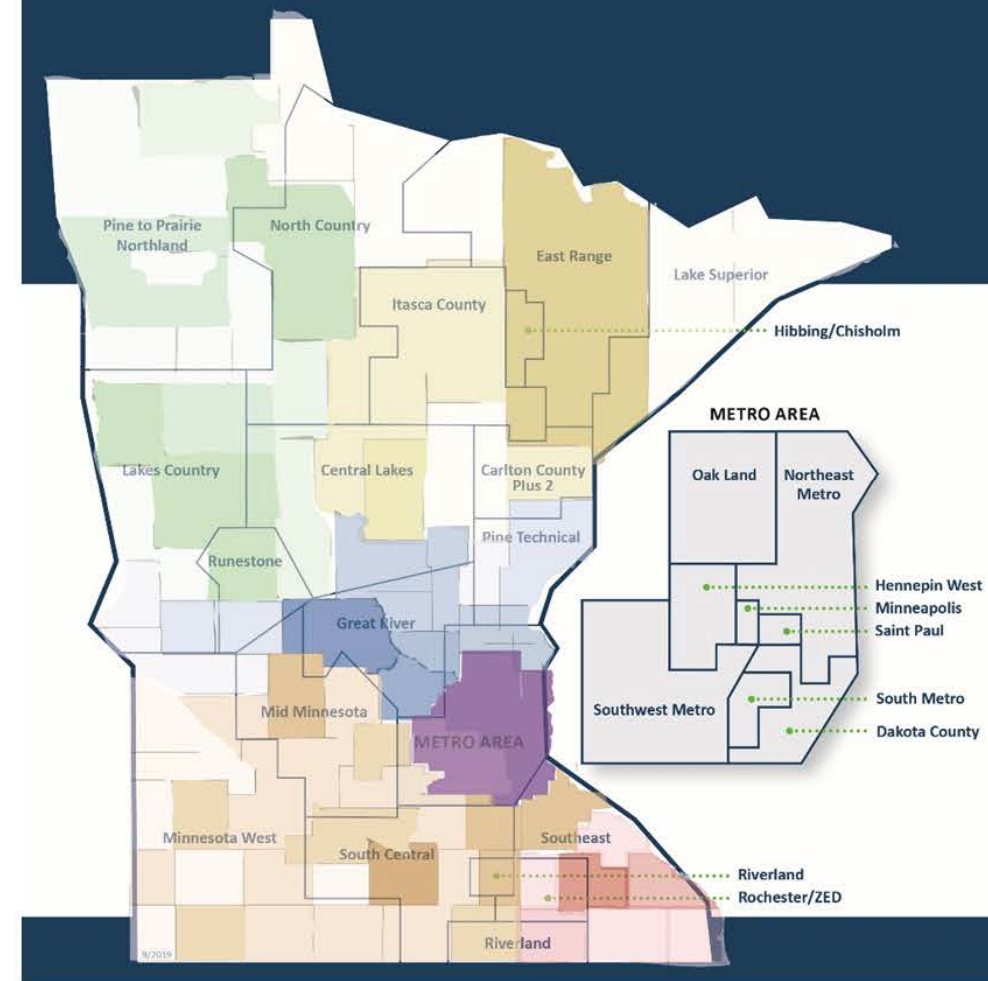


2024 Regional Career Trends

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.

ABOUT US

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<https://www.menti.com/alyj495wj9fd>



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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

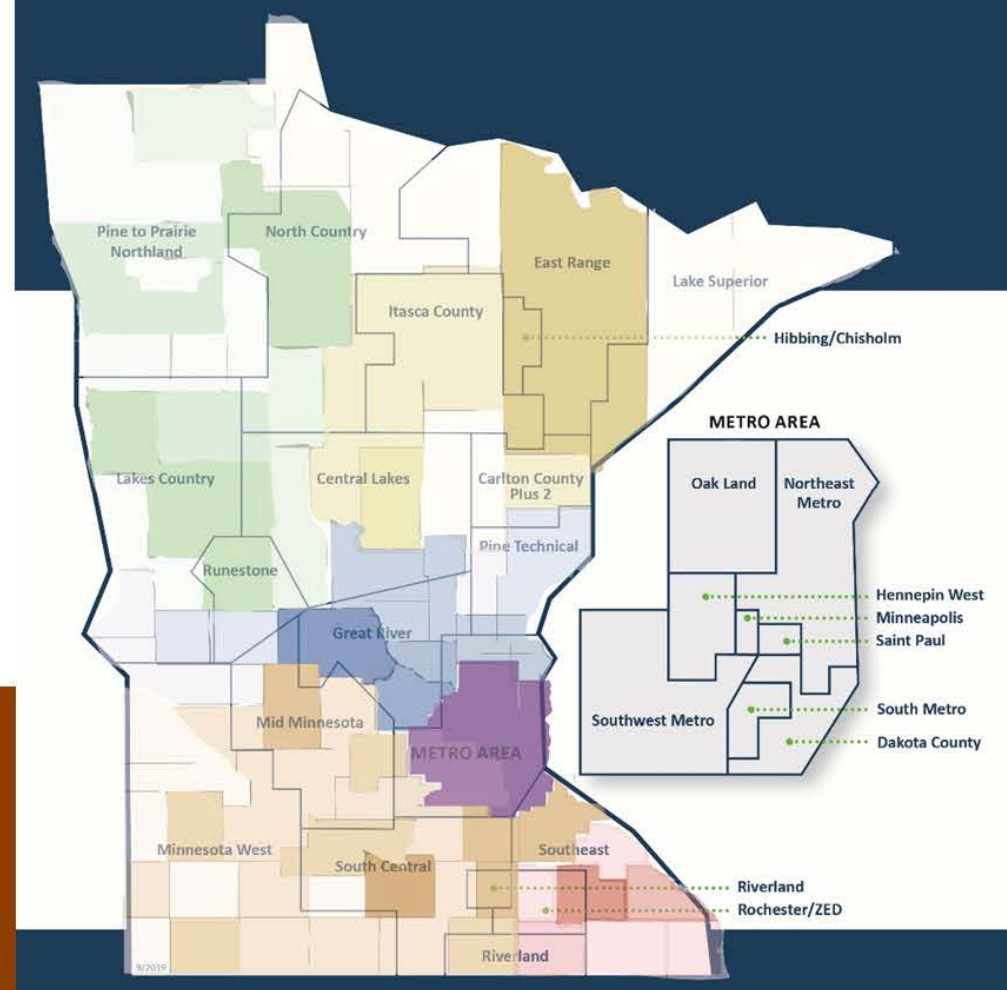


2024 Regional Career Trends

For Career and Technical Education

Southwest

Southeast



December 19, 2024

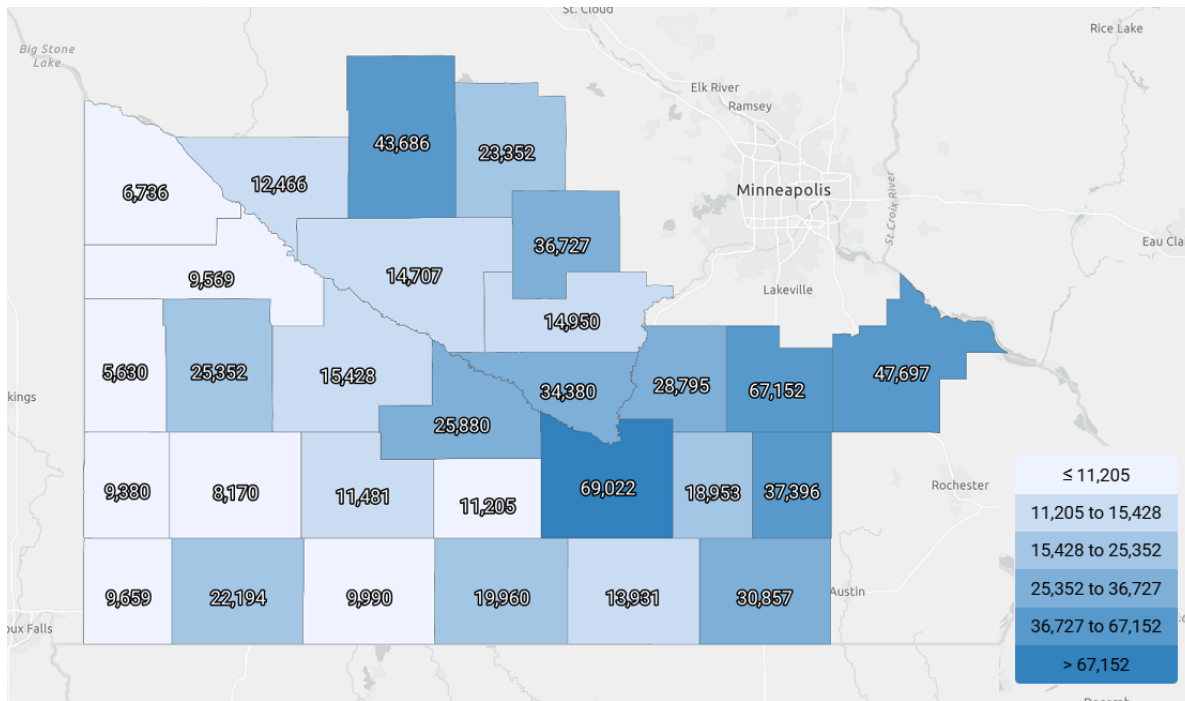


The contents of this series were made possible through the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) Federal grant from the United States Department of Education administered through Minnesota State Colleges and Universities.

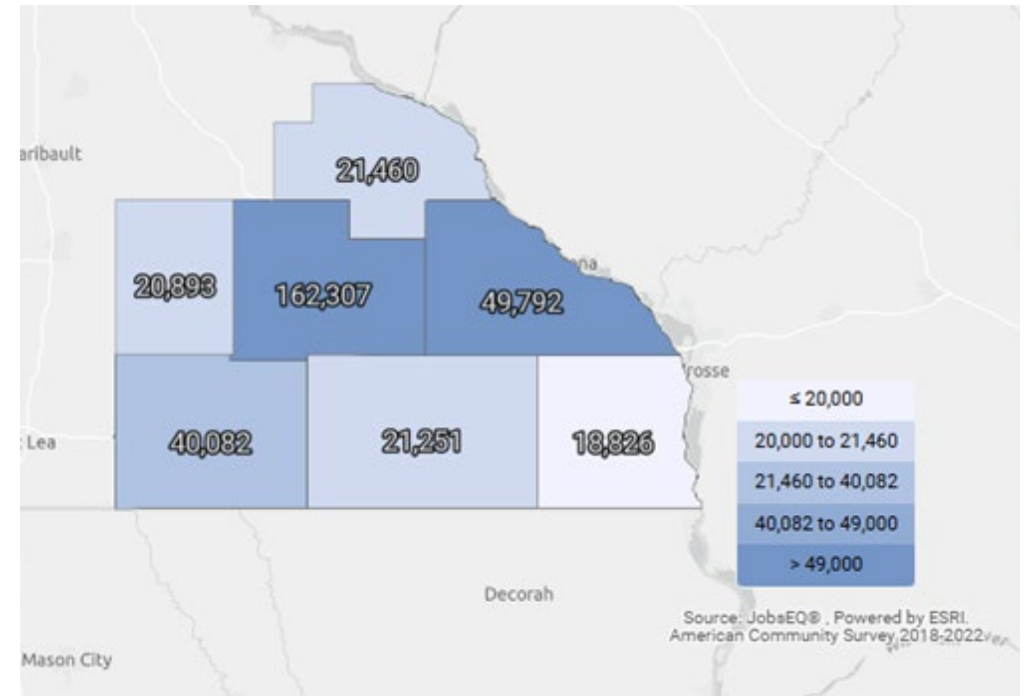
Population

Southwest Southeast

Resident Population of Southwest Minnesota



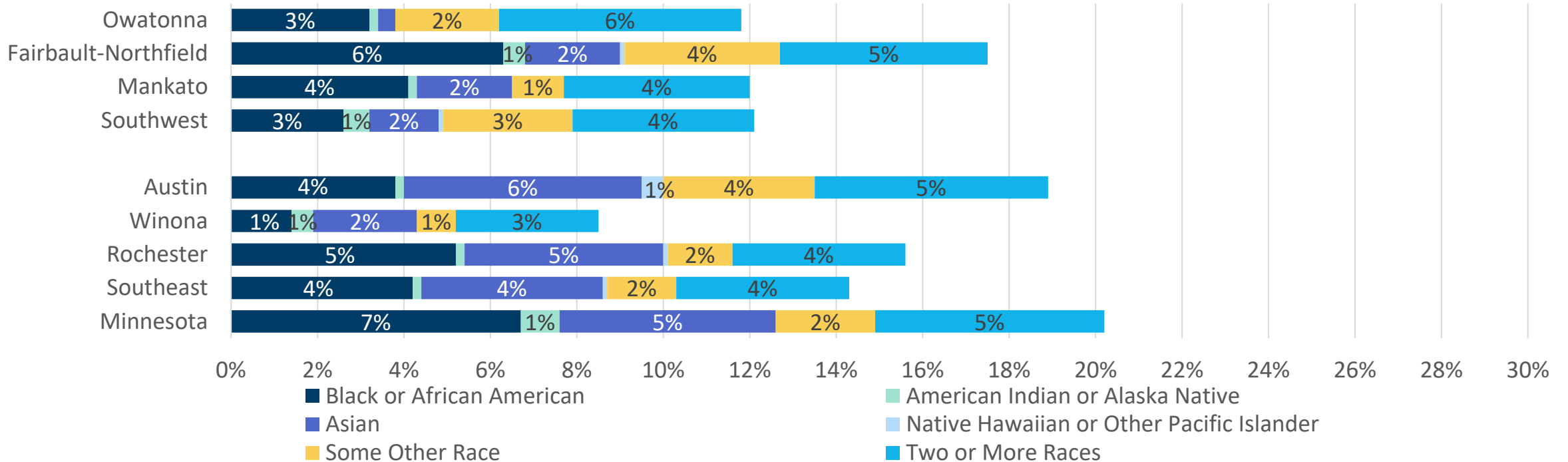
Resident Population of Southeast Minnesota



