

MSP Metro Workforce Report

May 10 -16, 2020

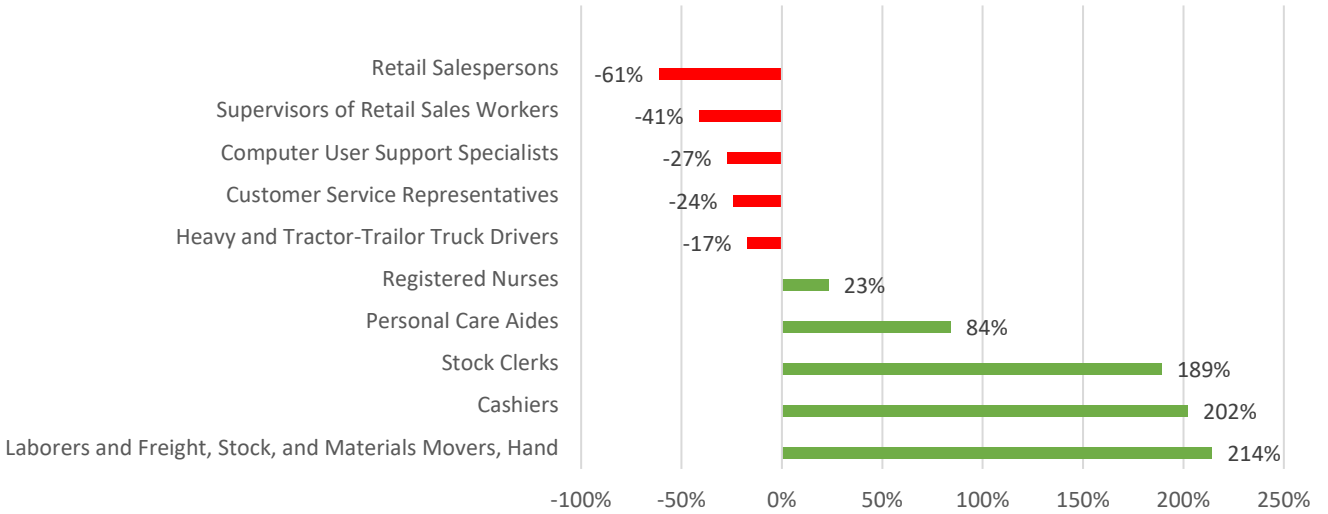
Each week, RealTime Talent highlights the critical needs of employers in the **7-County Minneapolis-Saint Paul Metro (MSP)** by lifting up the top jobs, skills, and certifications advertised by employers,¹ as well as the top locations that employers are advertising openings aligned with five of the region’s most critical sectors. Each sector is comprised of a family of like-occupations that from a function and career pathway standpoint are related to one-another.² These reports focus on jobs that require an **Associate’s degree or less**, and include an in-depth analysis on one occupation each week that is high-demand, high-opportunity, and/or high-growth.

This week, we highlight a critical occupation that MSP employers have unique and complex needs for right now: **Certified Nursing Assistants**. We will dig into what the current job market looks like, how demand has shifted over time for these critical entry-level frontline healthcare workers, and what new initiatives are emerging to help fill essential CNA positions right now.

Top New Jobs Posted in the Region by Volume, May 10-16, 2020 (AA/AS or less required)				
Healthcare	Information Technology	Finance	Government	Manufacturing
10% ↗	35% ↘	16% ↗	100% ↗	14% ↘
Personal Care Aides ↘	Computer User Support Specialists ↘	Loan Interviewers and Clerks ↗	Social and Human Service Assistants ↗	Laborers and Freight, Stock and Materials Movers ↘
Nursing Assistants ↗	Web Developers ↘	Cashiers ↘	Computer User Support Specialists	Industrial Machinery Mechanics ↗
Registered Nurses ↘	Data Entry Keyers ↘	Bookkeeping, Accounting, and Auditing Clerks ↗	Maintenance and Repair Workers	Industrial Engineering Technicians ↗
Licensed Practical Nurses ↗	Network and Computer Systems Administrators ↗	Insurance Sales Agents ↘	Food Preparation Workers	Packers and Packagers ↗
Home Health Aides ↗	Electronics Engineering Technicians ↘	Accountants ↗	Teaching Assistants	Industrial Engineers ↗
Healthcare Support Workers ↗	Electrical Engineering Technicians ↘	Tellers ↗	Secondary School Teachers	Electronics Engineering Technicians ↘
Medical Assistants ↗	Software Developers, Applications ↘	Bill and Account Collectors ↘	Police Patrol Officers	Electrical Engineering Technicians ↘
Medical Secretaries ↗	Computer Systems Engineer ↗	Loan Officers ↗	Police, Fire, and Ambulance Dispatchers	Mechanical Drafters ↗

Arrow indicates directional change from prior week. If job posting growth or decline was less than 1%, no trend is indicated.

