

MSP Metro Workforce Report

May 17-23, 2020

In light of the tragic events experienced in our community and across the nation this past week following the death of Mr. George Floyd, we took a different approach to this report. Our community has been shaken to its core as a result of the long-standing, systemic racism that has existed in our country for too long. We must do better to rebuild an economy that works for all people.

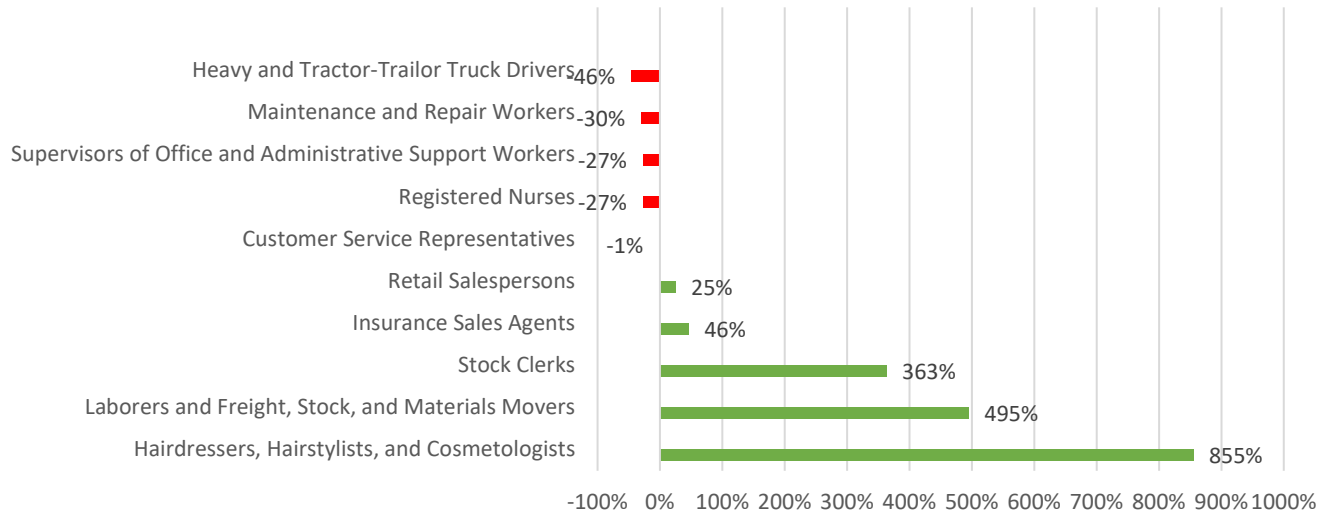
RealTime Talent begins highlighting the critical needs of employers in the **7-County Minneapolis-Saint Paul Metro (MSP)** by lifting up the top jobs, skills, and certifications advertised by employers,¹ as well as the top locations that employers are advertising openings aligned with five of the region’s most critical sectors.² This report focuses on jobs that require an **Associate’s degree or less** and includes an in-depth analysis of one occupation that is high-demand, high-opportunity, and/or high-growth. Given the disparity of the economic impacts of the COVID-19 pandemic, we offer these insights to guide the many people who will be seeking work and those who advise individuals seeking work.

Next, we highlight the disparities in wage attainment and turnover in all occupations in the **retail, administration, and wage management industries**, as well as highlight the broader disparities in employment, labor force participation, wages, and postsecondary education in the MSP Metro.

| Top New Jobs Posted in the Region by Volume, May 17-23, 2020 (AA/AS or less required) | | | | |
|---|---|--|---|--|
| Healthcare | Information Technology | Finance | Government | Manufacturing |
| 60% ↗ | 35% ↗ | 78% ↗ | 179% ↗ | 6% ↗ |
| Personal Care Aides ↗ | Web Developers ↗ | Insurance Sales Agents ↗ | Secondary School Teachers ↗ | Laborers and Freight, Stock and Materials Movers ↗ |
| Nursing Assistants ↗ | Computer User Support Specialists ↘ | Cashiers ↗ | Highway Maintenance Workers | Industrial Engineering Technicians ↗ |
| Registered Nurses ↗ | Network and Computer Systems Administrators ↗ | Loan Interviewers and Clerks ↘ | Teachers and Instructors | Industrial Machinery Mechanics ↗ |
| Licensed Practical Nurses ↗ | Electronics Engineering Technicians ↗ | Bookkeeping, Accounting, and Auditing Clerks ↗ | Customer Service Representatives | Packers and Packagers ↗ |
| Home Health Aides ↗ | Data Entry Keyers ↘ | Accountants ↘ | Career/Technical Education Secondary Teachers | Electronics Engineering Technicians ↗ |
| Medical Assistants ↗ | Electrical Engineering Technicians ↗ | Payroll and Timekeeping Clerks ↗ | Food Preparation Workers | Electro-Mechanical Engineers ↗ |
| Medical Secretaries ↗ | Software Developers, Applications ↗ | New Accounts Clerks ↗ | Maintenance and Repair Workers ↘ | Electrical Engineering Technicians ↗ |
| Pharmacy Technicians ↗ | Clinical Data Managers ↗ | Bill and Account Collectors ↗ | Electronics Engineering Technicians | Sheet Metal Workers ↘ |

