



MSP Sector Analysis Government Surplus and Gap Overview

Retirement of Senior Leaders to Impact Government

City, county, state, and federal government employs approximately 203,472 people in the 7-county Minneapolis-Saint Paul region, about 11% of the region's total employment. The areas in which each level of government will feel shortages varies, but all will experience a shortage of administrative and management talent over the next three years due to large numbers of workers leaving the labor force. Though we do not know the exact talent supply gap, an estimated 57,214 people will need to be trained by 2020 to fill expected job openings in government agencies, with city and county governments facing the greatest need.

Local Government (City/County): Primary Ed. & Police

Top Occupations in Demand in the 7-County Metro (sorted by job posting volume)	Employment Q3 2017	Job Postings Available Q3 2017	Est. 3-Year Annual Growth	Est. 3-Year Training Need (Sep. + Growth Demand)
Teacher Assistants	9,998	210	0.9%	3,414
Elementary School Teachers (Except Special Education)	12,399	59	0.9%	3,043
Secondary School Teachers (Except Special & CTE)	8,745	45	0.9%	2,091
Janitors & Cleaners (Except Maids & Housekeeping)	4,020	78	0.8%	1,702
Middle School Teachers (Except Special & CTE)	5,255	64	0.9%	1,290
Bus Drivers, School or Special Client	3,009	6	0.1%	1,088
Substitute Teachers	2,671	17	0.9%	967
Combined Food Preparation & Serving Workers	1,638	28	0.9%	965
Police & Sheriff's Patrol Officers	4,042	77	0.7%	870
Office Clerks, General	2,487	76	-0.2%	844
Total Local Government (includes 658 other occs.)	131,147	5,149	0.7%	41,249

State Government: Postsecondary Ed. & Office

Top Occupations in Demand in the 7-County Metro (sorted by job posting volume)	Employment Q3 2017	Job Postings Available Q3 2017	Est. 3-Year Annual Growth	Est. 3-Year Training Need (Sep. + Growth Demand)
Office Clerks, General	2,029	57	-0.7%	638
Graduate Teaching Assistants	2,016	69	0.5%	493
Health Specialties Teachers, Postsecondary	1,471	9	1.9%	444
Business Operations Specialists, All Other	1,437	89	0.3%	399
Janitors & Cleaners (Except Maids & Housekeeping)	799	21	0.4%	320
Postsecondary Teachers, All Other	1,240	2	0.5%	304
Secretaries & Administrative Assistants	971	26	-1.3%	255
Correctional Officers & Jailers	1,085	11	-1.0%	217
Education Administrators, Postsecondary	871	44	0.5%	210
Office & Administrative Support Workers, All Other	588	14	0.4%	199
Total State Government (Includes 624 other occs.)	52,172	7,016	0.2%	14,253

Federal Government: Health & Postal Service

Top Occupations in Demand in the 7-County Metro (sorted by job posting volume)	Employment Q3 2017	Job Postings Available Q3 2017	Est. 3-Year Annual Growth	Est. 3-Year Training Need (Sep. + Growth Demand)
Postal Service Mail Carriers	3,364	480	-1.3%	506
Registered Nurses	1,462	174	1.3%	287
Postal Service Mail Sorters, Processors, & Machine Ops	1,753	36	-1.8%	251
Business Operations Specialists, All Other	796	7	0.2%	217
Janitors & Cleaners (Except Maids & Housekeeping)	446	1	-0.7%	156
Transportation Security Screeners	507	-	0.1%	136
Postal Service Clerks	593	9	-1.3%	108
Nursing Assistants	266	9	1.1%	102
Air Traffic Controllers	306	-	0.3%	88
Supervisors of Office & Admin. Support Workers	292	11	-1.0%	72
Total Federal Government (includes 489 other occs.)	20,153	1,584	-0.1%	4,709

Overview

	Current		3-Year Historical				3-Year Forecast		
	Employment Q3 2017	Location Quotient	Total Employment Change	7-County Metro	MN	USA	Total Approx Sep Demand	Total Growth Demand	Est. Avg. Annual Growth
Local	131,147	0.78	5,362	1.4%	1.0%	0.7%	38,407	2,842	0.7%
State	52,172	0.95	2,463	1.6%	1.6%	0.3%	14,009	244	0.2%
Federal	20,153	0.60	904	1.5%	1.1%	0.9%	4,798	-89	-0.1%
Total Government Jobs	203,472	0.80	8,729	1.5%	1.2%	0.7%	57,214	2,997	0.5%
Total - All Industries	1,845,752	1.00	109,879	2.1%	1.7%	1.8%	609,778	40,770	0.7%