New Job Opening Growth or Decline for High-Volume Postings Requiring an AA or Less in the 7-County MSP Metro, May 10-16, 2020 (% change from prior year)



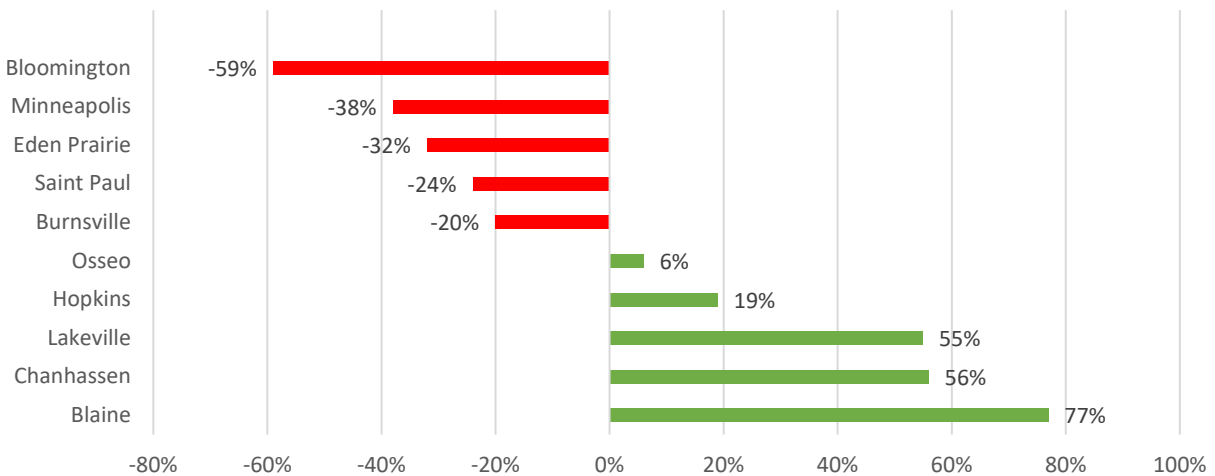
Top Employers Advertising New Jobs in the Region by Volume, May 10-16, 2020 (AA/AS or less required)				
Healthcare	Information Technology	Finance	Government	Manufacturing
Fairview Health Services ↗	Wells Fargo ↗	Robert Half International ↗	Eastern Carver County School District ↗	FedEx ↘
HealthEast Care System ↗	Robert Half International ↘	Accountemps ↗	MN Department of Corrections ↗	Home Depot ↗
REM Hennepin, Inc. ↘	Randstad ↘	United Natural Foods, Inc. ↘	Ramsey County ↗	Aerotek ↗
The Mentor Network ↘	Post Holdings ↘	Home Depot ↘	State of Minnesota ↗	Post Holdings ↘
Allina Health ↗	U.S. Bank ↗	Symmetry Financial Group ↗	City of New Hope ↗	Lowe's ↗
Home Instead ↘	UnitedHealth Group ↘	Target Corporation ↗	Hennepin County ↗	Amazon ↘
Benedictine Health System ↘	Creative Circle ↗	Wells Fargo ↗	Hennepin County Medical Center	Dairy Farmers of America ↗
Interim Healthcare ↘	E-Solutions Inc ↘	Cub Foods ↘	MN Department of Transportation	Randstad ↘
Nursefinders ↗	Collabera ↘	Pyramid Consulting, Inc. ↘	City of Savage ↗	Express Employment Professionals ↗
ACCURATE HOME CARE ↗	Apex Systems, Inc. ↘	Aerotek ↗	City of Fridley	

Arrow indicates directional change from prior week. If job posting growth or decline was less than 1%, no trend is indicated.

Top Cities New Jobs Posted in the Region by Volume, May 10-16, 2020 (AA/AS or less required)				
Healthcare	Information Technology	Finance	Government	Manufacturing
Minneapolis ↗	Minneapolis ↘	Minneapolis ↗	Chaska ↗	Minneapolis ↗
Saint Paul ↗	Saint Paul ↗	Saint Paul ↗	Minneapolis ↗	Saint Paul ↗
Burnsville ↗	Eden Prairie ↘	Eagan ↗	Saint Paul ↗	Chaska ↗
Edina ↗	Minnetonka ↗	Plymouth ↗	Inver Grove Heights	Chanhassen ↗
Hastings ↗	Bloomington ↗	Bloomington ↗	Anoka ↗	Circle Pines ↗
Maplewood ↘	Richfield ↘	Maplewood ↗	North Saint Paul	Lake Elmo ↗
Bloomington ↗	Eagan ↘	Hopkins ↘	Plymouth	Eden Prairie ↗
Saint Louis Park ↘	Shakopee ↘	Richfield ↗	Savage ↗	Minnetonka ↗
Coon Rapids ↗	Brooklyn Park ↘	Eden Prairie ↘	Fridley	Excelsior ↗
Maple Grove ↘	Chaska ↗	Burnsville ↘	Maplewood ↗	Willernie ↗

Arrow indicates directional change from prior week. If job posting growth or decline was less than 1%, no trend is indicated.