Population Demographics

Southwest
Southeast

Population Race of BIPOC Residents by Race, All Ages



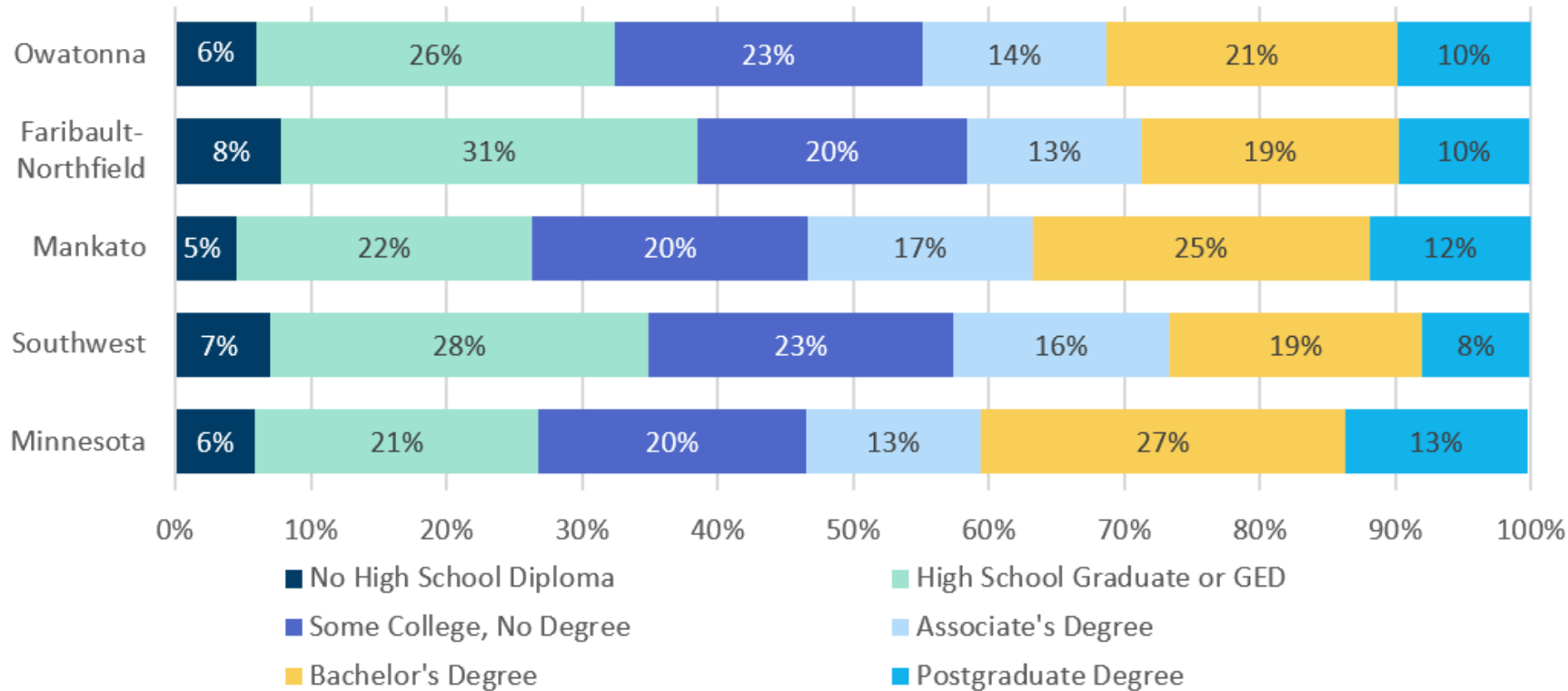
Race and Ethnicity Summary Info

| Geography | % BIPOC by Race | % white by Race | % Hispanic/Latine Ethnicity |
|-----------|-----------------|-----------------|-----------------------------|
| Southeast | 14.3% | 85.7% | 5.3% |
| Southwest | 12.1% | 87.9% | 7.9% |
| Minnesota | 20.3% | 79.7% | 5.7% |



Educational Attainment

Educational Attainment, Age 25-64

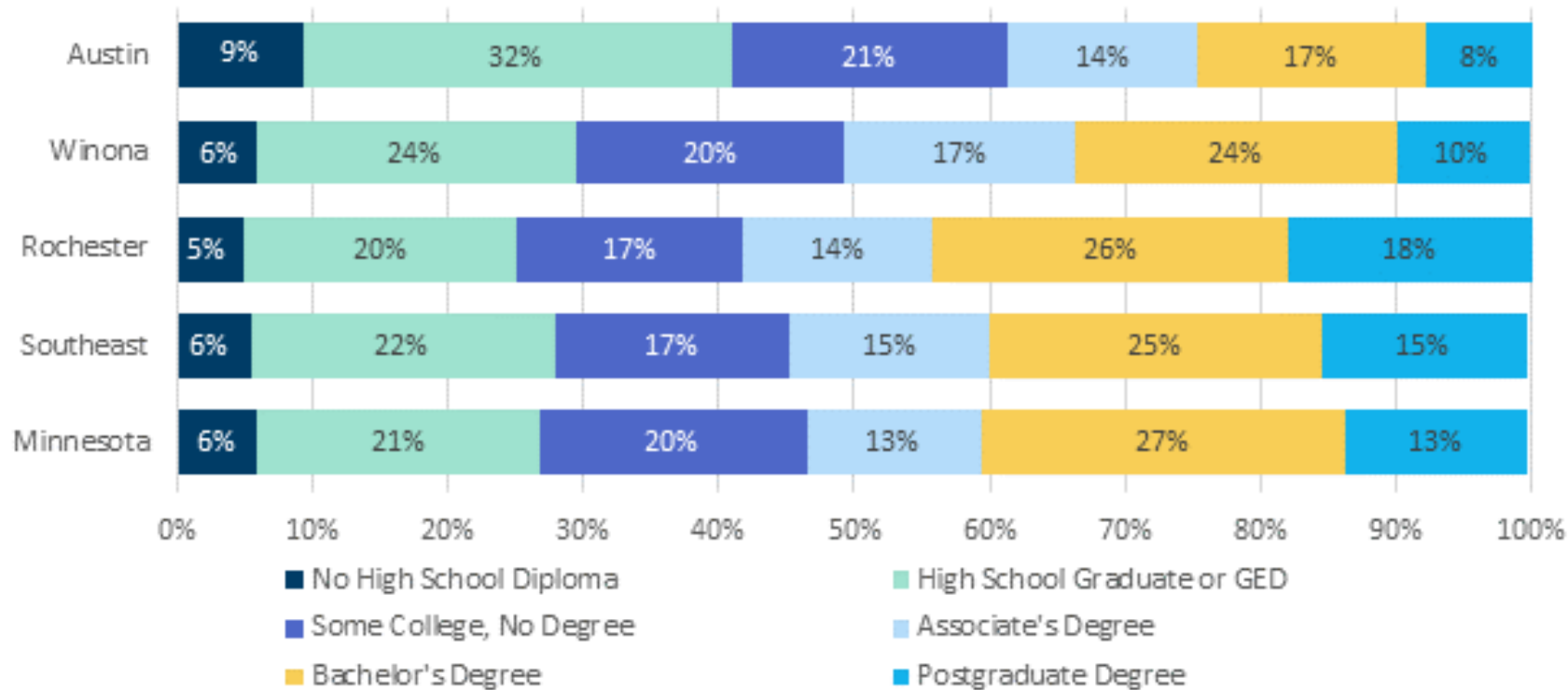


11 Postsecondary Institutions
 9,325 postsecondary awards conferred (SY2022-23)



Educational Attainment

Educational Attainment, Age 25-64



8 Postsecondary Institutions
6,335 postsecondary awards conferred (SY2022-23)

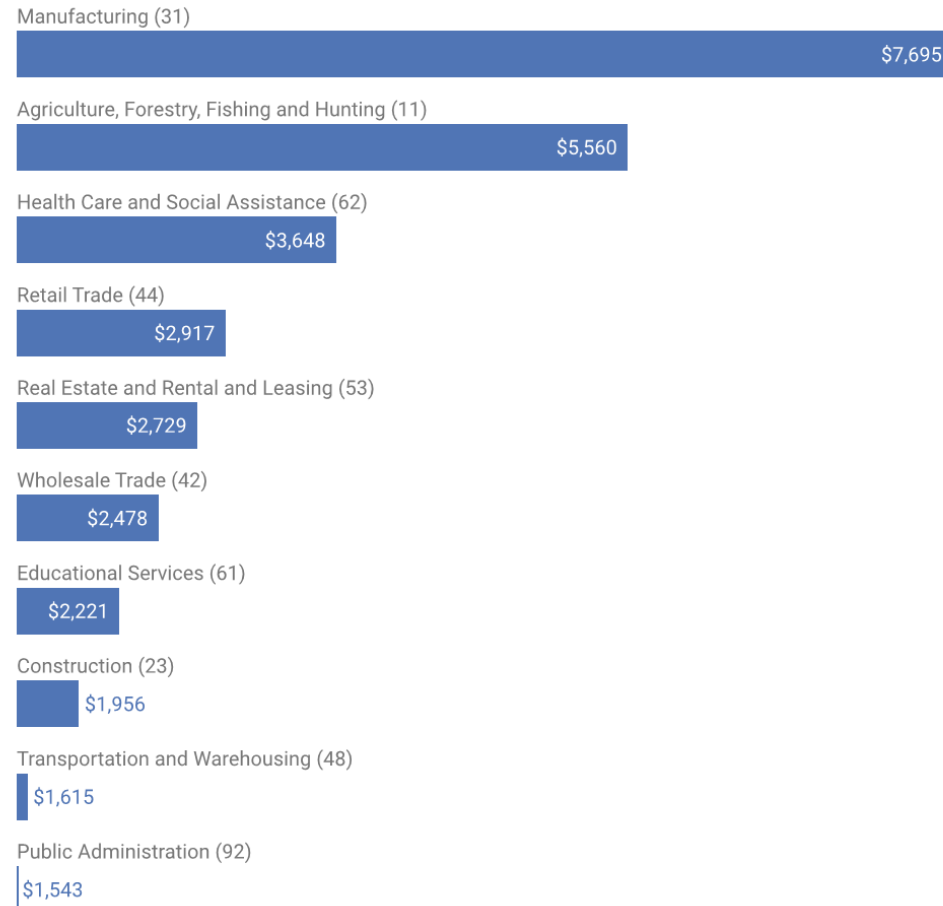


Economic Growth

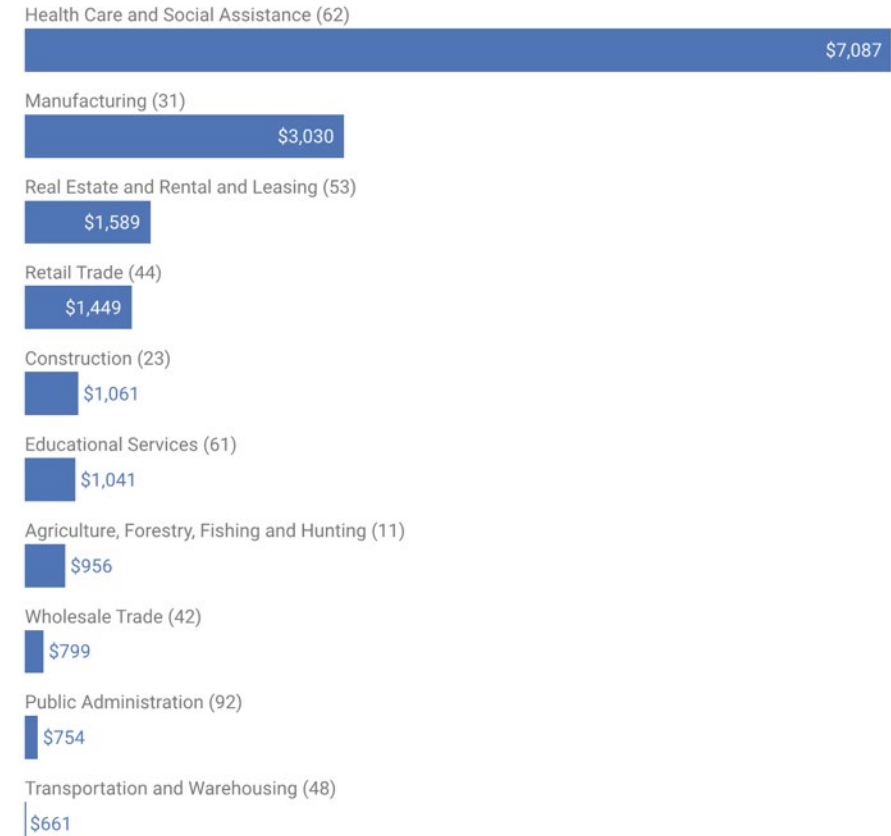
Southwest
Southeast

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

Southwest



Southeast



Labor Force Participation and Unemployment

Southwest
Southeast

| | Southwest | Southeast | Minnesota |
|--|------------------------|------------------------|------------------------|
| Civilian Labor Force | 362,317 | 183,086 | 3,112,649 |
| Labor Force Participation Rate | 66.3% | 68.9% | 68.7% |
| Prime Working-Age Participation Rate (ages 25-54) | 87.4% | 89.8% | 88.4% |
| Unemployment, June 2024 (compared to June 2023) | 4.0% (3.3% in 2023) | 3.1% (2.8% in 2023) | 3.8% (2.9% in 2023) |

