

A collaboration of Minnesota State Colleges, Universities, and Industry



# MINNESOTA STATE COLLEGE SOUTHEAST

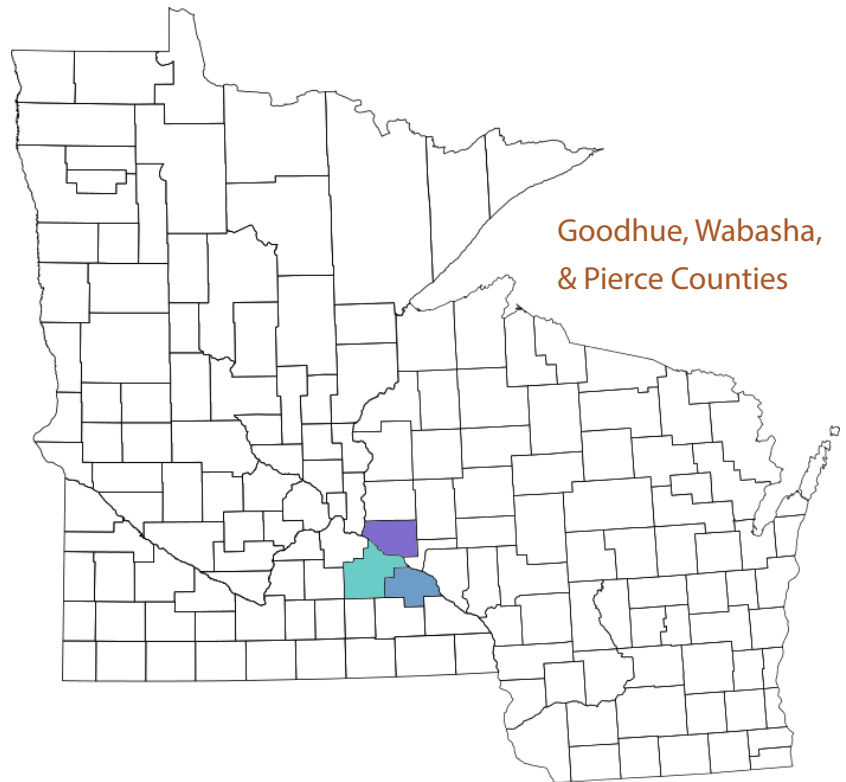
A TECHNICAL & COMMUNITY COLLEGE

MANUFACTURING & PRODUCTION

2016

## Hiring Demand Snapshot

Material Manufacturing  
Food Processing  
Packaging  
Technology & Robotics  
Medical Devices  
Industrial Maintenance