New Job Opening Growth or Decline in 7-County MSP Metro Cities with High-Volumes of Postings Requiring an AA or Less, May 10-16, 2020 (% change from prior year)



Top Essential Skills Required in New Jobs Posted in the Region by Volume, May 10-16, 2020 (AA/AS or less required)

Healthcare	Information Technology	Finance	Government	Manufacturing
Dedication ↗	Communication ↘	Communication ↗	Dedication ↗	Responsibility ↘
Patient Care ↗	Troubleshooting ↘	Customer Service ↘	Monitoring ↗	Dedication ↘
Compassion ↘	Design ↘	Detail-oriented ↗	Responsibility ↗	Carrying ↘
Responsibility ↗	Written Communications ↘	Responsibility ↗	Cleaning ↗	Sorting ↘
Communication ↗	Responsibility ↘	Dedication ↗	Friendliness ↗	Bending ↘

Arrow indicates directional change from prior week. If job posting growth or decline was less than 1%, no trend is indicated.

Top Certifications Required in New Jobs Posted in the Region by Volume, May 10-16, 2020 (AA/AS or less required)

Healthcare	Information Technology	Finance	Government	Manufacturing
Licensed Practical Nurse	Cisco Certified Internetwork Expert	Accounting (CPA)	First Aid Certification	FDA Quality System
Personal Care Attendant	Cisco Intrusion Prevention System Specialist	State Insurance License	Automated External Defibrillator	HAZMAT
Certified Registered Nurse	Redux	Chartered Life Underwriter	Special Education	Forklift Certification
CPR Certification	CompTIA A+	Nationwide Mortgage Licensing System	CPR Certification	Occupational Safety & Health Administration Certification
Certified Nursing Assistant	Microsoft Certified Systems Engineer	Property and Casualty Insurance	Emergency Medical Technician	

Top Hard Skills Required for the Top Occupation in Each Sector by Volume of New Jobs Posted in the Region, May 10-16, 2020 (AA/AS or less required)				
Healthcare Personal Care Aides	Information Technology Computer User Support Specialists	Finance Loan Interviewers and Clerks	Government Social and Human Service Assistants	Manufacturing Laborers
Administering Medication ↘ Public Health ↘ COVID-19 ↘ Developmental Disabilities ↘ Career Development ↘	Technical Support ↗ Hardware ↗ Security ↗ Microsoft Office ↗ Configuring ↘	Compliance ↘ Microsoft Office ↗ Computer Systems ↗ Underwriting ↘ Banking ↗	Social Services ↗ Administering Medications ↗ Mathematics ↗ Career Development ↗ Community Engagement ↗	Logistics ↗ Operations ↗ Forklifts ↗ Shipping ↘ Pallet Jacks ↗

Arrow indicates directional change from prior week. If job posting growth or decline was less than 1%, no trend is indicated.

1 SOURCE: All data in this section is from new jobs posted online in the 7-county Minneapolis-Saint Paul Metro between May 10-16, 2020. Data includes staffing agencies and represents deduplicated new job posts from all corporate websites and job boards. Trend comparison to a prior period refers to the week immediately prior. All data was gathered from TalentNeuron Recruit, www.wantedanalytics.com on May 24, 2020.

2 All sectors are defined as job families that are related by skills, competencies, and career pathways, with the exception of Government jobs. The Government sector is identified by city, county, regional, and state government employers.

Occupations in Focus: CERTIFIED NURSING ASSISTANTS

One of the entry-level healthcare positions with some of the most complex hiring needs right now—not only in the metro, but nationwide—is the Nursing Assistant occupation.

Prior to the COVID-19 pandemic, Certified Nursing Assistants were expected to remain in high demand in the MSP Metro, though not necessarily as an occupation of high shortage. Approximately 17,184 people worked as Nursing Assistants in the 7-county region as of the fourth quarter of 2019, making an average wage of \$35,900. Unemployment rates in this occupation were relatively low overall, though one of the highest unemployment rates locally among healthcare occupations (3.3%). The table below illustrates how Nursing Assistant employment statistics compare to some other comparable healthcare aide and assistant occupations (SOC 31-1000).