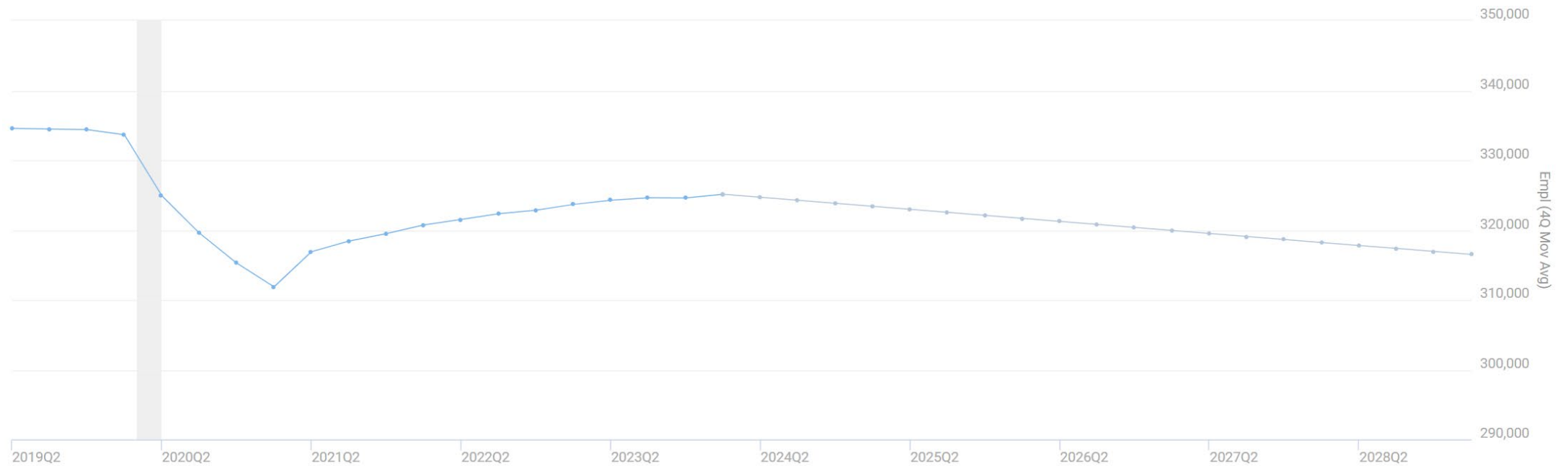
Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through September 2024.



