



MSP Sector Analysis Healthcare Needs by Provider Type

High Demand Careers Build Promising Pathway

Alarms continue to ring out for the 7-county Minneapolis-Saint Paul metro area's healthcare sector, poised to see a shortage of over 4,000 healthcare professionals by 2020 if the market continues to be constrained by the labor shortage, or an estimated 8,500 shortfall by 2020 in an unconstrained, growing economy matching historic trends. Unemployment continues to be highest among entry-level workers in assistant, aide, and direct support roles that require a certificate, high school diploma, or less. Demand for registered and licensed nurses, technicians, and technologists is high and expected to climb.

Sector Demand in the 7-County Metro, Q4 2017*

Hospitals **H**

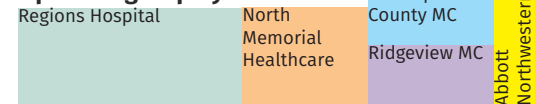
2,174 job ads in Q4 (+25%)

\$74,600 median posted salary

Top Occupations, Other Titles/Specifications, & Median Posted Salary

- Registered Nurses (Mental Health, Case Manager, Charge, Infusion/Chemo): \$81,100
- Medical Secretaries (DayBridge Coordinator, Managed Care): \$34,100
- Medical Assistants (Health Care Assist., Lab Service Tech, Scribe): \$33,000
- Nursing Assistants (Patient Care Assist., Medical Surgical): \$29,600
- Emergency Medical Technicians & Paramedics (Community Paramedic): \$44,000

Top Posting Employers



Top Hard Skills

- Geriatrics
- Epic Software
- Pediatrics
- Patient Electronic
- Critical Care
- Medical Records

Long-Term Care **🏠**

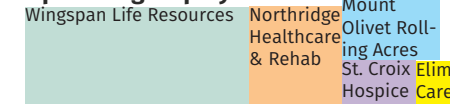
463 job ads (+35%)

\$74,500 median posted salary

Top Occupations, Other Titles/Specifications, & Median Posted Salary

- Personal Care Aides (Direct Support Professional, Housekeeping Aide): \$25,250
- Registered Nurses (Case Manager, On-Call, Night Shift): \$81,100
- Nursing Assistants (NAR/CNA, Hospice Aide, Dietary Aide, Homecare Aide): \$29,600
- Home Health Aides (Group Home Direct Support Professional): \$26,800
- Licensed Practical Nurses (LPN, Supervisor): \$53,850

Top Posting Employers



Top Hard Skills

- Geriatrics
- Behavioral Health
- Catheters
- Drug Testing
- Mathematics

Clinics **+**

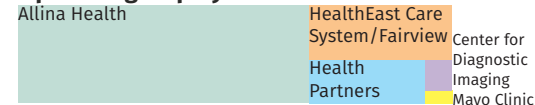
6,973 job ads (-12%)

\$74,600 median posted salary

Top Occupations, Other Titles/Specifications, & Median Posted Salary

- Registered Nurses (Neonatal Casual, Pediatrics, Care Manager): \$81,100
- Licensed Practical Nurses (Float Medicine Specialties, General Surgery): \$53,850
- Medical Assistants (Walk In Care, Complex Medical Unit): \$33,000
- Nursing Assistants (Transporter Associate, Emergency Dept. Technician): \$29,600
- Medical Secretaries (Scheduling Specialist, Credentialing Coordinator): \$34,100

Top Posting Employers



Top Hard Skills

- Critical Care
- Patient Electronic
- Medical Records
- Pediatrics
- Trauma Care
- Medical-Surgical
- Nursing

Home Care **🏠**

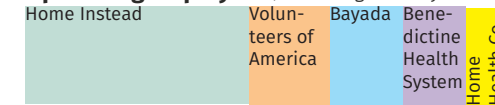
1,097 job ads (-6%)

