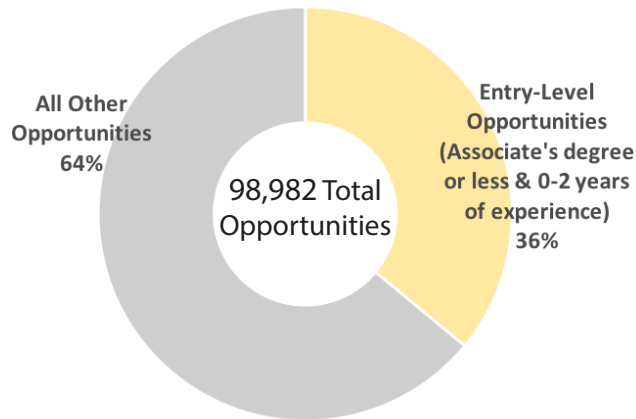


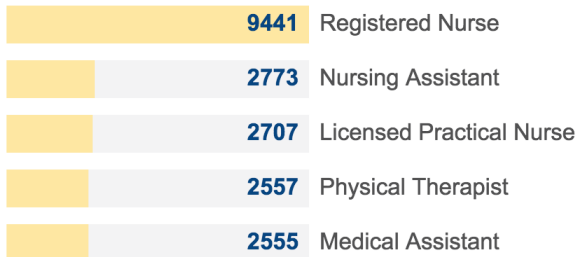
Healthcare

Twin Cities Metro, 2016

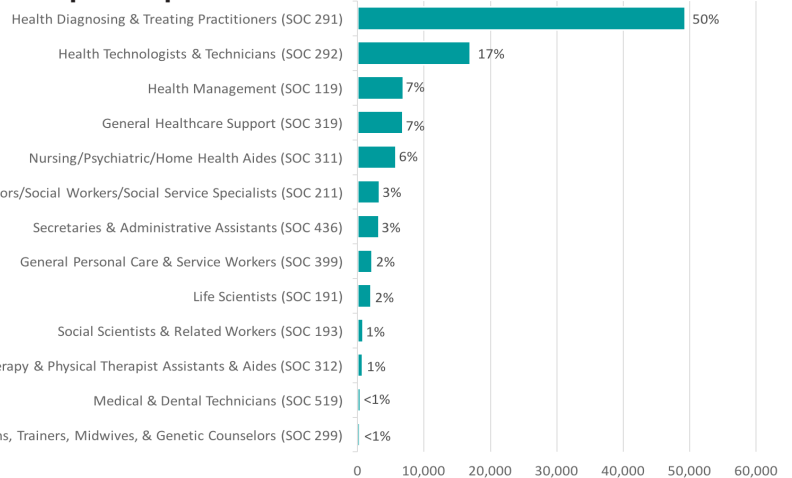


| Healthcare Opportunities in the Twin Cities Metro by Education & Experience Level Sought, 2016 | | Education Level | | Total by Experience Level |
|--|-----------------------------------|----------------------------------|--|---------------------------|
| | | Low (Associate's Degree or Less) | Mid-High (Bachelor's Degree or Higher) | |
| Experience Level | Low (0-2 years of experience) | 36% \$42,850 | 26% \$76,050 | 62% |
| | Mid-High (3+ years of experience) | 15% \$47,300 | 23% \$94,400 | 38% |
| Total by Education Level | | 51% | 49% | |

Top 5 Job Titles Used by Employers



Top Occupations Advertised



Top Entry-Level, Low Education Opportunities in Demand

Registered Nurse ☀️ 6,884 27% \$62k - 74k

Top Employers & Job Volume

- Allina Health (1,976)
- Guard.Me Insurance (348)
- Bayada (341)
- Fairview Health Services (220)
- Park Nicollet (162)

Top Certifications

- Certified Registered Nurse
- Basic Life Support
- Cardiopulmonary Resuscitation
- Advanced Cardiac Life Support
- Pediatric Advanced Life Support

Licensed Practical Nurse ☀️ 3,013 ↗️ 12% \$39k - 46k

Top Employers & Job Volume

- Allina Health (860)
- Bayada (387)
- Park Nicollet (166)
- HealthPartners (130)
- Sholom (103)

Top Certifications

- Licensed Practical Nurse
- Cardiopulmonary Resuscitation
- Basic Life Support
- American Medical Technologists
- Certified Medical Assistant

Medical Assistant ☀️ 2,389 10% \$26k - 32k

Top Employers & Job Volume

- Allina Health (364)
- Park Nicollet (204)
- North Memorial Healthcare (169)
- Fairview Health Services (147)
- University of Minnesota (144)

Top Certifications

- Basic Life Support
- Certified Medical Assistant
- Driver's License
- Cardiopulmonary Resuscitation
- Phlebotomy Certificate

Medical Secretary ☀️ 1,842 9% \$27k - 31k

Top Employers & Job Volume

- Allina Health (265)
- North Memorial Healthcare (123)
- HealthPartners (106)
- Park Nicollet (80)
- Summit Orthopedics (76)

Top Certifications

- HIPPA
- OSHA
- Medical Assistant (or other clinical)
- ICD 9 / ICD 10
- Provider Credentialing Specialist

Nursing Assistant ☀️ 1,578 6% \$23k - 30k

Top Employers & Job Volume

- North Memorial Healthcare (240)
- Allina Health (193)
- Park Nicollet (166)
- HealthEast Care System (134)
- Fairview Health Services (96)

Top Certifications

- Certified Registered Nurse
- Basic Life Support
- Certified in Nursing Administration
- Certified Nursing Assistant
- Cardiopulmonary Resuscitation

Home Health Aide ☀️ 948 ↗️ 4% \$20k - 26k

Top Employers & Job Volume

- Brookdale (161)
- Sholom (116)
- Home Instead (59)
- Sunrise Senior Living, Inc (32)
- Accurate Home Care (27)

Top Certifications

- Certified Home Health Aide
- Certified in Nursing Administration
- Certified Nursing Assistant
- Driver's License
- Certified Personal Care Attendant

↗️ Rising Jobs (+5% or more from 2015 to 2016) ☀️ Bright Future Jobs (DEED-identified)

Real-time online job postings available through direct employers and staffing agencies between 1/1/2016 and 12/31/2016 (excludes data from anonymous, Craigslist, and duplicate postings). Includes all health and medical occupations, excluding veterinary and massage therapy-related positions. Salary data includes the 10th - 90th percentile of the advertised salary of employers who included a salary or range on their job postings. Skills and education data based on required skills identified by employers in jobs advertised online from 1/1/2016 to 12/31/2016. Top titles count back 4 years. Accessed 10:00AM to 12:00PM on 3/9/2017 from TalentNeuron Recruit at 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.

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 Minnesota's workforce with our growing economy. Since August 2015, we have trained more than 1,000 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 innovation and exploration. Our main areas of work include:

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

Custom Research and Data Analysis

RealTime Talent provides custom 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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RealTime Talent