Labor Market *Forecast: Workforce*

Southwest

5-Year Employment Forecast in Southwest Minnesota

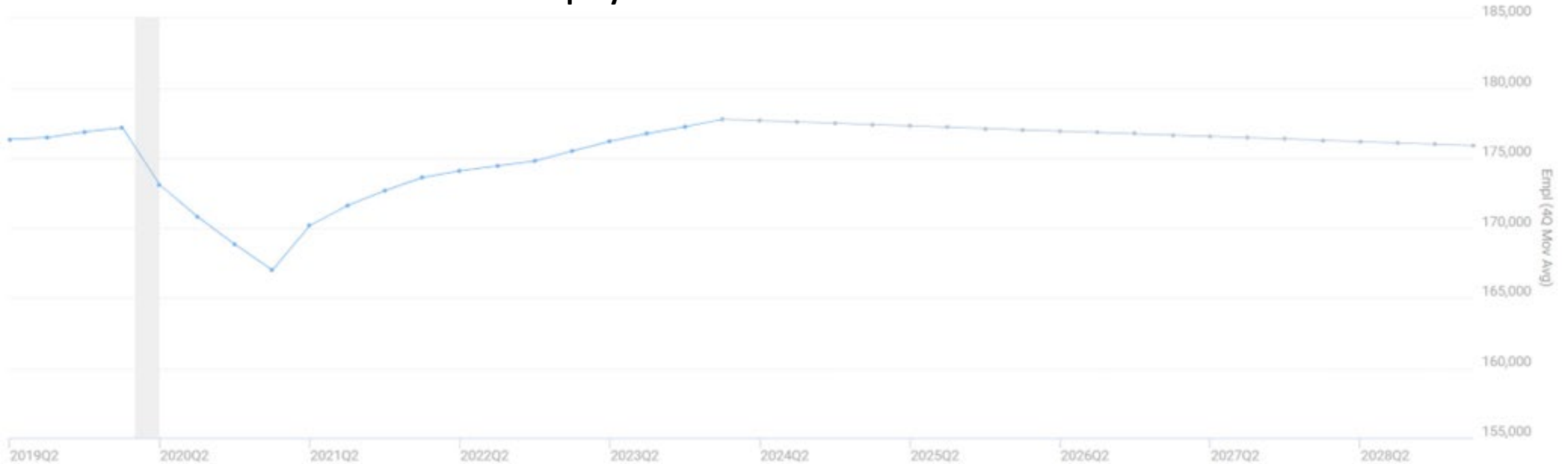


Average annual forecast of **-0.5%** change
in employment cross all positions



Labor Market *Forecast: Workforce*

5-Year Employment Forecast in Southeast Minnesota



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



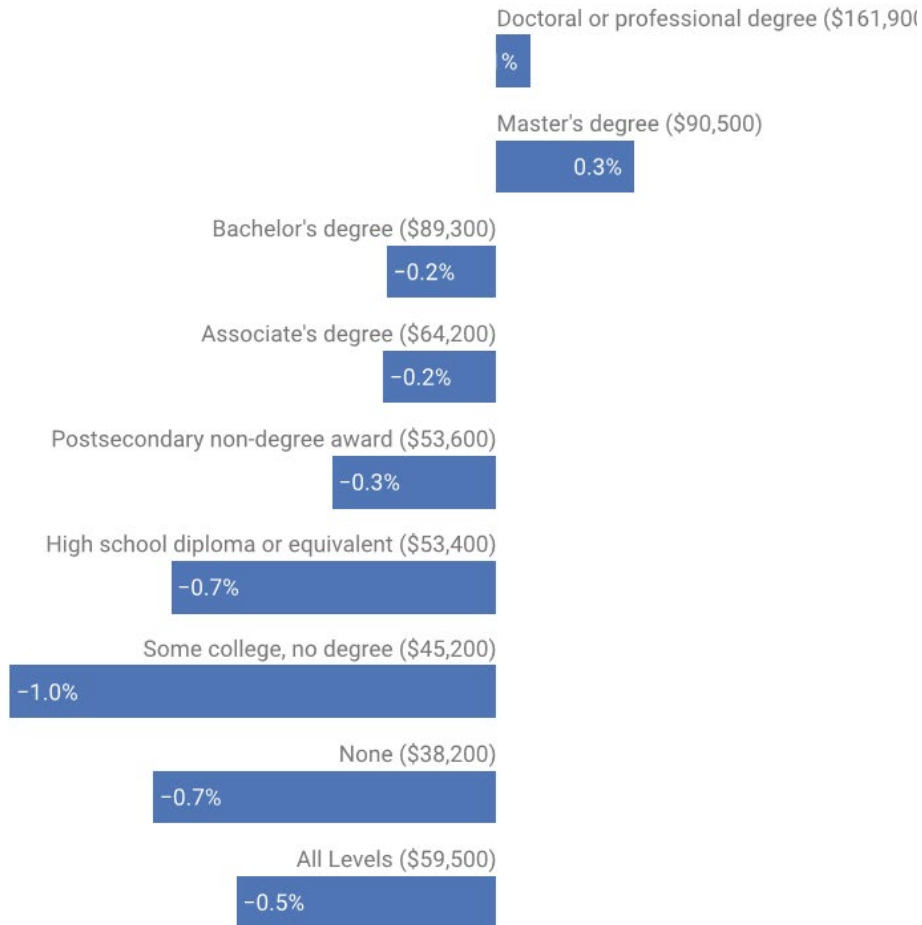
Quantifying Talent Shortages

Forecast: The Role of Education

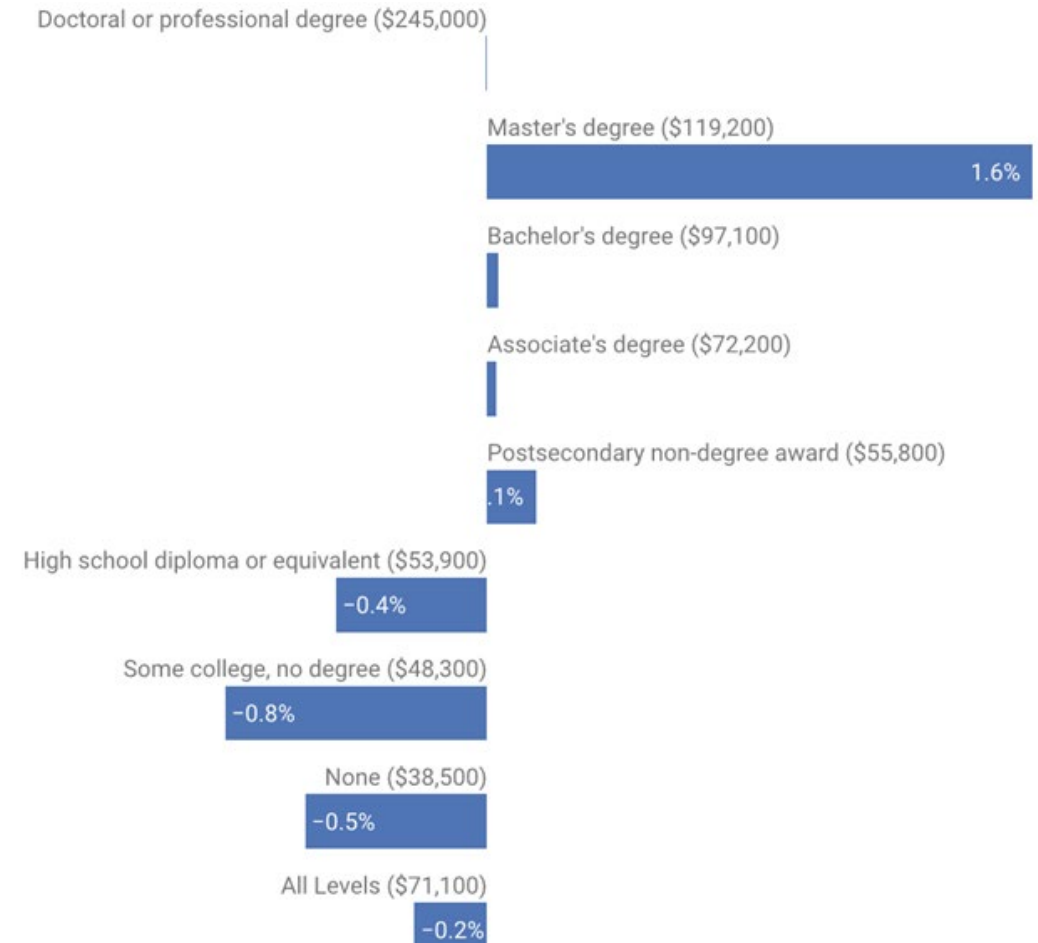
Southwest
Southeast

Annual Average Projected Job Growth by Education Required

Southwest



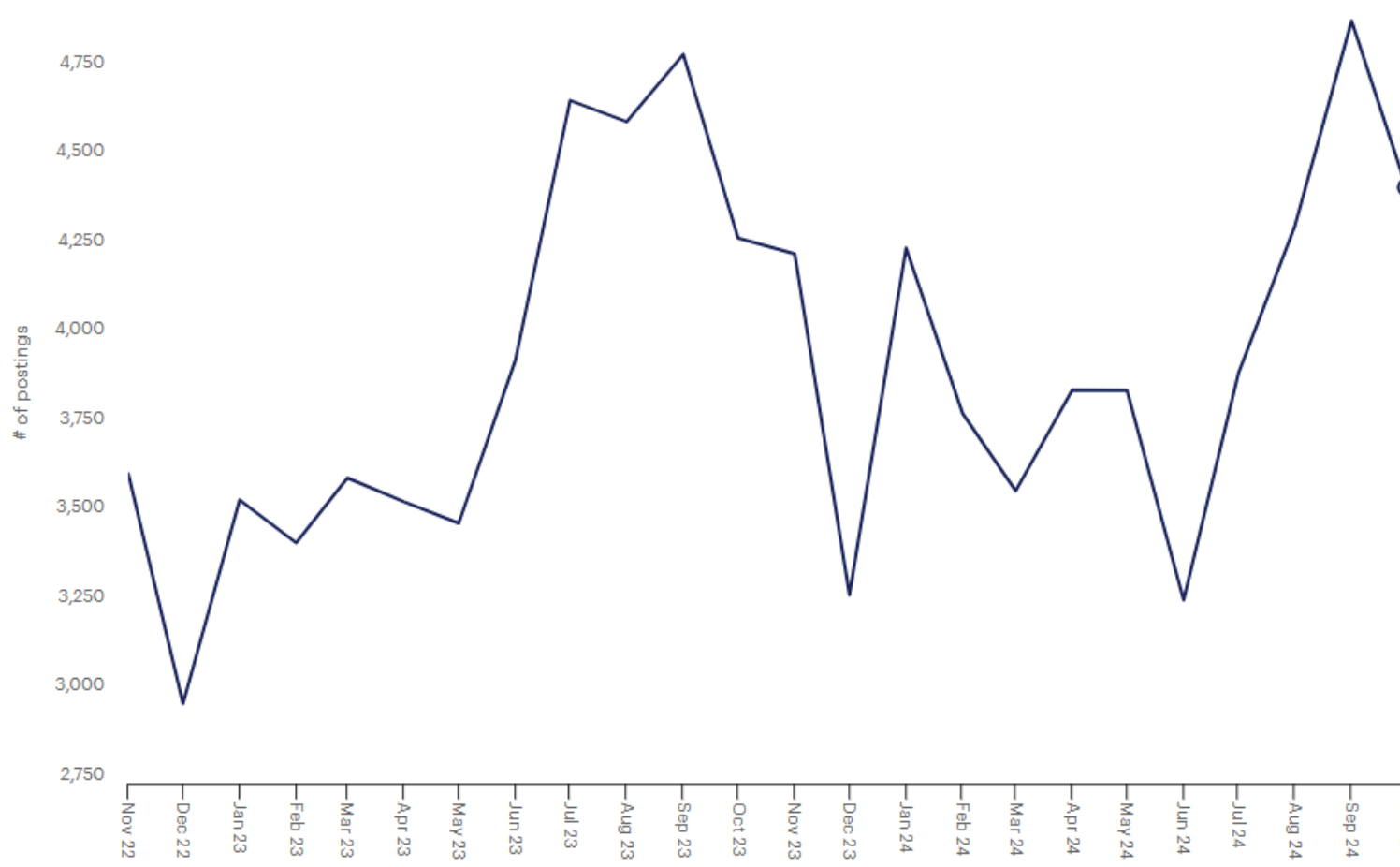
Southeast



Job Posting Trends in Southwest MN

Southwest

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



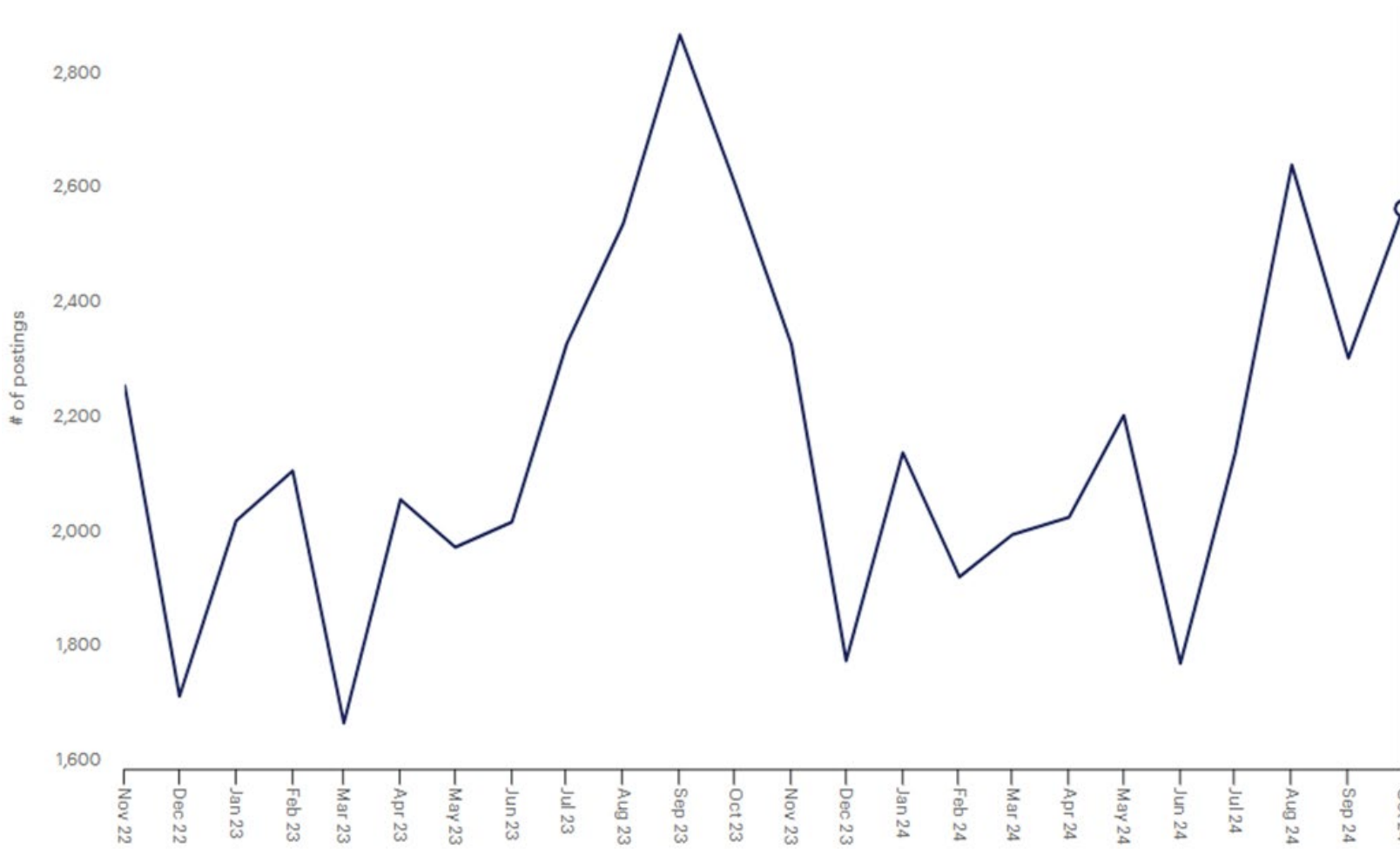
Peak posting Month:
August 2024



Job Posting Trends in Southeast MN

Southeast

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

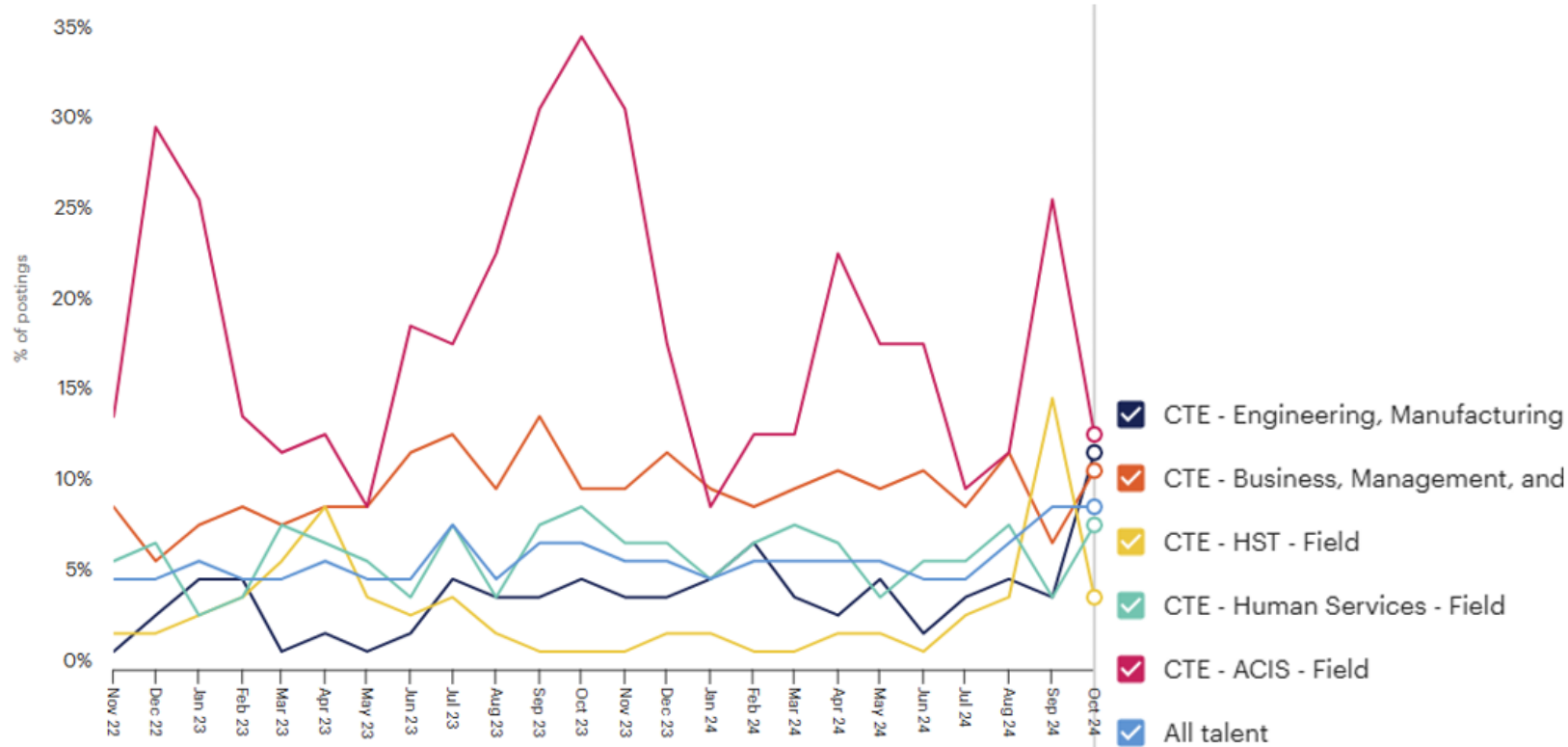


Peak posting Month:
September
2023

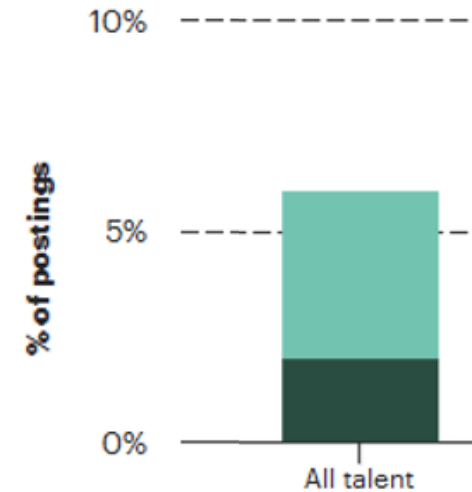
Job Posting Trends in Minnesota

Southwest

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



SOURCE: TalentNeuron accessed 11/1/2024

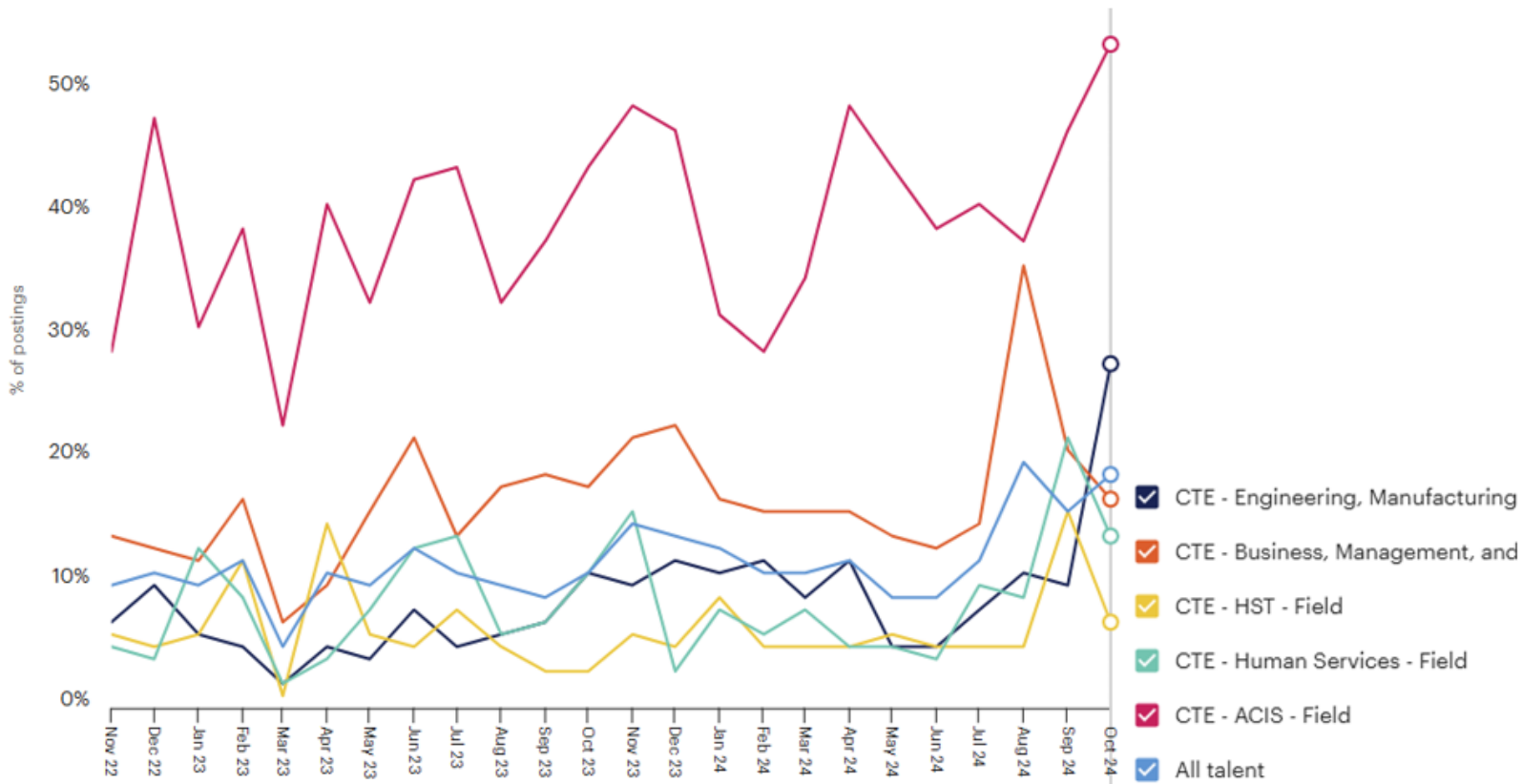


- Hybrid remote
- Temporary remote
- Fully remote

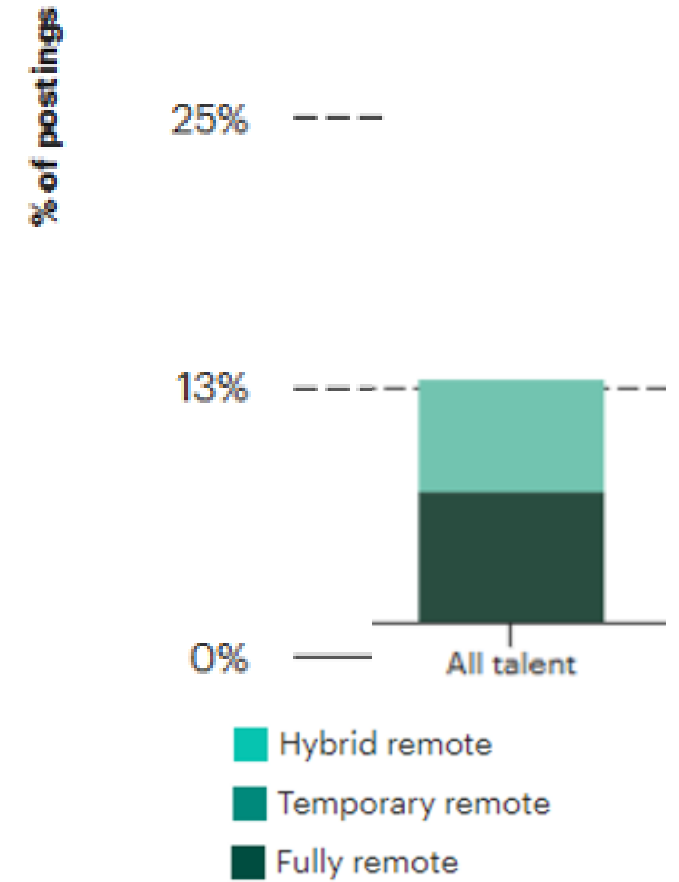
Job Posting Trends in Minnesota

Southeast

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



SOURCE: TalentNeuron accessed 11/1/2024

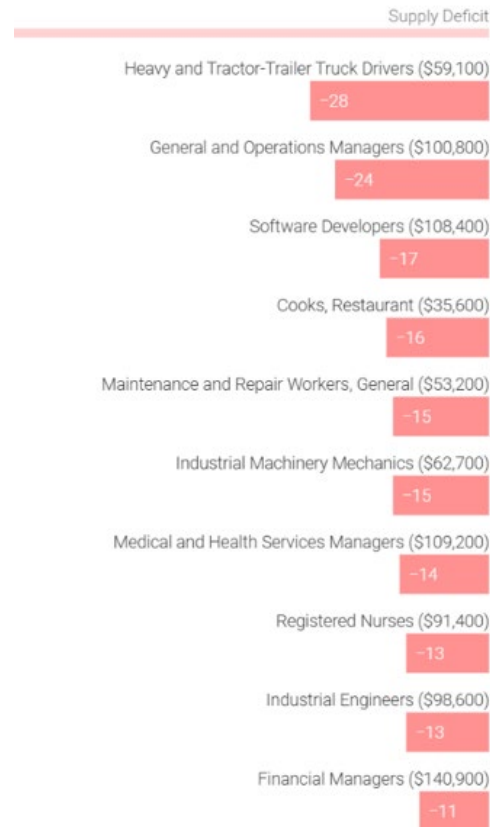


Talent Shortage Occupation Gaps

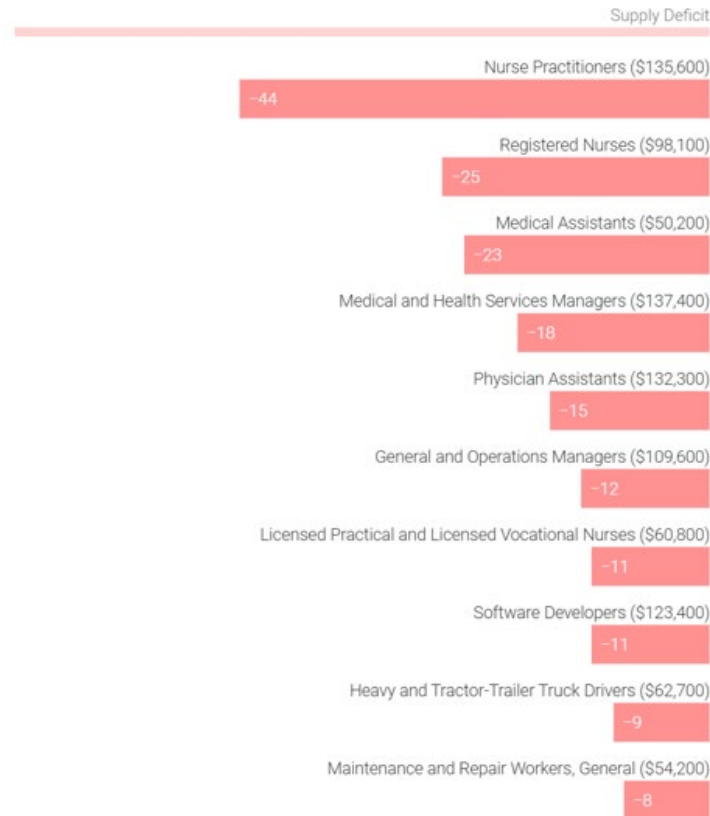
Southwest
Southeast

Annual Average Talent Shortage Forecast

Southwest



Southeast



Highlights

- In the Southwest, growing shortages of Maintenance and Repair Workers and Heavy and Tractor-Trailer Truck Drivers
- Maintenance and Repair Workers forecasting higher shortages in Southeast Minnesota, now ranking in the top ten



Zero Unemployment

Southwest
Southeast

Occupations with No Unemployed Workforce and Employing over 75 Workers

Southwest

Southeast

1. Occupational Health and Safety Specialists
2. Massage Therapists
3. Construction and Building Inspectors
4. Insurance Underwriters
5. School Psychologists
6. Information Security Analysts
7. Excavating and Loading Machine and Dragline Operators, Surface Mining
8. Dietitians and Nutritionists
9. First-Line Supervisors of Correctional Officers
10. Clinical and Counseling Psychologists
11. Legislators
12. Interior Designers
13. Operations Research Analysts
14. Tax Examiners and Collectors, and Revenue Agents
15. Locomotive Engineers
16. Urban and Regional Planners
17. Power Plant Operators
18. Nuclear Power Reactor Operators