\$72,800 median posted salary

Top Occupations, Other Titles/Specifications, & Median Posted Salary

- Personal Care Aides (Caregiver, Live-In Caregiver, Personal Attendant): \$25,250
- Registered Nurses (Home Health Registered Nurse): \$80,000
- Home Health Aides (Rehab Aide, HHA/Caregiver): \$26,700
- Licensed Practical Nurses (LPN Visit Nurse, Acute Pediatric): \$54,650
- Nursing Assistants (Float Team Nursing Assistant, Resident Assistant): \$29,600

Top Posting Employers (excludes generic system-wide)



Top Hard Skills

- Geriatrics
- Patient Electronic
- Medical Records
- Pediatrics
- Hearing Aids
- Multiprotocol
- Label Switching

Staffing Agencies

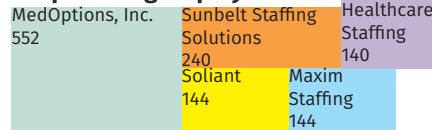
4,016 job ads (-18%) out of 31,140 total (-1%)

13% of all Healthcare jobs advertised

Top Occupations

- Registered Nurses
- Cardiovascular Techs
- Radiologic Technologists
- Licensed Practical Nurses

Top Staffing Employers





- H** Hospital settings, including acute and specialty care
- +** Clinic, outpatient, urgent care, or ambulatory settings
- 🏠** Long-term/aging/assisted/nursing
- 🏠** Home health care

*Job postings may be undercounted due to employers listing positions as part of their larger healthcare system instead of their individual hospital or care center.


High Demand Careers


Entry-Level Growth Occupations*

Personal Care Aides 
 Median Wage: \$11.56/hr
 Employment: 39,393 Unempl.: 1.1%
 Ann. Growth: 3.1%-4.6%


Home Health Aides 
 Median Wage: \$13.19/hr
 Employment: 4,400 Unempl.: 3.8%
 Ann. Growth: 3.5%-5.1%


MAINTAINING SUPPLY
 HS/EQUIVALENT
 SHORT-TERM OJT

Pharmacy Technicians 
 Median Wage: \$17.86/hr
 Employment: 4,378 Unempl.: 1.9%
 Ann. Growth: 1%-1.9%

SHORTAGE  **INCREASE BY 13/YEAR**

HS/EQUIVALENT
 MODERATE OJT

Surgical Technologists 
 Median Wage: \$26.47/hr
 Employment: 1,193 Unempl.: 1.6%
 Ann. Growth: 1%-2.5%

SHORTAGE  **INCREASE BY 5/YEAR**


HS/EQUIVALENT
 MODERATE OJT


Mid-Level Occupations


Radiologic Technologists 
 Median Wage: \$31.65/hr
 Employment: 2,350 Unempl.: 1.2%
 Ann. Growth: 1.1%-2.6%


SHORTAGE  **INCREASE BY 22/YEAR**


AA/AS

Med./Clinical Lab Technicians 
 Median Wage: \$21.77/hr
 Employment: 1,945 Unempl.: 0.7%
 Ann. Growth: 1.3%-2.8%


SHORTAGE  **INCREASE BY 18/YEAR**


AA/AS 

Medical Secretaries 
 Median Wage: \$20.73/hr
 Employment: 6,576 Unempl.: 1.3%
 Ann. Growth: 1.9%-3.5%

SHORTAGE  **INCREASE BY 39/YEAR**

PS CREDENTIAL, PREFERENCE AA

Medical Assistants 
 Median Wage: \$18.30/hr
 Employment: 6,893 Unempl.: 1.8%
 Ann. Growth: 2.5%-4%

SHORTAGE  **INCREASE BY 56/YEAR**

PS CREDENTIAL, PREFERENCE AA/AS

Registered Nurses


















Employment: 34,276 Median Wage: \$39.23

Typical Entry-Level Position: Bachelor's Degree

	2017	2020
Employment	34,276	35,686
Annual Growth Rate	2.2%	1.4%
Growth/Total 3-Year Demand	2,156	6,962
Unempl./Annual Shortfall	330 (1%)	425