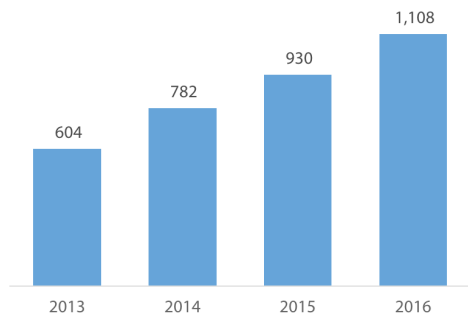
**RealTime Talent**

Using data to build the  
world's best workforce

## Manufacturing Jobs Available in the Region

January - September 2016

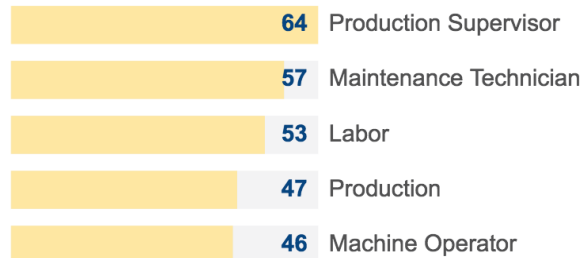
### Manufacturing Jobs



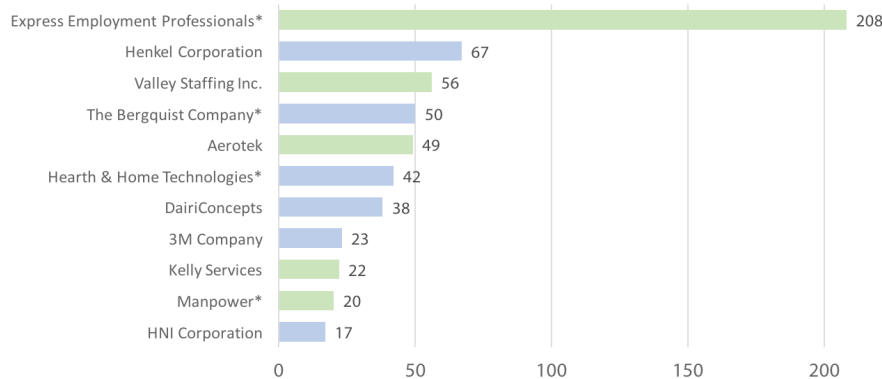
### Top Occupations

- Supervisors of Production & Operating Workers (26%)
- General Maintenance & Repair (11%)
- Production Worker Helpers (11%)
- Packaging & Filling Machine Operators & Tenders (4%)
- Welders, Cutters, & Fitters (4%)

### Top 5 Manufacturing Job Titles Used



### Top Employers Hiring Manufacturing Workers



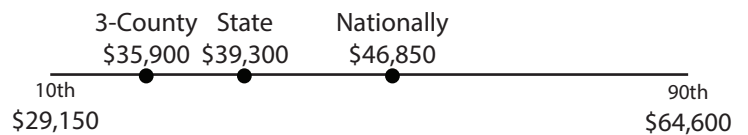
\* = Members of the Red Wing Manufacturers. Green = Staffing Agencies.

### Current Hiring Statistics (10/11/16)

Online openings, including staffing: 211 jobs  
 Number of employers hiring now: 63 employers  
 Estimated candidate supply: 208,000 people  
 Average posting period: 43 days  
 Hiring difficulty score: Moderate

\*More difficult than national average

### Median Advertised Salary



### Top 5 Hard Skills

1. Preventative Maintenance
2. Good Manufacturing Practice
3. eQuest
4. Quality Control/Assurance
5. Lean Manufacturing

### Top 5 Soft Skills

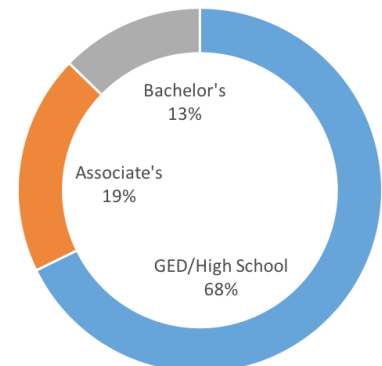
1. Oral & Written Communication
2. Detail-Oriented
3. Work Independently
4. Teamwork
5. Problem Solving