19. Elevator and Escalator Installers and Repairers
20. Education Administrators, All Other
21. Optometrists

1. Architectural and Engineering Managers
2. Medical Transcriptionists
3. First-Line Supervisors of Police and Detectives
4. Dietitians and Nutritionists
5. Telecommunications Line Installers and Repairers
6. Electrical and Electronic Engineering Technologists and Technicians
7. Optometrists
8. Massage Therapists
9. Athletic Trainers
10. Clinical and Counseling Psychologists
11. Neurologists
12. Occupational Health and Safety Specialists
13. Health Information Technologists and Medical Registrars
14. Healthcare Practitioners and Technical Workers, All other

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

Southwest

CTE Field Employment and Wages in Southwest 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 | 27,490 | \$38,500 | \$62,400 | 0.91 | 501 | 1.6% | 7,348 | -2,360 | -1.6% |
| Human Services | 50,154 | \$43,200 | \$56,400 | 0.98 | 1,108 | 2.1% | 3,770 | 60 | 0.0% |
| Arts, Communications, and Information Systems | 9,421 | \$52,100 | \$70,800 | 0.64 | 235 | 2.3% | 695 | -1,109 | -2.2% |
| Business, Management, and Administration | 126,320 | \$38,400 | \$51,700 | 0.88 | 4,578 | 3.2% | 10,409 | -2,773 | -0.4% |
| Engineering, Manufacturing, and Technology | 93,938 | \$43,100 | \$55,300 | 1.18 | 3,654 | 3.3% | 6,222 | -2,638 | -0.6% |
| Agriculture, Food, and Natural Resources* | 30,827 | \$40,000 | \$57,700 | 1.82 | 858 | 2.6% | 1,164 | -1,192 | -0.8% |
| Total - All Occupations | 325,147 | | | 1.00 | 10,500 | 2.8% | 28,866 | -9,659 | -0.6% |

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

Southeast

CTE Field Employment and Wages in Southeast 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 | 37,158 | \$46,000 | \$80,600 | 2.26 | 449 | 1.2% | 4,434 | 2,231 | 1.2% |
| Human Services | 26,310 | \$44,200 | \$57,000 | 0.94 | 537 | 2.0% | 1,874 | 862 | 0.7% |
| Arts, Communications, and Information Systems | 5,013 | \$64,600 | \$86,600 | 0.62 | 115 | 1.9% | 661 | -432 | -1.6% |
| Business, Management, and Administration | 67,462 | \$40,700 | \$54,800 | 0.86 | 2,042 | 2.8% | 5,695 | -197 | -0.1% |
| Engineering, Manufacturing, and Technology | 37,062 | \$44,600 | \$57,900 | 0.85 | 1,161 | 2.9% | 2,758 | -684 | -0.4% |
| Agriculture, Food, and Natural Resources* | 10,268 | \$39,100 | \$59,400 | 1.11 | 250 | 2.3% | 578 | -308 | -0.6% |
| Total - All Occupations | 177,755 | | | 1.00 | 4,403 | 2.3% | 15,661 | 1,473 | 0.2% |

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.

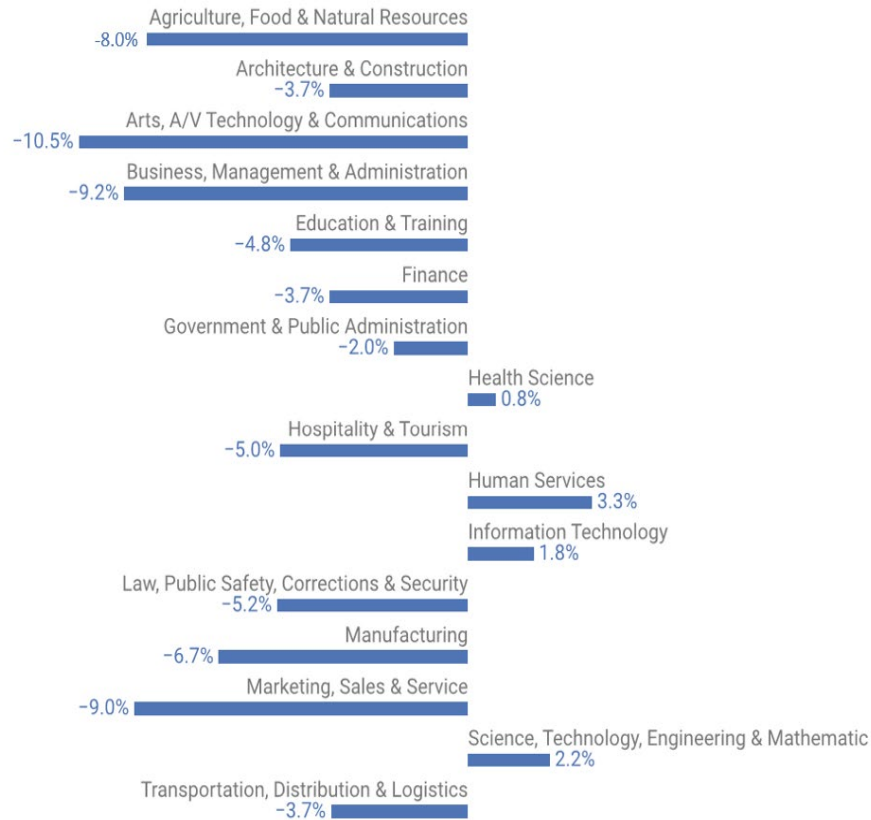
1. Data based on a four-quarter moving average unless noted otherwise.
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Career Cluster Detail