Current and Historical Labor Market Information for Nursing, Psychiatric, and Home Health Aides in the MSP Metro, 2019Q4

SOC	Occupation	2019Q4						5-Year History	
		Empl	Avg Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %
31-1014	Nursing Assistants	17,184	\$35,900	0.96	538	3.3%	986	154	0.2%
31-1011	Home Health Aides	13,661	\$30,100	1.33	409	3.2%	351	-2,547	-3.4%
31-1015	Orderlies	471	\$40,600	0.77	13	3.5%	1	15	0.6%
31-1013	Psychiatric Aides	298	\$37,400	0.43	8	3.5%	1	-12	-0.8%
31-1000	Nursing, Psychiatric, and Home Health Aides	31,614	\$33,500	1.08	968	3.3%	1,340	-2,390	-1.4%
	Total - All Occupations	1,875,661	\$57,900	1.00	52,591	2.9%	74,425	130,263	1.4%

Source: JobsEQ®

Data as of 2019Q4 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data are as of 2018 and represent the average for all Covered Employment

3. Data represent found online ads active within the last thirty days in the selected region; data represents a sampling rather than the complete universe of postings. Ads lacking zip code information but designating a place (city, town, etc.) may be assigned to the zip code with greatest employment in that place for queries in this analytic. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list).

Over the next five years, it is expected that at least 58% of current Certified Nursing Assistants will need to be replaced with new talent due to job changes, retirements, and people leaving the workforce. In addition, the region is expected to see growth of 650 new Certified Nursing Assistant opportunities over the next five years (annual average growth of 0.7%), at a minimum. Compared to occupations overall in the MSP Metro, the Certified Nursing Assistant occupation (and other direct service healthcare careers) has a high demand to employment ratio: a high volume of positions that will need to be filled by the end of 2024 in relation to the current number of people employed in these careers.

Baseline Employment Forecasts for Nursing, Psychiatric, and Home Health Aides in the MSP Metro, 2024Q4

SOC	Occupation	5-Year Forecast, 2024Q4						
		Total Demand	Exits	Transfers	Empl Growth	Ann % Growth	5-Year Demand: Current Empl Ratio	Education & Training Reqs
31-1014	Nursing Assistants	10,577	5,408	4,522	647	0.7%	0.62	Certification
31-1011	Home Health Aides	10,733	4,714	3,941	2,078	2.9%	0.79	Short-Term OJT, No Experience
31-1015	Orderlies	278	146	122	10	0.4%	0.59	Short-Term OJT, No Experience
31-1013	Psychiatric Aides	195	96	80	19	1.2%	0.65	Short-Term OJT, No Experience
31-1000	Nursing, Psychiatric, and Home Health Aides	21,829	10,364	8,665	2,800	1.7%	0.69	Short-Term OJT, No Experience
	Total - All Occupations	1,085,166	440,475	591,865	52,826	0.6%	0.58	

Source: JobsEQ®

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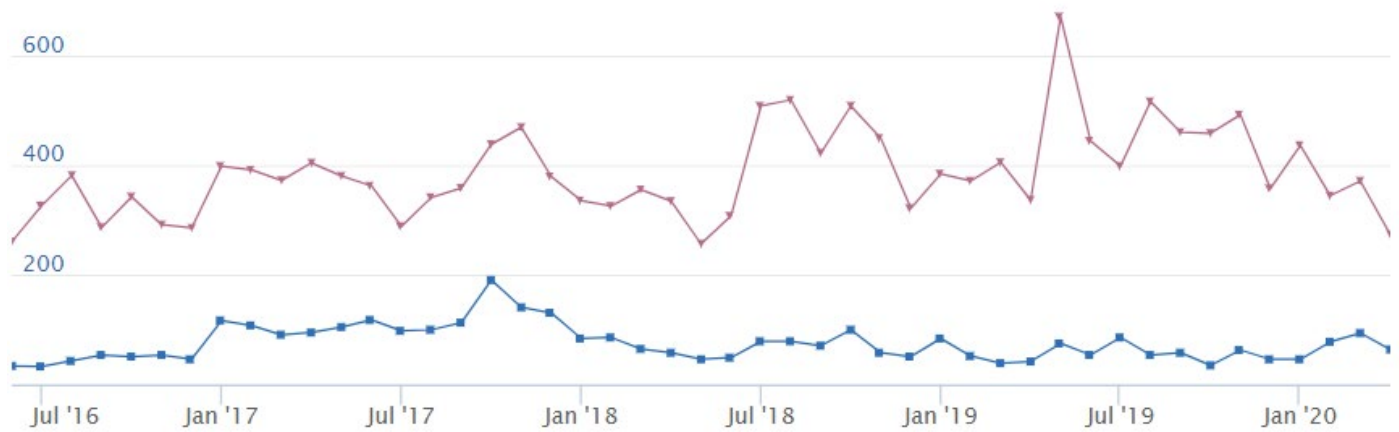
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Nursing Assistants provide basic patient care under direction of nursing staff and perform duties such as feed, bathe, dress, groom, or move patients, or change linens. They may also transfer or transport patients. In order to work as a Nursing Assistant, it is necessary to have a certification. However, some employers are able to hire individuals working toward their certification, provided that they successfully complete their studies and pass the qualifying exam within a specified time period.