**11%** of all local jobs advertised in 2016 were in a production manufacturing role.

### Top 5 Certifications

1. Driver's License / CDL
2. Food Safety Programs
3. OSHA
4. Safe Quality Food
5. HAZMAT

### Education Level Required

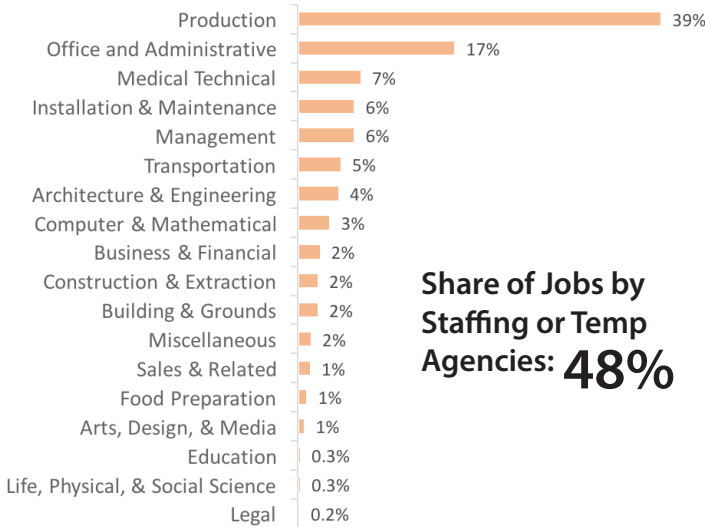


Real-time online job postings available through direct employers and staffing agencies between 1/1/2016 and 9/30/2016 (excludes data from anonymous, Craigslist, Beyond.com, Indeed, and duplicate postings). Includes all active job postings for positions with a manufacturing function. This includes food processing, tech manufacturing, robotics, medical manufacturing, materials manufacturing, plant operation, extraction, woodworking, packaging, assembling, and those who supervise these production occupations. It excludes construction, auto body repair, drycleaning, and telecommunications installers. Skills and education data are based on required skills identified by employers in jobs advertised online from 1/1/2016 to 9/30/2016. Top titles count back 4 years. Accessed 2:00pm on 9/11/2016 at [www.wantedanalytics.com](http://www.wantedanalytics.com). Differences in counts pulled at an earlier or later date are likely the result of changes in access to certain job banks, websites, or databases as well as actual changes in available jobs. Search link: [https://www.wantedanalytics.com/wa/summary?country=US&exclude=anonymous%2Cduplicates%2Cbulk%2Cexpired&jfunc=13%2C128-jloc=county-1336%2Ccounty-1390%2Ccounty-3094&jocc=%2129%2C%2131%2C%2139%2C%2119%2C%2121%2C%2145%2C%21451%2C%21493021%2C%21493093%2C%21516011%2C%21492022%2C%21493031%2C%21499063%2C%2149302302%2C%2149302301&jsou=%211145&require=&saved\\_search\\_id=31957&timeframe=f2016-01-01-2016-09-30](https://www.wantedanalytics.com/wa/summary?country=US&exclude=anonymous%2Cduplicates%2Cbulk%2Cexpired&jfunc=13%2C128-jloc=county-1336%2Ccounty-1390%2Ccounty-3094&jocc=%2129%2C%2131%2C%2139%2C%2119%2C%2121%2C%2145%2C%21451%2C%21493021%2C%21493093%2C%21516011%2C%21492022%2C%21493031%2C%21499063%2C%2149302302%2C%2149302301&jsou=%211145&require=&saved_search_id=31957&timeframe=f2016-01-01-2016-09-30)

# Manufacturing Companies Located in the Region

January - September 2016

## Open Positions in 2016



Share of Jobs by Staffing or Temp Agencies: **48%**

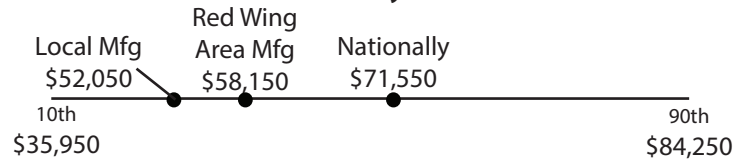
## Current Hiring Statistics (10/11/16)

Jobs posted by local manufacturing: 196 jobs  
 \*Red Wing Area Manufacturers Members: 126 jobs  
 Number of employers hiring now: 21 employers  
 Average posting period: 46 days

## Greatest growth in demand since 2015:

- CNC Machine Operators (24 jobs, +243%)
- Team Assemblers (24 jobs, +118%)
- General Maintenance & Repair Workers (39 jobs, +117%)
- First-Line Supervisors of Production Workers (145 jobs, +44%)

## Median Advertised Salary



## Top 5 Hard Skills

1. Preventative Maintenance
2. Quality Control/Assurance
3. eQuest
4. Quality Systems
5. Enterprise Resource Planning Software