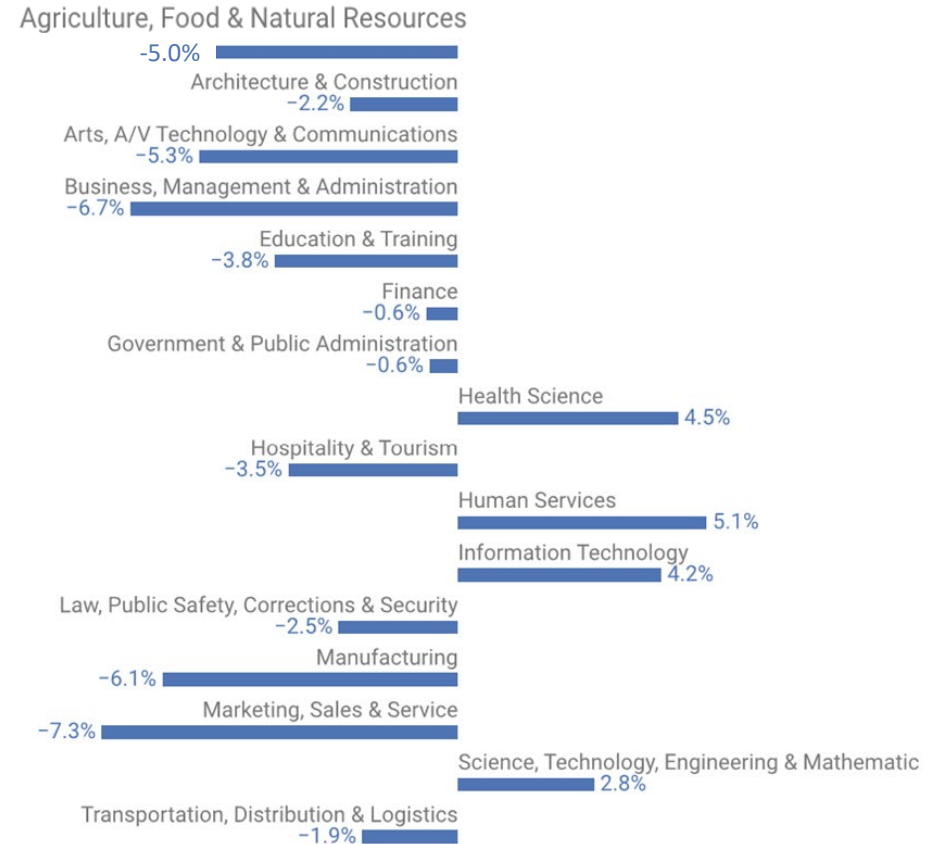
Southwest
Southeast

Baseline 10-Year Forecasts by Career Cluster, 2024Q1

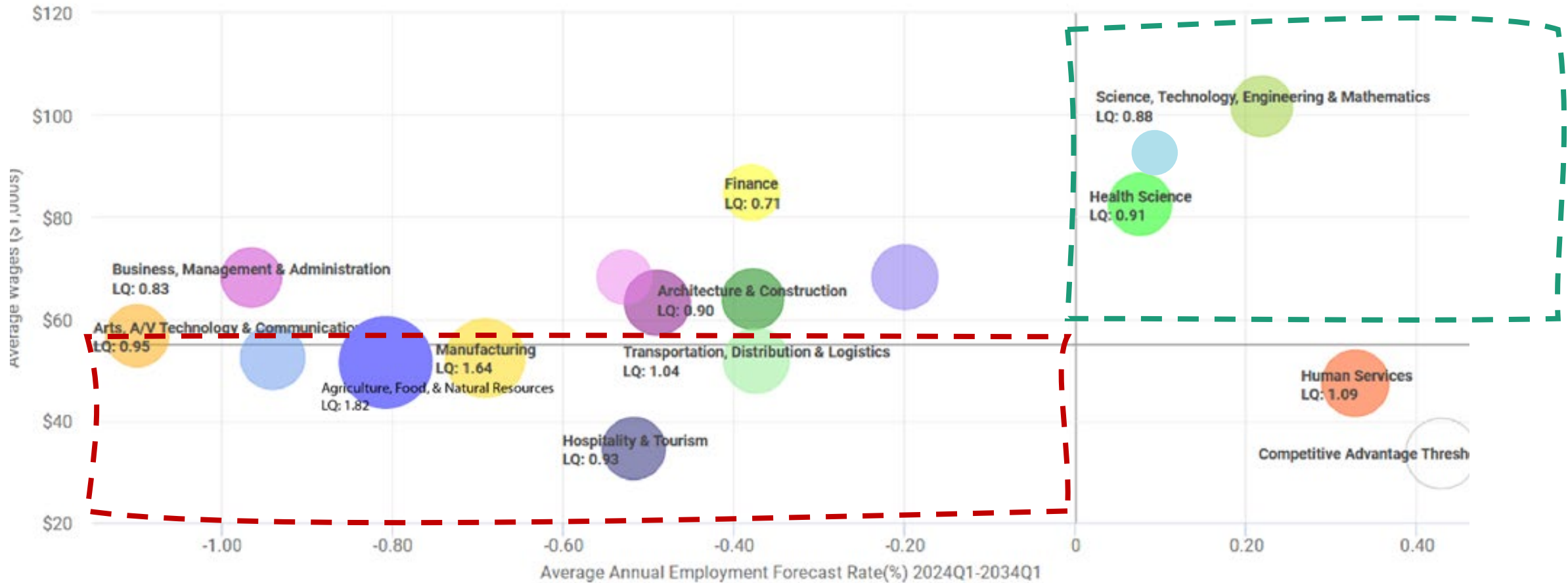
Southwest



Southeast



Career Clusters Workforce Forecast



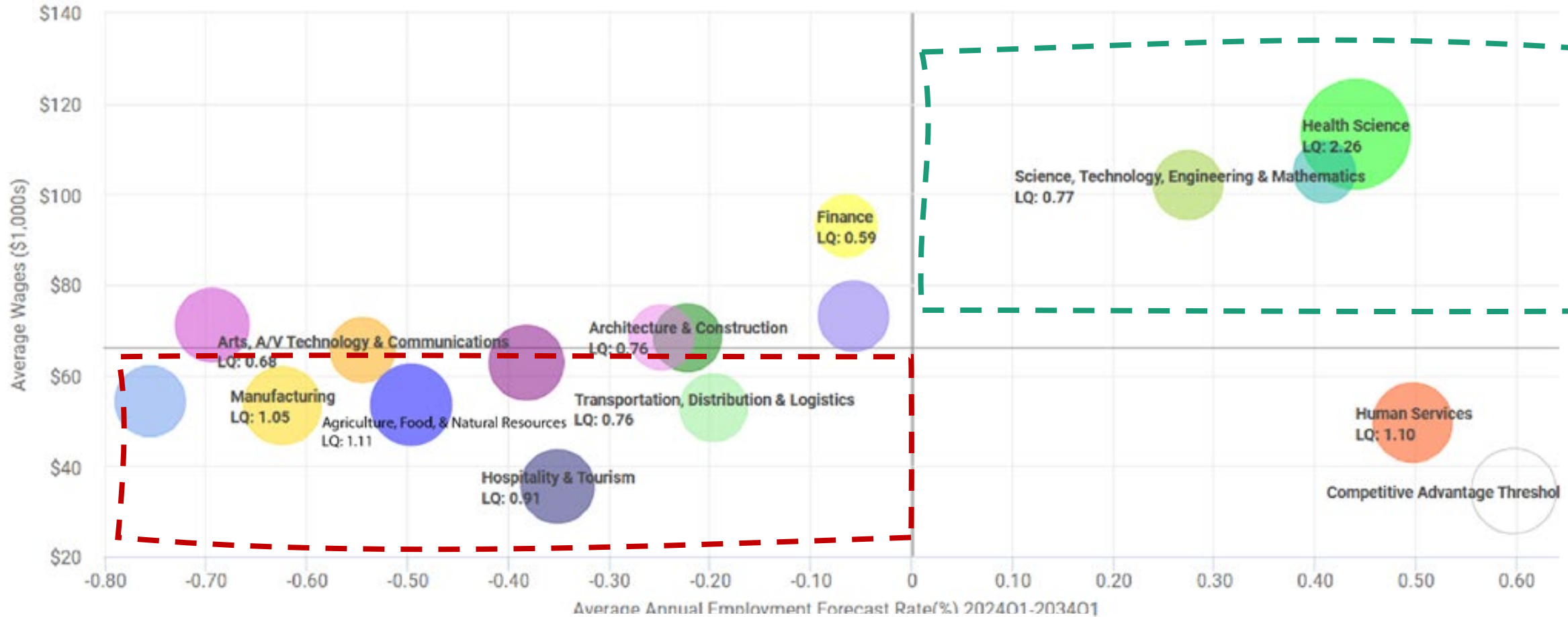
- Agriculture, Food & Natural Resources
- Architecture & Construction
- Arts, A/V Technology & Communications
- Business, Management & Administration
- Education & Training
- Finance
- Government & Public Administration
- Health Science
- Hospitality & Tourism
- Information Technology
- Law, Public Safety,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

Chmura JobsEQ, 2024Q1 Dataset.



Career Clusters Workforce Forecast

Southeast



- 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
- Hospitality & Tourism
- Law, Public Safety, Corrections & Security
- Science, Technology, Engineering & Mathematics
- Competitive Advantage Threshold

Chmura JobsEQ, 2024Q1 Dataset.



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

Southwest
Southeast

Southwest

- **2024Q1 Employment:** 27,490 (8% of Southwest employment)
- **Median Wage:** \$62,400
- **Location Quotient:** 0.91
- **2024Q1 Unemployment:** 501 (1.6% rate)
- **30-Day Job Ads:** 7,348*
- **5-Year Ann Avg Employment Change:** -1.6%
- **Forecast 5-Year Ann Employment Change:** 0.1%
- **Total 5-Year Demand:** 11,544

Southeast

- **2024Q1 Employment:** 37,158 (21% of Southeast MN employment)
- **Median Wage:** \$80,600
- **Location Quotient:** 2.26
- **2024Q1 Unemployment:** 449 (1.2% rate)
- **30-Day Job Ads:** 4,434*
- **5-Year Ann Avg Employment Change:** 1.2%
- **Forecast 5-Year Ann Employment Change:** 0.4%
- **Total 5-Year Demand:** 14,720



Health Science Technology

Top Occupation & Award Gaps

Southwest

Southeast

Southwest

Top Occupation Gaps

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

Top Award Gaps

- Licensed Practical and Licensed Vocational Nurses
- Medical and Health Services Managers
- Medical Assistants
- Pharmacists
- Physician Assistants

Southeast

Top Occupation Gaps

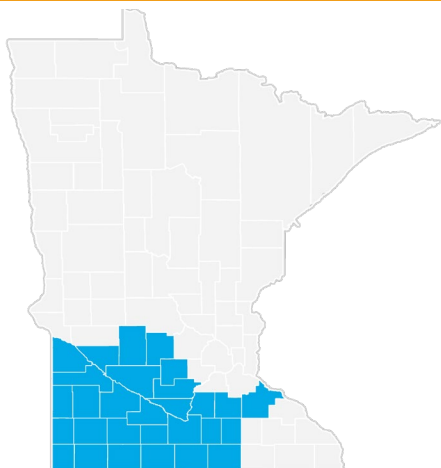
- Nurse Practitioners
- Registered Nurses
- Medical Assistants
- Medical & Health Services Managers
- Physician Assistants

Top Award Gaps

- Medical Assistants
- Nurse Practitioners
- Medical Secretaries & Administrative Assistants
- Nursing Assistants
- Physician Assistants

Health Science Technology

Southwest



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

Registered Nurses

Licensed Practical & Licensed Vocational Nurses (AG)

Medical & Health Services Managers (AG)

Dental Assistants

Dental Hygienists

Gateway Occupations

Medical Secretaries & Administrative Assistants (HD, OG, AG)

Medical Assistants (HS, HD, OG, AG)

Psychiatric Aides (HD, AG)

Medical Equipment Preparers (HD, AG)

Medical Transcriptionists (HS)

Origin Occupations

Nursing Assistants (HS, HD, OG)

Home Health Aides (HD)

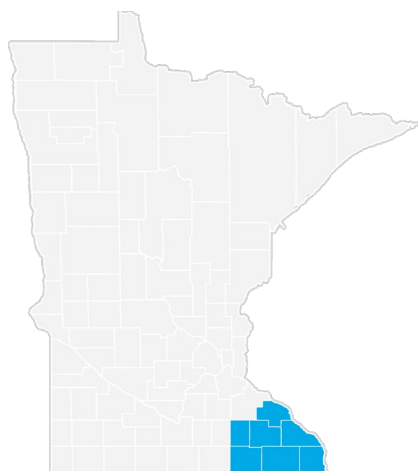
Pharmacy Technicians (OG, AG)

Veterinary Technologists & Technicians (HS, HD, OG)

Healthcare Support Workers (HD, AG)

Health Science Technology

Southeast



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

Registered Nurses

Licensed Practical & Licensed Vocational Nurses (AG)

Nurse Practitioners (AG)

Medical & Health Services Managers (AG)

Physicians Assistants (AG)

Gateway Occupations

Medical Assistants (HS, HD, OG, AG)

Medical Secretaries & Administrative Assistants (HD, OG, AG)

Pharmacy Technicians (OG)

Healthcare Support Workers, All Other (HD, AG)

Opticians, Dispensing (OG, AG)

Origin Occupations (All HD)

Nursing Assistants (HS, OG, AG)

Home Health Aides

Phlebotomists (HS, OG)

Veterinary Technologists & Technicians (HS, OG)

Veterinary Assistants, & Laboratory Animal Caretakers

Health Science Technology


Southwest
Southeast

Southwest Region Featured Pathway

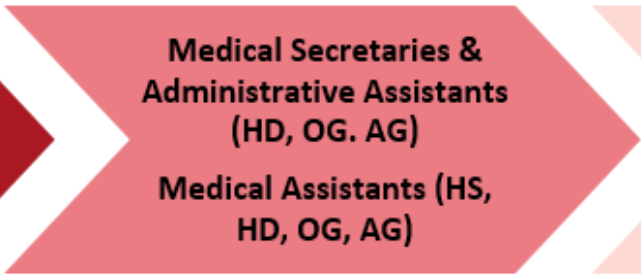
Origin

Gateway


Target



Healthcare Support
Workers (HD, AG)



Medical Secretaries &
Administrative Assistants
(HD, OG, AG)
Medical Assistants (HS,
HD, OG, AG)



Medical & Health Service
Managers
(HW, HS, HD, OG, AG)

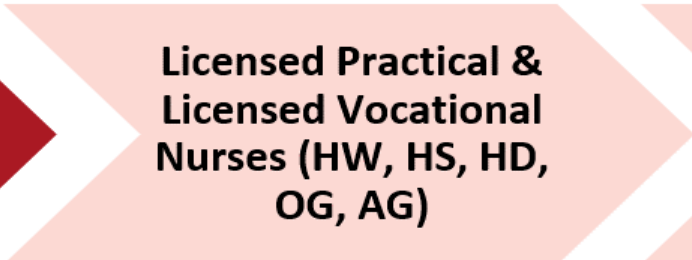
Southeast Region Featured Pathway

Origin

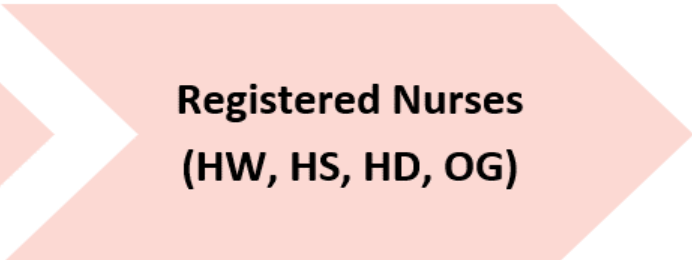
Target



Nursing Assistants
(HS, HD, OG, AG)



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



Registered Nurses
(HW, HS, HD, OG)

Human Services

Summary Statistics

Southwest
Southeast

Southwest

- **2024Q1 Employment:** 50,154 (15% of Southwest employment)
- **Median Wage:** \$56,400
- **Location Quotient:** 0.98
- **2024Q1 Unemployment:** 1,108 (2.1% rate)
- **30-Day Job Ads:** 3,770*
- **5-Year Ann Avg Employment Change:** 0.0%
- **Forecast 5-Year Ann Employment Change:** -0.2%
- **Total 5-Year Demand:** 24,773