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 17-23, 2020 (% change from prior year)



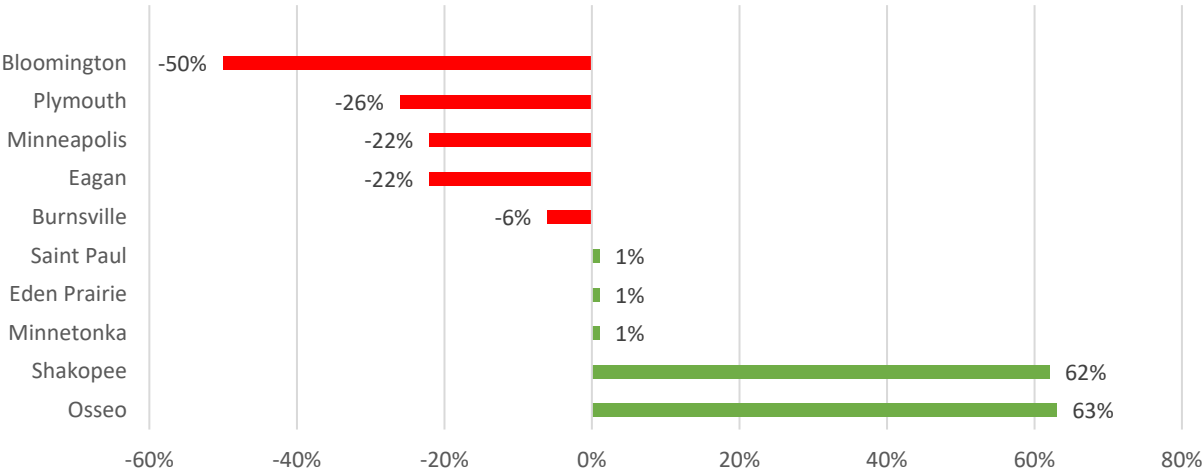
| Top Employers Advertising New Jobs in the Region by Volume, May 17-23, 2020 (AA/AS or less required) | | | | |
|--|--------------------------------------|--------------------------------|--|-----------------------|
| Healthcare | Information Technology | Finance | Government | Manufacturing |
| Fairview Health Services ↘ | Robert Half International ↗ | Robert Half International ↘ | South Washington County Schools ↗ | Amazon ↗ |
| REM Hennepin, Inc. ↗ | Primus Global Services ↗ | United Natural Foods, Inc. ↗ | MN Department of Transportation ↗ | FedEx ↘ |
| The Mentor Network ↗ | Javen Technologies, Inc. ↗ | Symmetry Financial Group ↗ | Eastern Carver County School District ↘ | Post Holdings ↗ |
| HealthEast Care System ↗ | U.S. Bank ↗ | Accountemps ↘ | Anoka / Washington County Head Start | Aerotek ↗ |
| Allina Health ↗ | Randstad ↗ | Target Corporation ↗ | State of Minnesota ↗ | Home Depot ↘ |
| Sunbelt Staffing Solutions ↗ | Apex Systems, Inc. ↗ | Wells Fargo ↗ | Hennepin County ↗ | Randstad ↗ |
| CASSIA ↗ | Accountemps ↗ | UNFI ↗ | Ramsey County ↘ | General Mills ↗ |
| Regions Hospital ↗ | Collabera ↗ | Dick's Sporting Goods, Inc. ↗ | MN Department of Corrections ↘ | Estes Express Lines ↗ |
| Spectraforce Technologies ↗ | Kforce Professional Staffing, Inc. ↗ | Lund Food Holding Inc. ↗ | Community Action Partnership of Ramsey & Washington County | Bio-Techne ↘ |
| Sunrise Senior Living ↗ | Manpower ↗ | ASSURANCE Independent Agents ↗ | | Pro Staff ↘ |
| | | | | Skillworks ↗ |

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 17-23, 2020 (AA/AS or less required) | | | | |
|--|------------------------|-----------------|-----------------|-------------------|
| Healthcare | Information Technology | Finance | Government | Manufacturing |
| Saint Paul ↗ | Minneapolis ↗ | Minneapolis ↘ | Cottage Grove ↗ | Minneapolis ↗ |
| Minneapolis ↗ | Saint Paul ↘ | Saint Paul ↗ | Minneapolis ↗ | Saint Paul ↗ |
| Edina ↗ | Eden Prairie ↗ | Burnsville ