



# MSP Sector Analysis Construction Surplus and Gap Overview

## Managers, Supervisors, & Unionized Labor to See Shortage

The 7-county Minneapolis-Saint Paul region is expecting a shortage of construction workers by 2020. With the region's constricted labor pool, the shortage will approach 600. However, if economic growth of the industry is able to continue at historic levels with a growing labor pool, the shortage could reach 2,750 workers. Construction occupations are highly unionized, making a complex labor ecosystem. Approximately 13.3% of the 7-county metro area is a member of a union, compared to 10.7% of the nation overall. In some zip codes, union membership is as high as 27% (55450, 55424), 28% (55372), or 31% (55417).

## Top Occupations in Demand in the 7-County Metro

Construction & Building Maintenance Occupations (sorted by job posting volume)	Employment Q3 2017	Unempl. Rate	Job Postings Available Q3 2017	Share Postings Requiring an AA or Less	Est. 3-Year Annual Growth	Est. 3-Year Supply Gap (or Surplus)	Mean Wage Q3 2017
Supervisors of Construction Trades & Extraction Workers	4,432	2.2%	798	78%	1.2%	69	\$74,600
Property, Real Estate, & Community Association Managers	3,642	0.9%	755	65%	1.6%	126	\$69,500
Construction Managers	3,834	1.4%	602	9%	1.2%	105	\$91,600
Landscaping & Groundskeeping Workers	11,367	5.2%	456	98%	1.1%	(96)	\$34,200
Carpenters	10,128	3.2%	450	98%	0.8%	117	\$53,200
Electricians	6,160	2.8%	371	96%	0.9%	9	\$71,900
Construction Laborers	9,309	5.4%	358	100%	1.3%	-	\$52,500
Architectural & Civil Drafters	1,513	4.5%	242	85%	0.9%	9	\$54,700
Architects, Except Landscape & Naval	1,728	1.1%	168	21%	0.8%	33	\$88,500
Plumbers, Pipefitters, & Steamfitters	4,735	2.5%	167	98%	1.6%	102	\$74,800
Construction & Building Inspectors	934	1.0%	126	80%	1.1%	9	\$68,200
Supervisors of Landscaping, Lawn Service, & Groundskeeping Workers	1,767	1.1%	95	97%	1.1%	27	\$49,300
Sheet Metal Workers	1,595	3.9%	94	100%	0.8%	9	\$72,200
Operating Engineers & Other Construction Equipment Operators	4,203	5.3%	93	100%	1.3%	42	\$66,900
Roofers	1,387	5.8%	83	100%	1.1%	9	\$66,500
Painters, Construction & Maintenance	3,967	3.5%	78	100%	0.4%	12	\$48,300
Paving, Surfacing, & Tamping Equipment Operators	626	11.5%	51	100%	1.2%	-	\$56,900
Brickmasons & Blockmasons	1,197	4.0%	42	100%	1.1%	27	\$73,500
<b>Share in Construction/Building Trades Occupations</b>	<b>52,071</b>	<b>4.1%</b>	<b>1,923</b>	<b>98%</b>	<b>1%</b>	<b>360</b>	<b>\$60,100</b>
<b>Total (includes 46 other occupations)</b>	<b>91,116</b>	<b>4.1%</b>	<b>3,751</b>	<b>33%</b>	<b>1.1%</b>	<b>564</b>	<b>\$58,400</b>

### Top Employers Recruiting Candidates at all Levels

#### Staffing & Temp/Job Ads

- PeopleReady/TrueBlue (221)
- Trillium Staffing (67)
- Aerotek (60)
- Express Employment Prof. (57)
- Entegee (51)

#### Direct Employers/Job Ads

- CyberCoders (102)
- Horizon Roofing & Sheet Metal (95)
- AEC Resources, Inc (72)
- M.A. Mortenson Company (61)
- TruGreen Companies, LLC (55)

### Top Certifications Sought

- OSHA
- Commercial License (CDL)
- General Contractor
- Architect Registration
- Mining Safety & Health Administration
- First Aid
- Journeyman Plumber

### Top Hard Skills Sought

- Blueprints
- AutoCAD
- Revit
- Quality Control
- Scaffolding

## Industry Detail

Industry	Current			Historical				Forecast		
	Employment Q3 2017	Avg. Annual Wages	Location Quotient	Total 3-Year Employment Change	7-County Metro	Minnesota	USA	Total Approx Sep Demand	Total Growth Demand	Est. Avg. Annual Growth
Specialty Trade Contractors	55,572	\$63,048	0.85	8,110	5.4%	4.6%	3.9%	16,848	1,608	1.0%
Construction of Buildings	18,583	\$77,542	0.80	2,177	4.2%	3.0%	3.8%	5,256	627	1.1%
Heavy & Civil Engineering Construction	8,533	\$74,843	0.61	619	2.5%	1.2%	2.4%	2,605	479	1.8%
<b>Construction</b>	<b>82,689</b>	<b>\$67,508</b>	<b>0.81</b>	<b>10,907</b>	<b>4.8%</b>	<b>3.7%</b>	<b>3.7%</b>	<b>24,704</b>	<b>2,720</b>	<b>1.1%</b>
<b>Total - All Industries</b>	<b>1,845,752</b>	<b>\$62,684</b>	<b>1.00</b>	<b>109,879</b>	<b>2.1%</b>	<b>1.7%</b>	<b>1.8%</b>	<b>609,778</b>	<b>40,770</b>	<b>0.7%</b>



