



# MN SE Sector Analysis Healthcare

## Needs by Provider Type

### High Demand Careers Build Promising Pathway

Southeastern Minnesota is both an engine for developing the state's healthcare talent pipeline and home to some of the industry's largest employers. With about 61,200 people in this region employed in healthcare delivery occupations and related postsecondary awards holding steady, the region expects to see a shortage of anywhere between 1,250 (expected based on demographic forecasts) and 3,700 (matching employer demand) healthcare professionals by 2021. In the second quarter of 2018, 10,240 healthcare positions were advertised online in the region. Unemployment sits dangerously low at 1.5% and lower for critical occupations, as low as 0.8% for the region's number one occupation in shortage: Registered Nurses.

### Sector Demand in Southeastern Minnesota, Q2 2018\*

#### Hospitals **H**

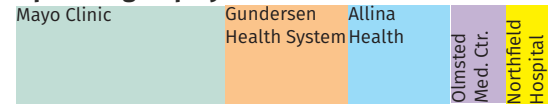
2,900 job ads (+53% from prior year)

\$130,300 median posted salary (above national median salary)

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

- Registered Nurses (Medical/Surgical, Inpatient Neuroscience, Travel RN): \$84,450
- Nursing Assistants (CNA ER Tech, Dietary Aide, Resident Assistant): \$28,600
- Other Physicians & Surgeons (Urologist, MD/DO Emergency Room, Gastroenterologist): \$295,200
- Medical & Health Services Managers (Direct HIM Consulting, Clinical Director): \$127,350
- Family & General Practitioners (Family/Internal Medicine Physician, OB Physician): \$193,850

##### Top Posting Employers



##### Top Hard Skills

- Pediatrics
- Geriatrics
- Electronic Med. Records
- Defibrillators
- Diagnostic Imaging

#### Long-Term Care **🏠**

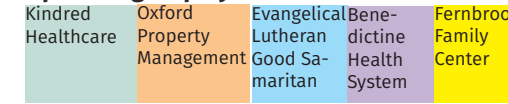
1,150 job ads (+98% from prior year)

\$47,500 median posted salary (below national median salary)

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

- Nursing Assistants (CNA Wellness Coach, FT Night Shift, NOC): \$24,050
- Registered Nurses (Charge Nurse, Team Coordinator, RN Supervisor): \$73,800
- Licensed Practical Nurses (LPN Float Team, Behavioral Nurse): \$49,400
- Mental Health & Subst. Social Workers (Mental Health Therapist, Crisis Responder): \$54,500
- Medical & Health Services Managers (Nursing Home Administrator, Director of Svcs.): \$99,550

##### Top Posting Employers



##### Top Hard Skills

- Geriatrics
- Billing Software
- Patient Electronic Medical Records
- Medicaid
- Crisis Intervention

#### Clinics **+**

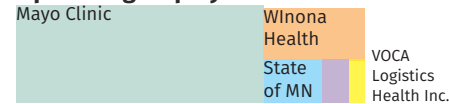
2,750 job ads (+56% from prior year)

\$92,850 median posted salary (aligned with national median salary)

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

- Registered Nurses (Dialysis, MSP/FBC, Pediatric Pulmonary/Allergy): \$71,100
- Licensed Practical Nurses (Care Team Dermatology, Ambulatory): \$41,950
- Nursing Assistants (Medication Assistant, CNA Surgical Services): \$29,150
- Medical Assistants (CMA Urgent Care, Audiology, Procedural Support, Lab Assist.): \$34,050
- Physician Assistants (Primary Care Internal Medicine, Medical Oncology): \$106,000

##### Top Posting Employers



##### Top Hard Skills

- Pediatrics
- Geriatrics
- Patient Electronic Medical Records
- Medical-Surgical Nursing
- Defibrillators

#### Home Care **🏠**

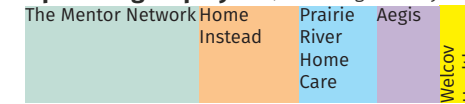
950 job ads (+133% from prior year)

\$45,600 median posted salary (aligned with national median salary)

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

- Personal Care Aides (In-Home Caregiver, Homemaker, Direct Care Staff): \$22,350
- Registered Nurses (RN Clinical Admissions Nurse, Case Manager): \$71,000
- Home Health Aides (Care Assistant, Mental Health Caregiver): \$23,350
- Licensed Practical Nurses (LPN Home Care, Home Visit Nurse): \$49,900
- Physical Therapists (Geriatrics Physical Therapist, Home Care Physical Therapist): \$79,000

##### Top Posting Employers (excludes generic system-wide)



##### Top Hard Skills

- Pediatrics
- Behavioral Health
- Stretchers
- Computer Troubleshooting
- Catheters

#### Staffing Agencies

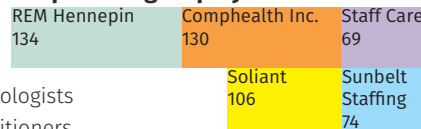
1,432 job ads (+39%) out of 10,240 total (+62%)

13% of all Healthcare jobs advertised

##### Top Occupations

- Registered Nurses
- Speech-Language Pathologists
- Personal Care Aides
- Family & General Practitioners
- 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.

Counts may not sum due to exclusion of pharmacy and dental employers. Only counts healthcare pathway occupations, not administrative or operations-specific positions within industry employers. Does not include positions posted on Craigslist.