Top Hard Skills Sought

- Behavioral Health
- Quality Assurance
- Pediatric Medicine
- GS+
- Drug Testing

Top Certifications Sought

- Certified Registered Nurse
- First Aid Certification
- Class D Driver's License

Educational Awards in Public Admin by School - in 2016

CIP 44 - Public Administration, Social Work & Related Programs	Certificate	AA	BA	Post-grad.	Grand Total	People of Color
Capella University			3	311	314	54%
University of Minnesota				237	237	19%
St Catherine University			43	129	172	20%
University of St Thomas			17	144	161	14%
Metropolitan State University			149		149	61%
Augsburg College			19	57	76	30%
Century College	30	34			64	62%
Minneapolis CTC		59			59	80%
Hamline University				40	40	15%
Inver Hills CC	1	28			29	41%
Concordia University				27	27	26%
Bethel University			20		20	20%
Argosy University				12	12	17%
University of Northwestern				11	11	9%
North Central University			10		10	10%
American Indian OIC Inc	6				6	100%
Walden University (online)			61	703	764	56%
Grand Total	37	121	337	1671	2,166	44%

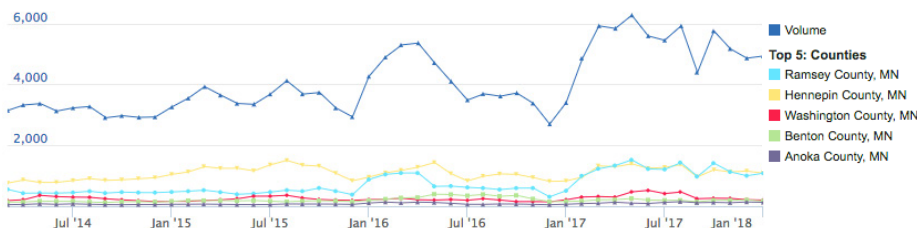
Supply Gaps & Training Needs, All Employers

Top Occupations (sorted by number employed by government)	All Employment Q3 2017	Govt. Employment Q3 2017	% Govt. Employment Q3 2017	Annual Awards (2015-2016)	Est. Overall Annual Supply Gap (or Surplus)	Est. Govt. 3-Year Training Need
Elementary School Teachers	14,611	12,452	85%	4,561	24	3,054
Teacher Assistants	15,162	10,289	68%	15	(12)	3,506
Secondary School Teachers	10,508	8,792	84%	6,620	79	2,100
Middle School Teachers	6,194	5,268	85%	4,552	12	1,293
Janitors & Cleaners	27,528	5,265	19%	-	(88)	2,178
Police & Sheriff's Patrol Officers	4,804	4,749	99%	1,274	24	1,006
Office Clerks, General	35,935	4,695	13%	41	(323)	1,540
Postal Service Mail Carriers	3,373	3,364	100%	-	(20)	506
Registered Nurses	34,251	3,203	9%	6,419	425	570
Secretaries & Administrative Assistants	19,413	3,113	16%	91	(170)	865
School Bus Drivers	8,013	3,033	38%	-	(17)	1,097
Business Operations Specialists, All Other	17,508	3,026	17%	-	66	859
Substitute Teachers	3,348	2,692	80%	-	(5)	974
Correctional Officers & Jailers	2,375	2,319	98%	139	(15)	484
Graduate Teaching Assistants	2,256	2,035	90%	-	8	499
Food Preparation & Serving Workers	37,638	1,810	5%	-	(657)	1,060
Postal Service Mail Sorters, Processors, & Machine Ops	1,758	1,753	100%	-	(20)	251
Health Specialties Teachers, Postsecondary	2,452	1,502	61%	3,231	36	455

Federal Government Worker Demographics

Sex	Race/Ethnicity	Length of Service
• 57% Male	• 63% White	• 13.5 Years Average
Age	Education Level	
• 47.5 Years Average	• 18% Black	• 52% BA or Higher
	• 9% Hispanic/Latino	

Government Openings Posted Online



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For more information:

- Industry Contact: **Mike Christenson, Workforce Development, Hennepin County** (mike.christenson@hennepin.us)
- MSPWin Career Map: <http://mspwin.org/wp-content/uploads/2016/06/Career-Pathway-Maps.pdf>
- RealTime Talent Reports: realtimetalent.org/research/reports

Developed by Erin Olson (erin@realtimetalentmn.org). Published 2/14/2018 by RealTime Talent. Sources: TalentNeuron Recruit aggregate online job postings. www.wantedanalytics.com accessed January 30, 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. 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.