## Educational Awards in Construction Trades by School - in 2016

CIP 46 - Construction Trades Programs by School	Certificate	AA	BA	Grand Total	People of Color
Anoka Technical College	24			24	4%
Century College	5	7		12	8%
Dakota County Technical College	55	34		89	7%
Dunwoody College of Technology	0	40		40	18%
Hennepin Technical College	37	8		45	42%
Inver Hills Community College	0	0		0	-
MCTC	13			13	8%
North Hennepin Community College	27	1		28	7%
Saint Paul College	113	2		115	23%
Summit Academy OIC	162			162	62%
University of Minnesota-Twin Cities	9		24	33	13%
<b>Total Awards</b>	<b>445</b>	<b>92</b>	<b>24</b>	<b>561</b>	<b>30%</b>
<b>Share of Awards</b>	<b>79%</b>	<b>16%</b>	<b>4%</b>		

## Supply Gaps & Training Needs

Occupations (sorted by largest supply gap)	Est. Annual Supply Gap	Annual Awards (2015-2016)	Training Concentration	Additional Adults to be Trained	% College Educated Nationwide
Property, Real Estate, & Community Association Managers	42	13	67%	7	75%+
Carpenters	39	42	115%	-	25-50%
Construction Managers	35	300	94%	18	50-75%
Plumbers, Pipefitters, & Steamfitters	34	73	408%	-	25-50%
Supervisors of Construction Trades & Extraction Workers	23	193	360%	-	25-50%
Construction Operating Engineers	14	0	0%	7	25-50%
Architects	11	162	121%	-	75%+
Brickmasons & Blockmasons	9	1	19%	3	<25%
Supervisors of Landscaping, Lawn Service, & Groundskeepers	9	37	127%	-	50-75%
Surveyors	4	0	0%	2	75%+
Painters, Construction & Maintenance	4	0	0%	1	25-50%
Solar Photovoltaic Installers	4	4	209%	-	25-50%
Roofers	3	0	0%	1	<25%
Architectural & Civil Drafters	3	93	108%	-	75%+
Electricians	3	86	106%	-	50-75%

## Pipeline Complexity & Timeline

Trade/Union Membership****	Complexity	Pipeline Time	% 55+ (2014)	Est. Shortage 2020
Ironworkers	Low (S)	3-4 Yr	9%	Moderate
Boilermakers	Low (S)	4-5 Yr	8%	Moderate
Pipefitters	High (L)	5-6 Yr	11%	High
Painters	Low (U)	3-4 Yr	10%	Moderate
Operating Engineers	Mod. (S)	3-6 Yr	18%	High
Carpenters	Low (U)	4-6 Yr	9%	High
Concrete Finishers	Low (U)	1-2 Yr	8%	Moderate
Laborers	Low (U)	0-1 Yr	8%	Low
Electricians	High (L)	5-8 Yr	13%	Moderate

## MN Industry Demographics

**Sex\***

- 85% Male

**Race/Ethnicity\***

- 94% White
- 4% Hispanic/Latino
- 2% Black

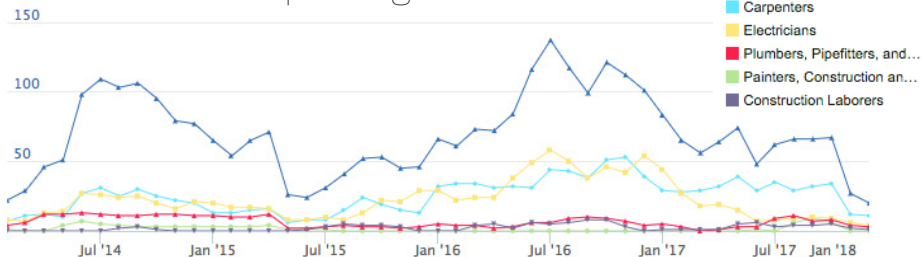
**Age\*\***

- 19% over age 55 (23% all ind.)

**Union Members\*\*\***

- 80,000

## Trade Union Openings Posted Online



67

34

9

8

6

5

For more information:

- Industry Contact: **To be determined**
- MSPWin Career Map: <http://mspwin.org/wp-content/uploads/2016/06/Career-Pathway-Maps.pdf>
- RealTime Talent Reports: [realtime talent.org/research/reports](http://realtime talent.org/research/reports)

\*DEED estimates, 2016. \*\* CES Quarterly Workforce Indicators (QWI) Q4 2016. \*\*\*Elevate Minnesota, [www.elevateminnesota.org/about](http://www.elevateminnesota.org/about). \*\*\*\*U: Unlicensed Trades; L: Licensed Trades; S: Specialty Trades. Developed by Erin Olson (erin@realtime talentmn.org). Published 1/16/2018 by RealTime Talent. Sources: TalentNeuron Recruit aggregate online job postings. [www.wantedanalytics.com](http://www.wantedanalytics.com) accessed January 20, 2018. Counts of job postings in Q3 2017 by employer were available July 1 - September 30, 2017 in the 7-county Minneapolis-Saint Paul Metro. Includes staffing agencies. Percent change in job postings are the change from the same quarter in the prior year. Employment, wage, and education data modeled from IPEDS, OES, and BLS data by JobsEQ. 2016 completions include awards issued and are not counts of graduates. Living wage was defined for the purposes of these reports as any occupation where the median wage is \$30,000 annually, or about \$14.50 per hour.