Despite a dip in total volume of new Certified Nursing Assistant jobs in April 2020, older adult services and long-term care providers continue to have strong demand for talent. Across positions advertised on any job board in the region between May 1, 2019 and April 30, 2020, volumes of newly-posted positions advertised by older adult services providers held steady in volume compared to previous years at about 750 new jobs advertised in that 12-month period (up 0.4% from the prior 12-month period).³ Across all employer types, there were 5,232 Nursing Assistant roles newly advertised from May 1, 2019 through April 30, 2020, plus another 225 advertised by staffing agencies locally (overall, volumes up 9% from the prior 12-month period).

³ New jobs are positions that were newly posted on a platform during the specified time frame. Available jobs means the position was active on a website during the specified time frame, and may have been posted earlier than the time frame.

Certified Nursing Assistant Jobs Newly Posted in the MSP Metro, 2016-2020



Legend	
Purple:	New Nursing Assistant job postings by all direct employers
Blue:	New Nursing Assistant job postings advertised by older adult services employers only

Employers Advertising Nursing Assistant Positions in January – April 2020

- HealthEast Care System
- Fairview Health Services
- Benedictine Health System
- Allina Health
- Regions Hospital
- Presbyterian Homes
- CASSIA
- Park Nicollet
- Augustana Care Corporation
- The Waters Senior Living

In addition to requiring certification as a Nursing Assistant, certifications in CPR, Basic Life Support, and as a Trained Medication Aide are also in demand from recruiting employers. A Nursing Assistant certification is one of the few healthcare certifications that 16 year olds can obtain and use in the workplace in right away. Students that pass core coursework and are at least 16 years of age by the start date of the course can be eligible to begin studying to be a Certified Nursing Assistant. In addition, these educational credits can often be applied to future healthcare education. Nursing Assistant Certification costs about \$1,000 on average per individual (depending on the institution), plus testing fees (currently \$219 per test). A number of metro employers already have internal strategies for upskilling and advancing their Nursing Assistant talent (such as partnership with the MN Department of Labor’s [PIPELINE Program](#)), so many students could begin their healthcare career as a Nursing Assistant as early

as high school, continue to become a Licensed Practical Nurse through an employer program by age 19, and seek out tuition reimbursement to complete a 2- or 4-year Registered Nursing degree.

Top Technical & Hard Skills in Demand for Nursing Assistant Positions Jan-April 2020	Top Essential Skills in Demand for Nursing Assistant Positions Jan-April 2020
<ul style="list-style-type: none"> • Patient Care • Scheduling • Administering Medication • Life Support • Care Plans • Vital Signs 	<ul style="list-style-type: none"> • Dedication • Supervision • Customer Service • Communication • Innovation • Compassion

NOTE: All experience levels, all employer types.

Local Employer Strategies: Caring Careers Start Here

Employers in the older adult services space are strengthening their partnerships to create innovative and new solutions to help build and maintain a strong talent pool for their essential entry-level jobs. [HealthForce Minnesota](#) has teamed up with [Care Providers of Minnesota](#) and [LeadingAge Minnesota](#) to create a free, new, online recruitment hub for senior care providers.

[Caring Careers Start Here](#) was originally designed to introduce students to careers in senior care but was recently revamped to address the growing need for key positions as a result of the increased pressure on workforce shortages due to the global pandemic. As Governor Tim Walz referenced in his announcement on the state’s new 5-Point Battle Plan to Protect the Most Vulnerable, ensuring adequate staffing levels in long-term care is critical to combatting COVID-19. This new recruitment hub is one effort that the long-term care community is engaged in to increase staffing in our settings.

“We need more healthcare heroes to join one of the most rewarding professions there is – a career in long-term care,” said Nicole Mattson, Vice President of Strategic Initiatives, Care Providers of Minnesota. “Caring Careers Start Here is a central clearinghouse for displaced workers, retired workers, students and other job seekers to learn about the various positions in senior care settings and get connected with available jobs in their geographic region.”

The campaign, which can be found at www.caringcareersstarthere.com, is predominantly geared toward entry level positions, such as nursing assistant, dietary aide, housekeeping, non-licensed personnel and others. Many opportunities in this field value and require skills that individuals coming from the hospitality and service industry are adept in, such as customer service, compassion, safe food handling, and attention to detail. In addition to providing a direct link for individuals looking to launch their career in entry-level healthcare careers, the site will also serve as a key connection for workforce development professionals and others who are assisting dislocated or unemployed workers.

“Caring Careers Start Here is targeted at people who are looking to take the first step in a new career, apply their experience in a new sector or to return to their profession as way to give back during this

unprecedented public health emergency,” said Jenna Kellerman, Director of Workforce Solutions, LeadingAge Minnesota. “At a time when Minnesota is facing a large growth in its unemployment rate, there are thousands of jobs available in nursing homes, assisted living and memory care. Caring Careers Start Here is the vital link in connecting people with jobs across Minnesota.”