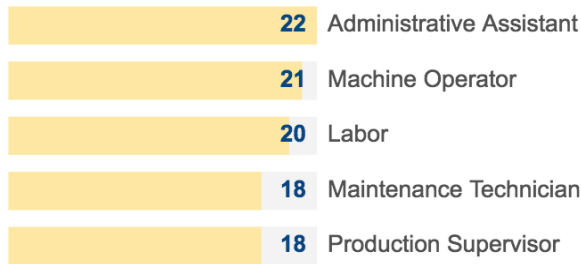
## Top 5 Soft Skills

1. Oral & Written Communication
2. Detail-Oriented
3. Work Independently
4. Teamwork
5. Problem Solving

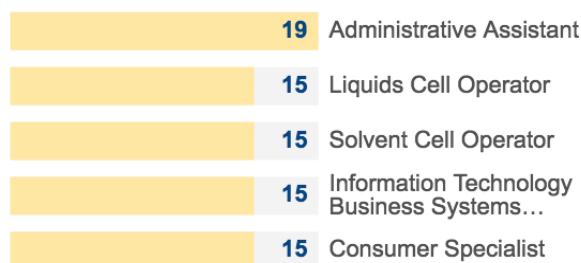
## Top 5 Certifications

1. Food Safety Programs
2. Secret Clearance
3. Medical Laboratory Technician
4. Driver's License/CDL
5. American Medical Technologist

## Top 5 Job Titles Used by Local Manufacturing Companies

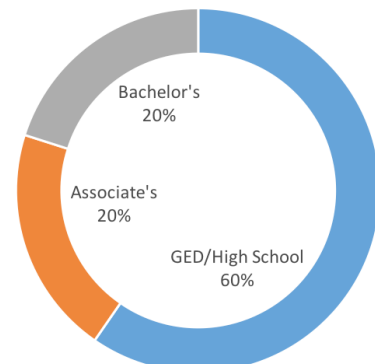


## Top 5 Job Titles Used by Red Wing Area Manufacturers Members



Red Wing Area Manufacturers Members Share of Local Manufacturing Industry Jobs: **77%**

## Education Level Required



Real-time online job postings available through direct employers and staffing agencies between 1/1/2016 and 9/30/2016 (excludes data from anonymous, Craigslist, Beyond.com, Indeed, and duplicate postings). Includes all active job postings from manufacturing companies local to Pierce County, Wabasha County, and Goodhue County identified by membership in Red Wing Manufacturing, identification by DEED's Made In Minnesota, and Pierce County's Industry Cluster Study ([http://www.mrrpc.com/Misc\\_pdfs/REG\\_TRD\\_CHP8\\_Pierce.pdf](http://www.mrrpc.com/Misc_pdfs/REG_TRD_CHP8_Pierce.pdf)). This includes food processing, tech manufacturing, robotics, medical manufacturing, materials manufacturing, plant operation, extraction, woodworking, packaging, assembling, and those who supervise these production occupations. It excludes construction, auto body repair, drycleaning, and telecommunications installers. Skills and education data are based on required skills identified by employers in jobs advertised online from 1/1/2016 to 9/30/2016. Top titles count back 4 years. Accessed 2:00pm on 9/11/2016 at [www.wantedanalytics.com](http://www.wantedanalytics.com). Differences in counts pulled at an earlier or later date are likely the result of changes in access to certain job banks, websites, or databases as well as actual changes in available jobs.

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## About RealTime Talent

RealTime Talent is a collaboration between public agencies, private industry, higher education, and workforce developers. We are focused on helping decision-makers better align our workforce with our growing economy. Since August 2015, we have trained more than 900 leaders across Minnesota to use real-time job posting data to help find solutions to our state's greatest workforce challenges. We are proud to be considered a "hub" for data innovation and exploration. Our four main areas of work for FY2017 includes:

- Identify and evaluate new tools which bring efficiency to the "education to employment / re-employment" process
- Foster data use innovation through access to new data, development of reports and templates, and engaging users in best practices for comparing multiple data sources
- Provide customized, customer-centered research and reports upon request, each designed to support local or industry needs
- Provide training and technical assistance to ensure professionals across Minnesota have the capacity to use and share data and other resources.

RealTime Talent provides customized research and data analysis services to employers, non-profits, workforce centers, chambers of commerce, educators, and administrators to maximize learning from new data sources. Products include industry fact sheets, occupational snapshots, employer engagement strategizing, custom surveys, and job market analytics utilizing the real-time data tool TalentNeuron Recruit among other unique LMI data sources. Industry research has focused in healthcare, information technology, agriculture, construction, transportation and manufacturing.

Prepared By

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At the request of Minnesota State College Southeast