Southeast

- **2024Q1 Employment:** 26,310 (15% of Southeast MN employment)
- **Median Wage:** \$57,000
- **Location Quotient:** 0.94
- **2024Q1 Unemployment:** 537 (2.0% rate)
- **30-Day Job Ads:** 1,874*
- **5-Year Ann Avg Employment Change:** 0.7%
- **Forecast 5-Year Ann Employment Change:** 0.0%
- **Total 5-Year Demand:** 13,373



Southwest

Top Occupation Gaps

- Substance, Behavioral, Mental Health Counselors
- Social & Community Service Managers
- Police & Sheriff's Patrol Officers
- Child, Family, & School Social Workers
- Court, Municipal, & License Clerks

Top Award Gaps

- Childcare Workers
- Social & Human Service Assistants
- Lawyers
- Firefighters
- Hairdressers, Hairstylists, & Cosmetologists

Southeast

Top Occupation Gaps

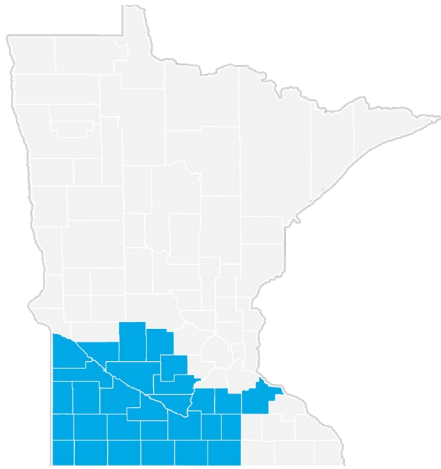
- Emergency Medical Technicians
- Hairdressers, Hairstylists, & Cosmetologists
- Social & Community Service Managers
- Paramedics
- Police & Sheriff's Patrol Officers

Top Award Gaps

- Emergency Medical Technicians
- Childcare Workers
- Lawyers
- Paramedics
- Clergy

Human Services

Southwest



Target Occupations (All HW, HS, HD)

Substance Abuse, Behavioral Disorder, & Mental Health Counselors (OG)
Child, Family, & School Social Workers (OG)
Substitute Teachers, Short-Term
Social & Community Service Managers (OG)
Coaches & Scouts

Gateway Occupations

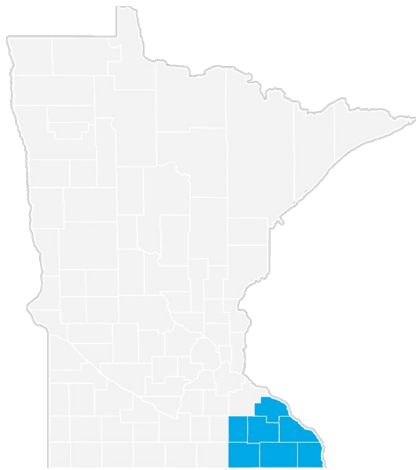
Social & Human Service Assistants (HD, AG)
Residential Advisors (AG)
Community & Social Service Specialists, All Other (HS, AG)
First-Line Supervisors of Personal Service Workers (HD, OG, AG)
Tutors (HS)

Origin Occupations

Personal Care Aides (HD, AG)
Teaching Assistants, Except Postsecondary (HS, HD)
Childcare Workers (AG)
Preschool Teachers, Except Special Education (HS, HD, OG)
Firefighters (HS, OG, AG)

Human Services

Southeast



Target Occupations (All HW, HS, HD)

Substance Abuse, Behavioral Disorder, & Mental Health Counselors (OG)
Child, Family, & School Social Workers
Substitute Teachers, Short-Term
Lawyers (OG, AG)
Paramedics (OG, AG)

Gateway Occupations

Emergency Medical Technicians (HS, HD, OG, AG)
Social & Human Service Assistants (HD)
Exercise Trainers & Group Fitness Instructors (HD)
Security Guards
Court, Municipal, & License Clerks (OG)

Origin Occupations

Personal Care Aides (HD, AG)
Teaching Assistants, except Postsecondary (HS, HD)
Preschool Teachers, except Special Education (HS, HD)
Hairdressers, Hair Stylists, & Cosmetologists (HS, HD, OG)
Laundry & Dry Cleaning Workers

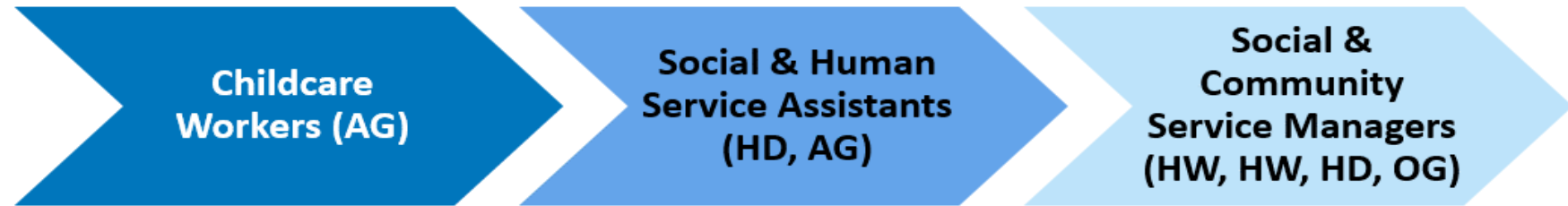
Human Services

Southwest
Southeast

Southwest Region Featured Pathway

Origin

Target

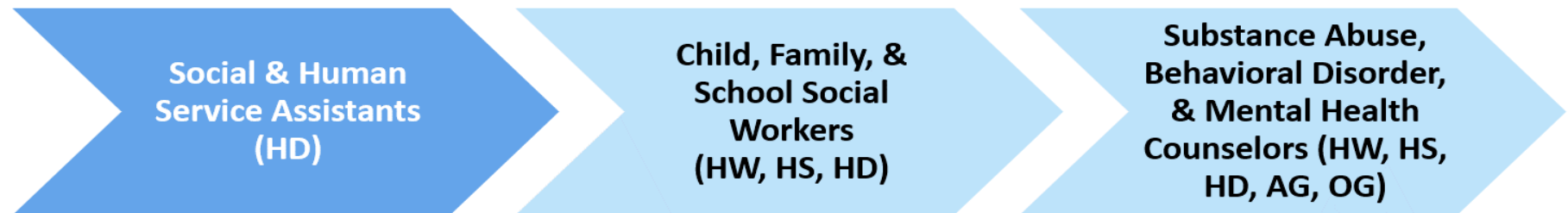


Southeast Region Featured Pathway

Gateway

Target

Target



Arts, Communications, & Information Systems *Summary Statistics*

Southwest
Southeast

Southwest

- **2024Q1 Employment:** 9,421 (3% of Southwest employment)
- **Median Wage:** \$70,800
- **Location Quotient:** 0.64
- **2024Q1 Unemployment:** 235 (2.3% rate)
- **30-Day Job Ads:** 695*
- **5-Year Ann Avg Employment Change:** -2.2%
- **Forecast 5-Year Ann Employment Change:** -0.5%
- **Total 5-Year Demand:** 3,384

Southeast

- **2024Q1 Employment:** 5,013 (3% of Southeast MN employment)
- **Median Wage:** \$86,600
- **Location Quotient:** 0.62
- **2024Q1 Unemployment:** 115 (1.9% rate)
- **30-Day Job Ads:** 661*
- **5-Year Ann Avg Employment Change:** -1.6%
- **Forecast 5-Year Ann Employment Change:** 0.0%
- **Total 5-Year Demand:** 1,824



Arts, Communications, & Information Systems

Top Occupation & Award Gaps

Southwest

Southeast

Southwest

Top Occupation Gaps

- Software Developers
- Computer Systems Analysts
- Information Security Analysts
- Web Developers
- Software Quality Assurance Analysts & Testers

Top Award Gaps

- Computer User Support Specialists
- Graphic Designers
- Audio & Video Technicians
- Prepress Technicians & Workers
- Art Directors

Southeast

Top Occupation Gaps

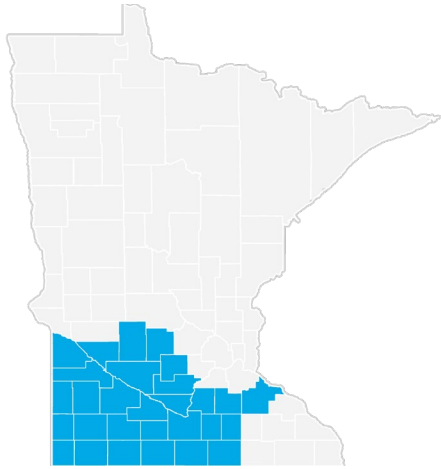
- Software Developers
- Computer Systems Analysts
- Telecommunications Line Installers & Repairers
- Computer User Support Specialists
- Computer Network Support Specialists

Top Award Gaps

- Computer User Support Specialists
- Musicians & Singers
- Audio & Visual Technicians
- Commercial & Industrial Designers
- Dancers

Arts, Communications, & Information Systems

Southwest



Target Occupations (All HW, HS, HD)

Software Developers (OG)

Web & Digital Interface Designers (OG)

Web Developers (OG)

Makeup Artists, Theatrical & Performance

Gateway Occupations

Actors (HS)

Fine Artists Incl. Painters, Sculptors & Illustrators (HS)

Entertainers & Performers, Sports & Related Workers, All Other (HD)

Proofreaders & Copy Makers (HS)

Agents & Business Managers of Artists, Performers, & Athletes (HS,
HD, AG)

Origin Occupations

Printing Press Operators (AG)

Prepress Technicians & Workers (HS, AG)

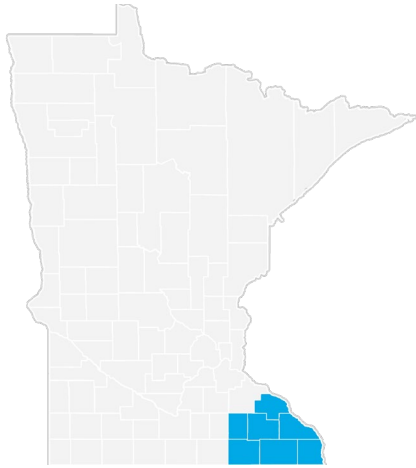
Print Binding & Finishing Workers

Photographers (OG)

Broadcast Announcers & Radio Disc Jockeys (HS)

Arts, Communications, & Information Systems

Southeast



Target Occupations (All HW, HS, HD)

Software Developers (OG)

Computer Systems Analysts (OG, AG)

Telecommunications Equipment Installers (OG)

Web & Digital Interface Designers

Web Developers

Gateway Occupations

Printing Press Operators

Editors (HS)

Audio & Video Technicians (HS, AG)

Prepress Technicians & Workers (HS, AG)

Print Binding & Finishing Workers

Origin Occupations

Photographers

Producers & Directors (HS)

Floral Designers

Broadcast Announcers & Radio Disc Jockeys (HS)

News Analysts, Reporters, & Journalists (HS)

Arts, Communications, & Information Systems

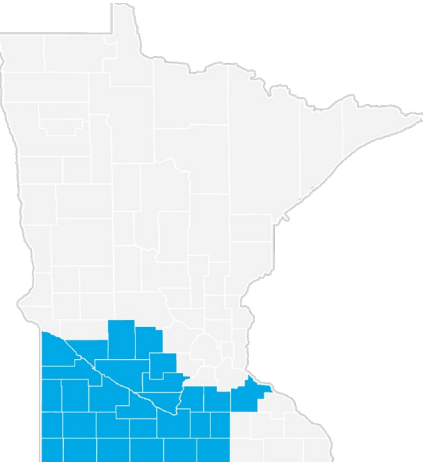
Southwest
Southeast

Southwest Region Featured Pathway

Origin

Gateway

Target



Photographers (OG)
Prepress Technicians
& Workers (HS,AG)

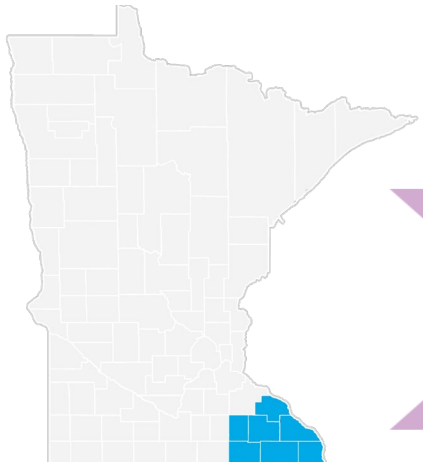
Proofreaders &
Copywriters
(HS)

Web & Digital
interface Designers
(HW, HS, HD, OG)
Web Developers (OG)

Southeast Region Featured Pathway

Gateway

Target



Audio & Visual
Technicians (HS, AG)

Telecommunications
Equipment Installers
(HW, HS, HD, OG)

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

Business, Management, & Administration *Summary Statistics*

Southwest
Southeast

Southwest

Southeast

- **2024Q1 Employment:** 126,320 (39% of Southwest employment)
- **Median Wage:** \$51,700
- **Location Quotient:** 0.88
- **2024Q1 Unemployment:** 4,578 (3.2% rate)
- **30-Day Job Ads:** 10,409*
- **5-Year Ann Avg Employment Change:** -0.4%
- **Forecast 5-Year Ann Employment Change:** -0.8%
- **Total 5-Year Demand:** 74,049

- **2024Q1 Employment:** 67,462 (38% of Southeast MN employment)
- **Median Wage:** \$54,800
- **Location Quotient:** 0.86
- **2024Q1 Unemployment:** 2,042 (2.8% rate)
- **30-Day Job Ads:** 5,695*
- **5-Year Ann Avg Employment Change:** -0.1%
- **Forecast 5-Year Ann Employment Change:** -0.6%
- **Total 5-Year Demand:** 40,783



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

Southwest
Southeast

Southwest

Southeast

Top Occupation Gaps

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

Top Award Gaps

- General & Operations Managers
- Bookkeeping, Accounting, and Auditing Clerks
- Human Resources Specialists
- Human Resources Assistants, Except Payrolle & Timekeeping
- Project Management Specialists

