers (HD)

Supervisors of Retail
Workers (HD)

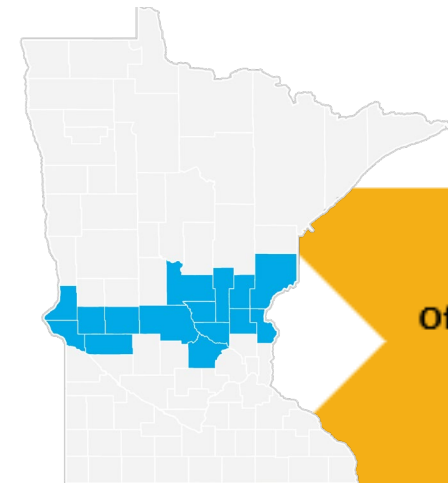
General Operations
Managers
(HW, HS, HD, OG, AG)

Central Region Featured Pathway

Origin

Gateway

Target



Office Clerks, General (HD,
AG)

Bookkeeping, Accounting &
Auditing Clerks (HS, HD)

Billing & Posting Clerks (HD)

Accountants & Auditors
(HW, HS, HD, OG)

Engineering, Manufacturing, & Technology

Summary Statistics

MSP Metro
Central

MSP Metro

Central

- **2024Q1 Employment:** 429,113 (23% of MSP Metro employment)
- **Median Wage:** \$67,100
- **Location Quotient:** 0.95
- **2024Q1 Unemployment:** 12,727 (3.2% rate)
- **30-Day Job Ads:** 22,460*
- **5-Year Ann Avg Employment Change:** 0.3%
- **Forecast 5-Year Ann Employment Change:** -0.3%
- **Total 5-Year Demand:** 202,671

- **2024Q1 Employment:** 78,448 (28% of Central MN employment)
- **Median Wage:** \$57,400
- **Location Quotient:** 1.15
- **2024Q1 Unemployment:** 4,259 (3.7% rate)
- **30-Day Job Ads:** 4,463*
- **5-Year Ann Avg Employment Change:** 0.6%
- **Forecast 5-Year Ann Employment Change:** 0.3%
- **Total 5-Year Demand:** 16,214



Engineering, Manufacturing, & Technology

Top Occupation & Award Gaps

MSP Metro
Central

MSP Metro

Central

Top Occupation Gaps

- Heavy & Tractor Trailer Truck Drivers
- Maintenance & Repair Workers
- Industrial Engineers
- Carpenters
- Industrial Machinery Mechanics

Top Award Gaps

- Industrial Engineers
- Industrial Engineering Technologists
- Welders, Cutters, Solderers, & Brazers
- Heavy & Tractor Trailer Truck Drivers
- Aircraft Mechanics & Service Technicians

Top Occupation Gaps

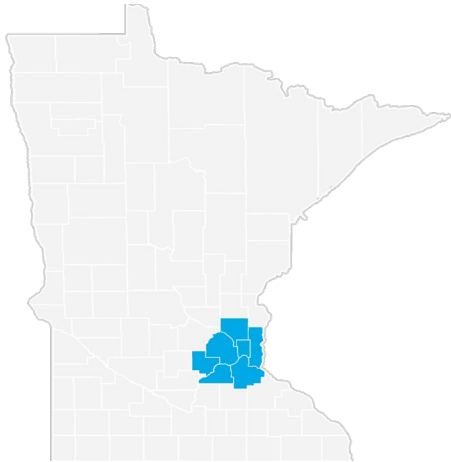
- Heavy & Tractor Trailer Truck Drivers
- Carpenters
- Maintenance & Repair Workers
- Supervisors of Construction Trades Workers
- Industrial Engineers

Top Award Gaps

- Welders, Cutters, Solderers, & Brazers
- Automotive Service Technicians
- Heavy & Tractor-Trailer Truck Drivers
- Cost Estimators
- Civil Engineers

Engineering, Manufacturing, & Tech

MSP Metro



Target Occupations (All HW, HS, HD, AG)

Heavy & Tractor-Trailer Truck Drivers (OG)

Industrial Engineers (OG)

Automotive Services Technicians & Mechanics (OG)

Construction Managers (OG)

Purchasing Agents, Except Wholesale, Retail, & Farm

Gateway Occupations

Laborers & Freight, Stock & Material Movers, Hand (HD)

Team Assemblers

Light Truck Drivers (HD, AG)

Landscaping & Groundskeeping Workers (HD, AG)

Inspectors, Testers, Sorters, Samplers, & Weighers (HD)

Origin Occupations

Packers & Packagers, Hand

Packaging & Filling Machine Operators & Tenders (OG)