For more information on [Caring Careers Start Here](#), contact:

Nicole Mattson, Care Providers of Minnesota, nmattson@careprovidersmn.org

Jenna Kellerman, LeadingAge Minnesota, jkellerman@leadingagemn.org

Other Nursing Assistant Labor Market Insights

As of 2019Q4, total employment for Nursing Assistants in the 7-County MSP Metro was 17,184. Over the past three years, this occupation added 266 jobs in the region and—according to official forecasts by the Bureau of Labor Statistics—is expected to increase by 912 jobs over the next seven years, or at an annual average rate of 0.7%.

Nursing Assistants in the MSP Metro, 2019Q4¹

Empl	Current			3-Year History				7-Year Forecast				
	Avg Ann Wages ²	LQ	Unempl	Unempl Rate	Online Job Ads ³	Empl Change	Ann %	Total Demand	Exits	Transfers	Empl Growth	Ann % Growth
17,184	\$35,900	0.96	538	3.3%	986	266	0.5%	14,822	7,576	6,334	912	0.7%

Source: JobsEQ®

Data as of 2019Q4 unless noted otherwise

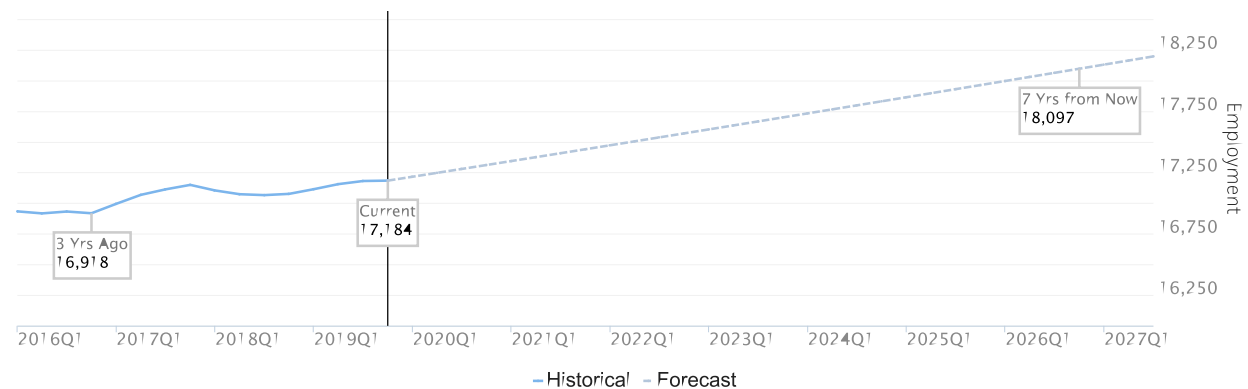
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Trends in Nursing Assistant Employment in the MSP Metro

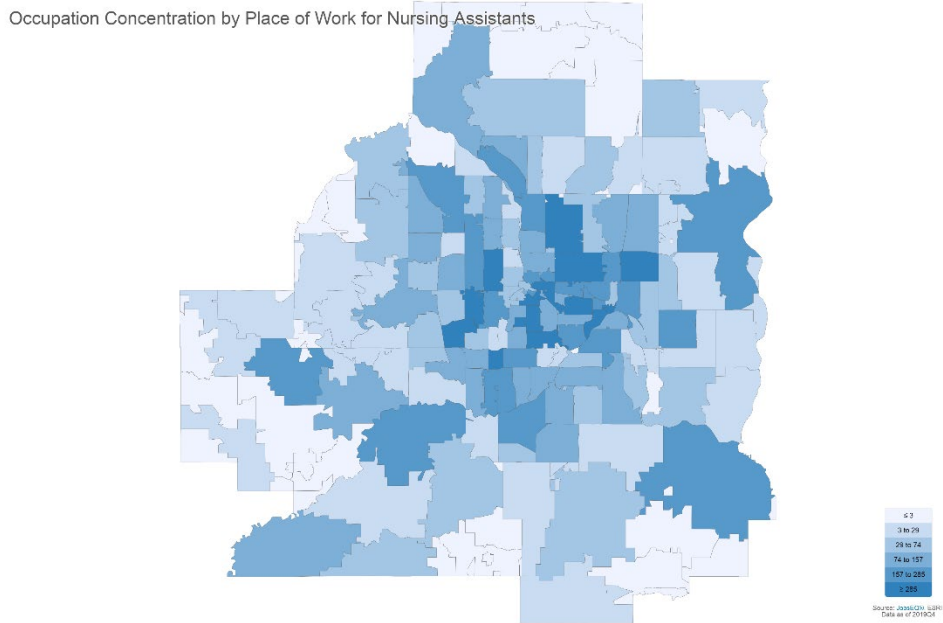


Source: JobsEQ®, Data as of 2019Q4. The shaded areas represent national recessions.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2019Q2, imputed where necessary with preliminary estimates updated to 2019Q4. Wages by occupation are as of 2018 provided by the BLS and imputed where necessary. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns. Occupation unemployment figures are imputed by Chmura.