Top Occupation Gaps

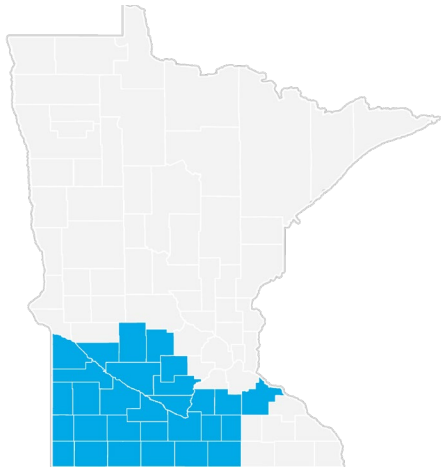
- General & Operations Managers
- Restaurant Cooks
- Financial Managers
- Managers, All Other
- Market Research Analysts & Specialists

Top Award Gaps

- Supervisors of Food Prep & Serving Workers
- Restaurant Cooks
- Customer Service Representatives
- Food Services Managers
- Sales Representatives, Wholesale & Manufacturing

Business, Management, & Administration

Southwest



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

Accountants & Auditors

Human Resources Specialists (AG)

Financial Managers

Management Analysts (AG)

Computer & Information Systems Managers

Gateway Occupations

Secretaries & Administrative Assistants (HD, AG)

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

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

Billing & Posting Clerks

Office & Administrative Support Workers, All Other

Origin Occupations

Cashiers (HD)

Retail Salespersons (HD)

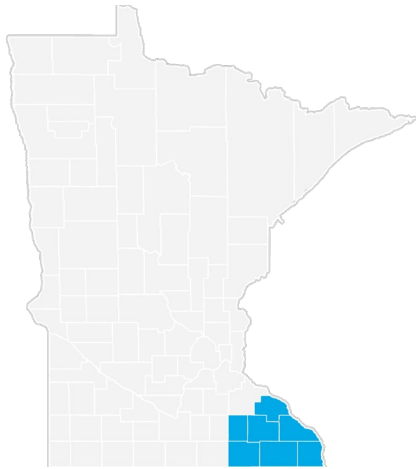
Fast Food & Counter Workers (HD)

Office Clerks, General

Stockers & Order Fillers (HD)

Business, Management, & Administration

Southeast



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

Human Resources Specialists

Financial Managers

Management Analysts

Computer & information System Managers

Securities, Commodities, & Financial Services

Sales Agents (AG)

Gateway Occupations

Office Clerks, General (HD, AG)

Customer Service Representatives (AG)

Receptionists & Information Clerks (HD)

Secretaries & Administrative Assistants

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

Origin Occupations

Cashiers

Retail Salespersons (HD)

Fast Food & Counter Workers (HD)

Stockers & Order Fillers (HD)

Janitors & Cleaners, Except Maids & Housekeeping Cleaners

Business, Management, & Administration

Southwest
Southeast

Southwest Region Featured Pathway

Origin

Gateway

Target

Office Clerks, General

Office & Administrative
Support Workers, All
Other

Human Resources
Specialist
(HW, HS, HD, OG, AG)

Southeast Region Featured Pathway

Origin

Gateway

Target

Interviewers, Except
Eligibility & Loan

Office Clerks, General
(HD, AG)

Human Resources
Specialists
(HW, HS, HD, OG)

Engineering, Manufacturing, & Technology *Summary Statistics*

Southwest
Southeast

Southwest

Southeast

- **2024Q1 Employment:** 93,938 (29% of Southwest employment)
 - **Median Wage:** \$55,300
 - **Location Quotient:** 1.18
 - **2024Q1 Unemployment:** 3,654 (3.3% rate)
 - **30-Day Job Ads:** 6,222*
 - **5-Year Ann Avg Employment Change:** -0.6%
 - **Forecast 5-Year Ann Employment Change:** -0.5%
 - **Total 5-Year Demand:** 44,338
- **2024Q1 Employment:** 37,062 (21% of Southeast MN employment)
 - **Median Wage:** \$57,900
 - **Location Quotient:** 0.85
 - **2024Q1 Unemployment:** 1,161 (2.9% rate)
 - **30-Day Job Ads:** 2,758*
 - **5-Year Ann Avg Employment Change:** -0.4%
 - **Forecast 5-Year Ann Employment Change:** -0.4%
 - **Total 5-Year Demand:** 17,625



Engineering, Manufacturing, & Technology

Top Occupation & Award Gaps

Southwest

Southeast

Southwest
Southeast

Top Occupation Gaps

- Heavy & Tractor Trailer Truck Drivers
- Maintenance & Repair Workers
- Industrial Machinery Mechanics
- Industrial Engineers
- Supervisors of Production & Operating Workers

Top Award Gaps

- Industrial Engineers
- Welders, Cutters, Solderers, and Brazers
- Automotive Service Technicians & Mechanics
- Heavy & Tractor Trailer Truck Drivers
- Bus & Truck Mechanics, Diesel Engine Specialists

Top Occupation Gaps

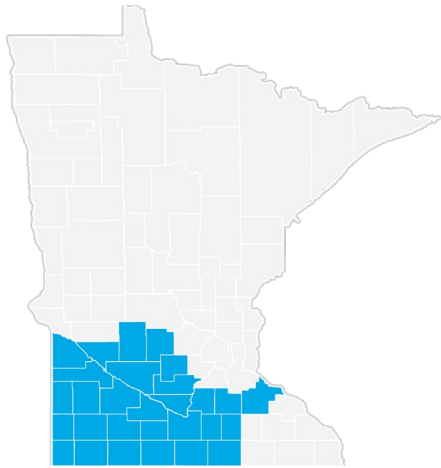
- Heavy & Tractor Trailer Truck Drivers
- Maintenance & Repair Workers
- Industrial Machinery Mechanics
- Industrial Engineers
- Automotive Service Technicians and Mechanics

Top Award Gaps

- Industrial Engineers
- Industrial Engineering Technologists
- HVAC & Refrigeration Mechanics & Installers
- Mechanical Engineers
- Electrical Engineers

Engineering, Manufacturing, & Tech

Southwest



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

Industrial Engineers (AG)

Mechanical Engineers (AG)

Logisticians (AG)

CNC Tool Programmers

Data Scientists

Gateway Occupations

Light Truck Drivers (HD, AG)

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

Industrial Truck & Tractor Operators

Production Workers, All Other (OG)

Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Machine
& Plastic (AG)

Origin Occupations

Laborers & Freight, Stock & Material Movers (HD)

Team Assemblers

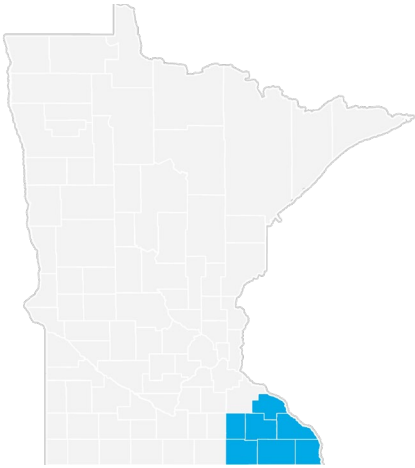
Landscaping & Groundskeeping Workers (AG)

Packers & Filling Machine Operators & Tenders (OG)

Slaughterers & Meat Packers

Engineering, Manufacturing, & Tech

Southeast



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

Heavy & Tractor-Trailer Truck Drivers
Industrial Engineers (AG)
HVAC Mechanics & Installers (AG)
Mechanical Engineers (AG)
Logisticians

Gateway Occupations

Maintenance & Repair Workers, General (HD, OG)
Construction Laborers
Automotive Service Technicians & Mechanics (HS, OG)
Light Truck Drivers (HD)
School Bus Drivers (HD)

Origin Occupations

Laborers & Freight, Stock Movers
Team Assemblers
Landscaping & Groundskeeping Workers (AG)
Slaughterers & Meat Packers
Meat, Poultry, & Fish Cutters and Trimmers

Engineering, Manufacturing, & Technology

Southwest
Southeast

Southwest Region Featured Pathway

Origin

Laborers & Freight, Stock Movers (HD)
Team Assemblers

Gateway

Production Workers, All Other (OG)

Target

CNC Tool Programmers
(HW, HS, HD, OG)

Southeast Region Featured Pathway

Origin

Laborers & Freight, Stock Movers
Team Assemblers

Gateway

Light Truck Drivers (HD)
School Bus Drivers (HD)

Target

Heavy & Tractor-Trailer Truck Drivers
(HW, HS, HD, OG)

Agriculture, Food, & Natural Resources

Southwest
Southeast

Summary Statistics

Southwest

- **2024Q1 Employment:** 30,827 (9% of Southwest employment)
- **Median Wage:** \$57,700
- **Location Quotient:** 1.82
- **2024Q1 Unemployment:** 858 (2.6% rate)
- **30-Day Job Ads:** 1,164*
- **5-Year Ann Avg Employment Change:** -0.8%
- **Forecast 5-Year Ann Employment Change:** -0.8%
- **Total 5-Year Demand:** 16,191

Southeast

- **2024Q1 Employment:** 10,268 (6% of Southeast MN employment)
- **Median Wage:** \$59,400
- **Location Quotient:** 1.11
- **2024Q1 Unemployment:** 250 (2.3% rate)
- **30-Day Job Ads:** 578*
- **5-Year Ann Avg Employment Change:** -0.6%
- **Forecast 5-Year Ann Employment Change:** -0.5%
- **Total 5-Year Demand:** 5,473



Agriculture, Food, & Natural Resources

Southwest

Southeast

Top Occupation & Award Gaps

Southwest

Top Occupation Gaps

- Plumbers, Pipefitters, & Steamfitters
- HVAC Mechanics
- Veterinary Technologists & Technicians
- Telecommunications Equipment Installers
- Chefs & Head Cooks

Top Award Gaps

- Farmers, Ranchers, & Agricultural Managers
- HVAC Mechanics
- Veterinarians
- Environmental Engineers
- Landscaping and Groundskeeping Workers

Southeast

Top Occupation Gaps

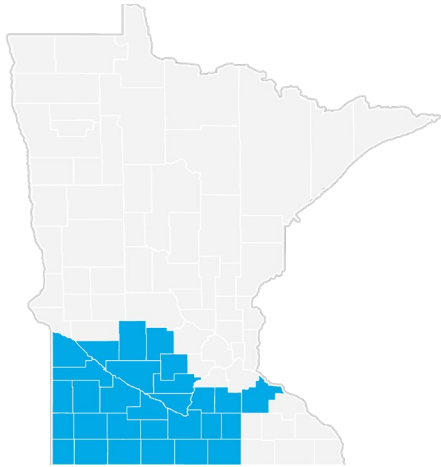
- Veterinary Technologists & Technicians
- HVAC & Refrigeration Mechanics
- Plumbers, Pipefitters, & Steamfitters
- Telecommunications Line Installers & Repairers
- Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers

Top Award Gaps

- Farmers, Ranchers, & Agricultural Managers
- HVAC & Refrigeration Mechanics
- Veterinarians
- Environmental Scientists & Specialists
- Urban & Regional Planners

Agriculture, Food, & Natural Resources

Southwest



Target Occupations (All HW, HS, HD)

Veterinarians (OG, AG)

Food Science Technicians

Biological Technicians

Biological Science Teachers, Postsecondary

Wind Turbine Service Technicians (OG, AG)

Gateway Occupations

Butchers & Meat Cutters (OG)

Food Cooking Machine Operators & Tenders (HD)

Pesticide Handlers, Sprayers, & Applicators, Vegetation (AG)

Graders & Sorters, Agricultural Products

Outdoor Power Equipment & Other Small Engine Mechanics

Origin Occupations

Farmworkers, Farm, Ranch, & Aquacultural Animals

Landscaping & Groundskeeping Workers (AG)

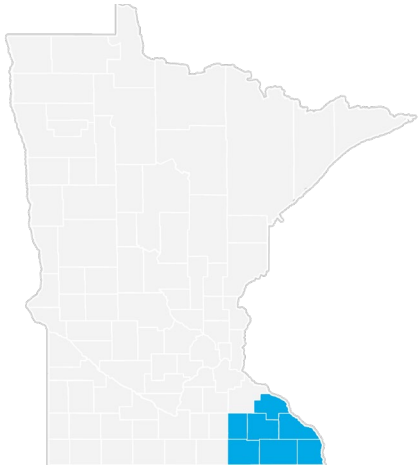
Food Batchmakers (HD, AG)

Farmworkers & Laborers, Crop, Nursery, & Greenhouse

Meat, Poultry, & Fish Cutters & Trimmers

Agriculture, Food, & Natural Resources

Southeast



Target Occupations (All HW, HS, HD)

HVAC Mechanics (OG, AG)

Telecommunications Equipment Installers (OG)

Biological Technicians

Conservation Scientists

Wind Turbine Service Technicians

Gateway Occupations

Butchers & Meat Cutters

Refuse & Recyclable Material Collectors (HD)

Agricultural Equipment Operators (AG)

Chemical Technicians (HS, HD)

Outdoor Power Equipment & Other Small Engine Mechanics

Origin Occupations

Landscaping & Groundskeeping Workers (AG)

Meat, Poultry, & Fish Cutters & Trimmers

Farmworkers, Farm, Ranch, & Aquacultural Animals

Food Batchmakers (HD)

Farm Workers & Laborers, Crop, Nursery, & Greenhouse

Agriculture, Food, & Natural Resources

Southwest
Southeast

Southwest Region Featured Pathway

Origin

Gateway

Target



**Food Batchmakers
(HD, AG)**

**Food Cooking
Machine Operators
& Tenders
(HD)**

**Food Science
Technicians
(HW, HS, HD)**

Southeast Region Featured Pathway

Origin

Gateway Occupation

Other Aligned Occupation



**Food Batchmakers
(HD)**

**Food Science
Technicians
(HS)**

**Chefs & Head Cooks
(HW, HD, AG)**

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