INCREASE GRADUATE OUTPUT BY 250/YEAR

Types of Registered Nurses

- Emergency Room 
- Operating Room 
- Labor & Delivery 
- Medical/Surgical/Perioperative 
- Intensive Care Unit 
- Pediatrics 
- Clinic 
- Home Health Care 
- Long-Term Care 
- Geriatrics 
- Managed Care 
- Rehabilitation 
- Behavioral (Chemical Dependency, Mental Health, Psychiatric, Disorders) 
- Specialty (Bone Marrow, Vascular, Wound, Diabetes, Chronic) 
- Care Coordinator/Case Management 
- Transcultural/Crosscultural 
- Advanced Practice (Midwife, Anesthetist, Clinical Nurse Specialist) 

Specialization generally requires 2 years of RN experience in the specialty area, continuing education, and passing a certification exam. Most specialty positions pay significantly more than entry-level RN positions.

Licensed Practical Nurses

Median Wage: \$22.40/hr
 Employment: 8,313 Unempl.: 2.2%
 Ann. Growth: 1.1%-2.6%

SHORTAGE  **INCREASE BY 60/YEAR**

PS CREDENTIAL, PREFERENCE AA/AS
 PASSAGE OF LICENSURE EXAM (NCLEX-PN)





 Indicates DEED Bright Outlook occupation.

Awards & Educational Attainment - 2016

Regional Certificate, 2-Year, & BA Programs

Registered Nursing, Adult Health Nurse, Clinical Nurse Leader, Family Practice Nurse, Geriatric Nurse, Maternal/Child Health Nurse, Nursing Administration, Nursing Practice, Nursing Science, Pediatric Nurse

School	AA	BA	MA+	Total 2016 Completions	People of Color
Anoka-Ramsey CC	205			205	11%
Augsburg U		81	17	98	17%
Bethel U		166	28	194	16%
Capella U		267	168	435	25%
Century C	114			114	20%
Concordia U		8		8	0%
Crown College		16		16	6%
Herzing U		26		26	31%
Inver Hills CC	86			86	14%
Metro State U		104	37	141	37%
Minneapolis CTC	126			126	50%
MN School of Business		42		42	10%
National American U		31		31	45%
Normandale CC	109			109	22%
North Hennepin CC	123			123	18%
St Catherine U	99	254	91	444	23%
U of MN		148	191	339	19%
U of Northwestern		35		35	9%
U of Phoenix		3		3	0%
Walden U		836	3,008	3,844	34%
Total Awards	862	2,017	3,540	6,419	23%
Training Concentration	2.21	High			

-  Hospital settings, including acute and specialty care
-  Clinic, outpatient, urgent care, or ambulatory settings
-  Long-term and aging care, including assisted living centers, nursing facilities, & hospice
-  Home health care

For more information, contact the industry lead: **Central Corridor Anchor Partnership**

- MSPWin Career Map: <http://mspwin.org/wp-content/uploads/2016/06/Career-Pathway-Maps.pdf>
- RealTime Talent Reports: realtimetalent.org/research/reports

*Nursing Assistants, Medical Scribes, and Pharmacy Aides are often noted as entry points into healthcare pathways. However, they were excluded from this analysis as they 1) are not expected to see worker shortages over the next three years, 2) have current unemployment rates above 4%, and 3) do not pay a living wage. Suggested increase is the lower, baseline need given labor shortage conditions. Developed by Erin Olson (erin@realtimetalentmn.org). Published 4/18/2018 by RealTime Talent. Sources: TalentNeuron Recruit aggregate online job postings. www.wantedanalytics.com accessed April 15, 2018. Counts of job postings in Q4 2017 by employer were available Oct 1 - Dec 31, 2017 in the 7-county Minneapolis-Saint Paul (MSP) 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. People of color calculations do not include nonresident aliens (international students) for which race or ethnicity is not determined. 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. Training Concentration (TC) quantifies how many completions were obtained in the MSP Metro compared to the nation. A TC of 1 indicates that the occupation award's share of the labor market is the same as the national average; a TC of 1.2 or higher shows a significant specialization in that occupation area. Total 3-year demand includes growth demand and separation demand expected through Q3 of 2020, estimating baseline training need.