The below maps illustrate the zip code-level distribution of employed Nursing Assistants in the MSP Metro. Employment is shown by place of work and by residence. While employment of Nursing

Assistants has a high concentration in the urban core, employees also live in higher concentration in zip codes just outside the center of the city.

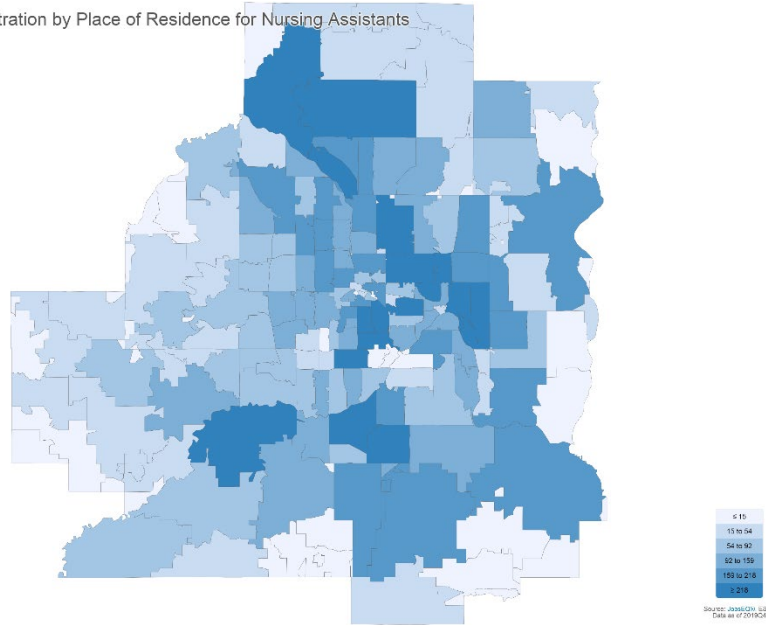


Top ZCTAs by Place of Work for Nursing Assistants, 2019Q4

Region	Employment
ZCTA 55102	710
ZCTA 55404	695
ZCTA 55426	498
ZCTA 55417	483
ZCTA 55422	479
ZCTA 55112	458
ZCTA 55101	429
ZCTA 55407	392
ZCTA 55343	359
ZCTA 55414	355

Source:
 Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2019Q2, imputed where necessary with preliminary estimates updated to 2019Q4. Occupation by residence data are derived from the same in addition to commuting pattern data.

Occupation Concentration by Place of Residence for Nursing Assistants



Top ZCTAs by Place of Residence for Nursing Assistants, 2019Q4

Region	Employment
ZCTA 55106	414
ZCTA 55407	323
ZCTA 55117	305
ZCTA 55104	304
ZCTA 55119	274
ZCTA 55303	269
ZCTA 55112	265
ZCTA 55417	257
ZCTA 55124	239
ZCTA 55379	235

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2019Q2, imputed where necessary with preliminary estimates updated to 2019Q4. Occupation by residence data are derived from the same in addition to commuting pattern data.

The following table illustrates the industries in the MSP Metro which most employ Nursing Assistants. The single industry most employing this occupation in the region is Nursing Care Facilities (Skilled Nursing Facilities), NAICS 6231. This industry employs 6,665 Nursing Assistants in the MSP Metro—employment which is expected to decrease by 260 jobs over the next ten years in official forecasts; furthermore, 7,293 additional new workers in this occupation will be needed for this industry due to separation demand, that is, to replace workers in this occupation and industry that retire or move into a different occupation.