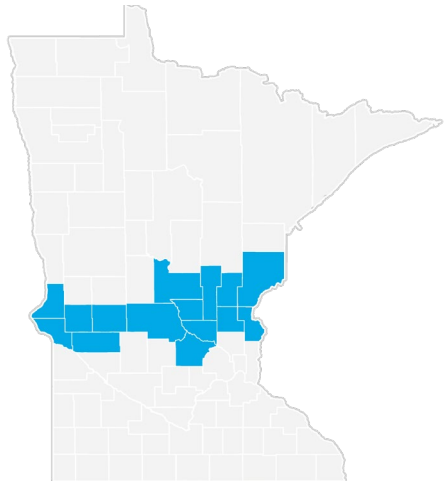
Cleaners of Vehicles & Equipment

Shuttle Drivers & Chauffeurs (HD, AG)

Couriers & Messengers

Engineering, Manufacturing, & Tech

Central



Target Occupations (All HW, HS, HD, OG, AG)

Heavy & Tractor-Trailer Truck Drivers
Automotive Service Technicians & Mechanics
Industrial Engineers
Construction Managers
HVAC Mechanics

Gateway Occupations

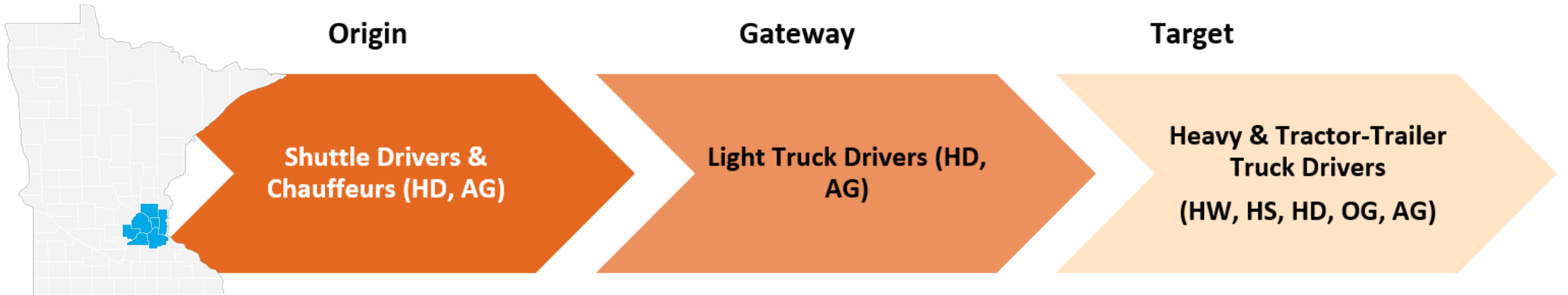
Light Truck Drivers (HD, AG)
School Bus Drivers (HD, AG)
Inspectors, Testers, Sorters, Samplers, & Weighers (HD, AG)
Cabinetmakers & Bench Carpenters (OG, AG)
Industrial Truck & Tractor Operators (HD)

Origin Occupations

Laborers & Freight, Stock, & Material Movers (HD)
Team Assemblers
Landscaping & Groundskeeping Workers (HD, AG)
Packers & Packagers, Hand
Packaging & Filling Machine Operators & Tenders (HD, OG)

Engineering, Manufacturing, & Technology

MSP Metro Region Featured Pathway



Central Region Featured Pathway



Agriculture, Food, & Natural Resources

Summary Statistics

MSP Metro

- **2024Q1 Employment:** 69,416 (4% of MSP Metro employment)
- **Median Wage:** \$67,600
- **Location Quotient:** 0.72
- **2024Q1 Unemployment:** 1,877 (2.8% rate)
- **30-Day Job Ads:** 4,456*
- **5-Year Ann Avg Employment Change:** 0.4%
- **Forecast 5-Year Ann Employment Change:** -0.1%
- **Total 5-Year Demand:** 37,881

Central

- **2024Q1 Employment:** 20,514 (7% of Central MN employment)
- **Median Wage:** \$58,700
- **Location Quotient:** 1.41
- **2024Q1 Unemployment:** 742 (3.0% rate)
- **30-Day Job Ads:** 660*
- **5-Year Ann Avg Employment Change:** 0.7%
- **Forecast 5-Year Ann Employment Change:** 0.1%
- **Total 5-Year Demand:** 20,514

Agriculture, Food, & Natural Resources

Top Occupation & Award Gaps

MSP Metro

Top Occupation Gaps

- Veterinary Technologists & Technicians
- Plumbers, Pipefitters, & Steamfitters
- HVAC Mechanics
- Aircraft Mechanics & Service Technicians
- Veterinarians