# High-Demand Careers, High-Growth Scenario

## Entry-Level Growth Occupations\*

**Personal Care Aides**

Median Wage: \$11.63/hr  
 Employment: 5,581 Unempl.: 3.4%  
 Ann. Growth: 2.5-3.7%

**Home Health Aides**

Median Wage: \$12.60/hr  
 Employment: 2,528 Unempl.: 3.0%  
 Ann. Growth: 2.7-4.1%

**MAINTAINING SUPPLY**  
 HS/EQUIVALENT  
 SHORT-TERM OJT

**Pharmacy Technicians**

Median Wage: \$16.97/hr  
 Employment: 1,076 Unempl.: 1.5%  
 Ann. Growth: 0.4%-1.3%

**SHORTAGE INCREASE BY 12/YEAR**

HS/EQUIVALENT  
 MODERATE OJT

**Surgical Technologists**

Median Wage: \$25.00/hr  
 Employment: 530 Unempl.: 1.3%  
 Ann. Growth: 0.6%-1.9%

**SHORTAGE INCREASE BY 9/YEAR**

HS/EQUIVALENT  
 MODERATE OJT

## Mid-Level Occupations

**Radiologic Technologists**

Median Wage: \$30.63/hr  
 Employment: 1,049 Unempl.: 1.0%  
 Ann. Growth: 0.8%-2.2%

**SHORTAGE INCREASE BY 23/YEAR**

AA/AS

**Med. Record & Health Info Techs**

Median Wage: \$22.40/hr  
 Employment: 898 Unempl.: 1.9%  
 Ann. Growth: 0.9%-2.2%

**SHORTAGE INCREASE BY 18/YEAR**

Cert/Some College

**Med. & Health Svcs. Managers**

Median Wage: \$50.34/hr  
 Employment: 1,255 Unempl.: 0.9%  
 Ann. Growth: 1.7%-2.9%

**SHORTAGE INCREASE BY 33/YEAR**

BA/BS

**Medical Secretaries**

Median Wage: \$19.33/hr  
 Employment: 2,636 Unempl.: 1.2%  
 Ann. Growth: 1.7%-3.1%

**SHORTAGE INCREASE BY 57/YEAR**

PS CREDENTIAL, PREFERENCE AA

**Medical Assistants**

Median Wage: \$18.94/hr  
 Employment: 2,540 Unempl.: 1.5%  
 Ann. Growth: 2.3%-3.6%

**SHORTAGE INCREASE BY 57/YEAR**

PS CREDENTIAL, PREFERENCE AA/AS

## Registered Nurses

Employment: 12,993 Median Wage: \$35.37/hr

Typical Entry-Level Position: Bachelor's Degree

	2018	2021
Employment	12,993	13,801
Annual Growth Rate	0.6%	2.0%
Total 3-Year Demand		2,867
Unempl./3-Year Shortfall	(103; 0.8%)	880

**INCREASE GRADUATE OUTPUT BY 125/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: \$21.92/hr  
 Employment: 2,392 Unempl.: 1.6%  
 Ann. Growth: 0.4%-1.8%

**SHORTAGE INCREASE BY 33/YEAR**

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

**SHORTAGE INCREASE BY 33/YEAR**

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

Indicates DEED Bright Outlook occupation.

# Awards & Educational Attainment - 2017

## Regional Certificate, 2-Year, & BA Programs

School/Program	AA	BA	MA+	Total 2017 Completions
<b>51.3801 Registered Nursing</b>				
Luther College	0	23	0	23
Minnesota State College Southeast	77	0	0	77
Northeast Iowa Community College	78	0	0	78
Riverland Community College	35	0	0	35
Rochester Community & Tech. College	101	0	0	101
Saint Mary's University of Minnesota	0	18	0	18
St Olaf College	0	22	0	22
Viterbo University	0	181	0	181
Western Technical College	92	0	0	92
Winona State University	0	275	0	275
<b>51.3802 Nursing Administration</b>				
Winona State University	0	0	6	6
<b>51.3803 Adult Health Nursing</b>				
Viterbo University	0	0	2	2
Winona State University	0	2	5	7
<b>51.3805 Family Practice Nursing</b>				
Viterbo University	0	0	9	9
Winona State University	0	3	12	15
<b>51.3812 Perioperative/Surgical Nurse</b>				
Mayo Clinic School of Health Sciences	0	22	0	22
<b>51.3814 Critical Care Nursing</b>				
Winona State University	0	1	10	11
<b>51.3818 Nursing Practice</b>				
Viterbo University	0	0	6	6
<b>Total</b>	<b>383</b>	<b>547</b>	<b>50</b>	<b>980</b>

**Green Wage:**  
Above Twin Cities

**Red Wage:**  
Below Twin Cities

- 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: HealthForce Minnesota. Download at RealTime Talent Reports: [realtimetalent.org/research/reports](http://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 11/4/2018 by RealTime Talent. Sources: TalentNeuron Recruit aggregate online job postings. [www.wantedanalytics.com](http://www.wantedanalytics.com) accessed Oct 29, 2018. Counts of job postings in Q2 2018 by employer were available April 1 - June 30, 2018 in the Southeast region of Minnesota and bordering counties. 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. 2017 completions include awards issued and are not counts of graduates. Total 3-year demand includes growth demand and separation demand forecasted through Q2 of 2021, in a scenario of high employer demand exceeding historic trends and official baseline forecasts.