Top Industry Distribution for Nursing Assistants (31-1014) in the MSP Metro

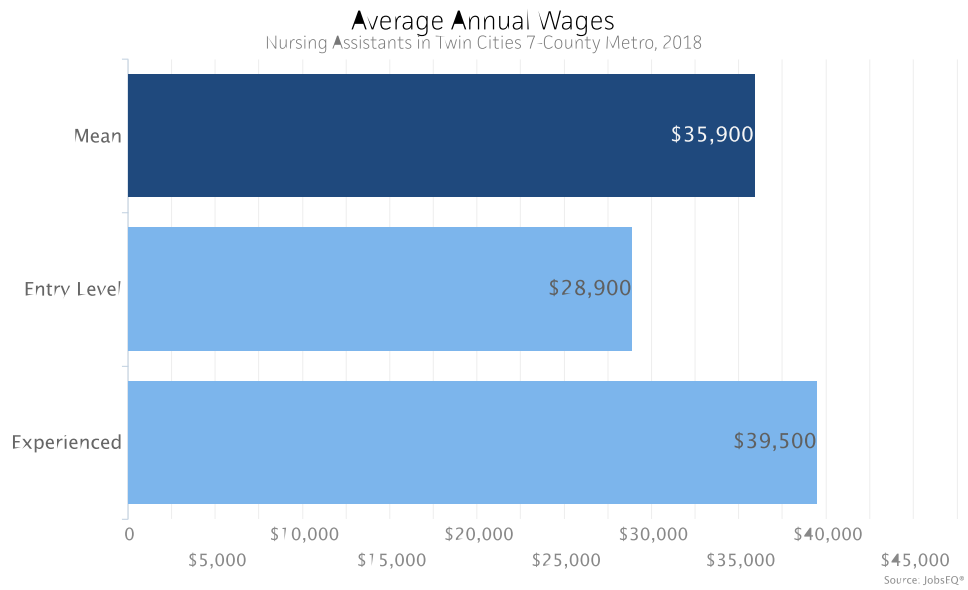
NAICS Code	Industry Title	Current			10-Year Demand		Total Demand
		% of Occ Empl	Empl	Exits	Transfers	Empl Growth	
6231	Nursing Care Facilities (Skilled Nursing Facilities)	38.8%	6,665	3,972	3,321	-260	7,033
6221	General Medical and Surgical Hospitals	25.1%	4,319	2,654	2,219	101	4,975
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	12.5%	2,148	1,468	1,228	574	3,270
6216	Home Health Care Services	5.4%	930	687	574	438	1,698
6241	Individual and Family Services	3.4%	583	410	342	196	947
5613	Employment Services	3.0%	510	314	263	15	592
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	2.6%	452	293	245	63	601
6211	Offices of Physicians	1.8%	302	194	162	37	394
6223	Specialty (except Psychiatric and Substance Abuse) Hospitals	1.2%	211	150	126	78	354
9211	Executive, Legislative, and Other General Government Support	1.0%	166	102	85	5	193
6214	Outpatient Care Centers	0.8%	134	94	78	44	216
6239	Other Residential Care Facilities	0.6%	109	65	54	-4	115
8131	Religious Organizations	0.6%	95	59	49	3	111
9221	Justice, Public Order, and Safety Activities	0.5%	87	53	45	2	99
	All Others	2.7%	472	295	246	27	568

Data as of 2019Q4 except wages which are as of 2018. Note that occupation-by-industry wages represent adjusted national data and may not be consistent with regional, all-industry occupation wages shown elsewhere in JobsEQ.

Note: Figures may not sum due to rounding.

Occupation employment data are estimated via industry employment data and the industry/occupation mix. Industry employment data are derived from the Quarterly Census of Employment and Wages, provided by the Bureau of Labor Statistics and currently updated through 2019Q2, imputed where necessary with preliminary estimates updated to 2019Q4. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

The average (mean) annual wage for Nursing Assistants was \$35,900 in the MSP Metro as of 2018. For the same year, average entry level wages were approximately \$28,900 compared to an average of \$39,500 for experienced workers.



Occupation wages (mean, median, and percentiles) are as of 2018 provided by the BLS, modified and imputed by Chmura where necessary. Entry-level and experienced wages are derived from these source data, computed by Chmura.

The table below is a list of postsecondary program awards that were granted by postsecondary institutions located in the 7-County MSP Metro in the 2018 academic year. These programs have been identified as providing training for Nursing Assistants (for further details, see the source note).

Annual Awards - 7-County MSP Metro

Title/School	Certificates and 2yr Degrees	4yr Degrees	Postgraduate Degrees
51.3902 Nursing Assistant/Aide and Patient Care Assistant/Aide			
Anoka Technical College	165	0	0
Century College	114	0	0
Dakota County Technical College	132	0	0
Hennepin Technical College	0	0	0
Inver Hills Community College	54	0	0
Minneapolis Community and Technical College	117	0	0
Normandale Community College	108	0	0
Saint Paul College	167	0	0
Total			
Total	857	0	0

Data as of the 2018 academic year

Awards data are per the National Center for Education Statistics (NCES) and JobsEQ for the 2018 academic year. Any programs shown here have been identified as being linked with the occupation being analyzed. Other existing programs may also provide training in the region for this occupation but have not been so identified by the program-occupation crosswalk (see the FAQ section at the end of this report for more details). Furthermore, any programs shown here reflect only data reported to the NCES; reporting is required of all schools participating in any federal finance assistance program authorized by Title IV of the Higher Education Act of 1965, as amended—other training providers in the region that do not report data to the NCES are not reflected in the above.

Report released on 5/26/2020 by RealTime Talent on the INSIGHTS blog at www.realtimetalent.org. All data in the first section of this report is from TalentNeuron Recruit, accessed May 22 and 24, 2020 at www.wantedanalytics.com. Data from the Occupations in Focus section of this report is from TalentNeuron (job postings) and JobsEQ, a tool of Chmura Economics, accessed May 22, 2020. Contact Erin Olson, Research Strategist at erin@realtimetalentmn.org with any questions or inquiries.