Top Award Gaps

- Aircraft Mechanics & Service Technicians
- Environmental Engineers
- Veterinary Technologists & Technicians
- Environmental Scientists & Specialists
- Veterinary Assistants & Lab Animal Caretakers

Central

Top Occupation Gaps

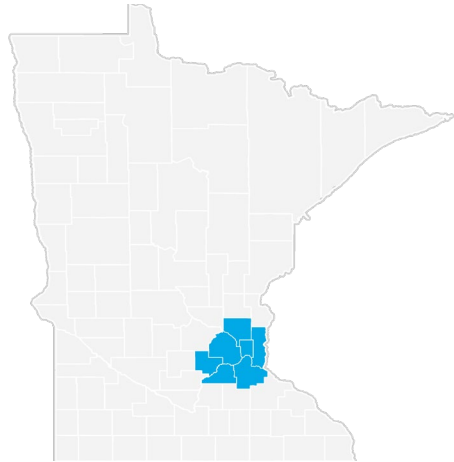
- Plumbers, Pipefitters, & Steamfitters
- Farmers, Ranchers, & Agricultural Managers
- HVAC & Refrigeration Mechanics
- Veterinary Technologists & Technicians
- Veterinarians

Top Award Gaps

- Farmers, Ranchers, & Agricultural Managers
- HVAC & Refrigeration Mechanics
- Veterinary Technologists & Technicians
- Veterinarians
- Nuclear Engineers

Agriculture, Food, & Natural Resources

MSP Metro



Target Occupations (All HW, HS, HD)

HVAC Mechanics & Installers (OG)

Chemists

Veterinarians (OG)

Chemical Technicians (OG, AG)

Food Science Technicians (OG)

Gateway Occupations

Landscaping & Groundskeeping Workers (HD, AG)

Veterinary Technologists & Technicians (HS, HD, OG, AG)

Butchers & Meat Cutters

Biological Technicians (HS, HD, OG)

Life, Physical, & Social Science Technicians, All Other (HS, HD, AG)

Origin Occupations

Animal Caretakers (HD, AG)

Food Batchmakers (HD, OG, AG)

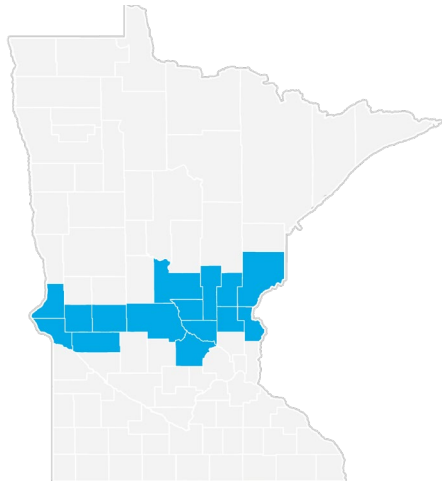
Bakers (AG)

Farmworkers & Laborers, Crop, Nursery, & Greenhouse

Veterinary Assistants & Laboratory Animal Caretakers (HD, AG)

Agriculture, Food, & Natural Resources

Central



Target Occupations (All HW, HS, HD)

HVAC Mechanics (OG, AG)

Veterinarians (OG, AG)

Telecommunications Equipment Installers & Repairers (OG, AG)

Nuclear Engineers (AG)

Environmental Scientists & Specialists

Gateway Occupations

Food Cooking Machine Operators & Tenders (HD)

Outdoor Power Equipment & Other Small Engine Mechanics (HD, AG)

Food & Tobacco Roasting, Baking, & Drying Machine Operators & Tenders (HD)

Logging Equipment Operators

Animal Breeders (HD, AG)

Origin Occupations

Landscaping & Groundskeeping Workers (HD, AG)

Farm Workers, Farm, Ranch, & Aquacultural Animals

Farmworkers & Laborers, Crop, Nursery, & Greenhouse

Meat, Poultry, & Fish Cutters & Trimmers

Food Batchmakers (HD, AG)

Agriculture, Food, & Natural Resources

MSP Metro Region Featured Pathway



Central Region Featured Pathway



Summary and Discussion

Thank you!

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Appendix



The National Career Clusters[®] Framework

The Career Clusters Framework serves as the foundation for designing consistent, high-quality Career Technical Education (CTE) and career pathway programs.

- Released in October 2024
- 5 Cluster Groupings
 - 14 Clusters (11 aligned to groupings, 3 cross-cutting)
 - 72 Sub-Clusters

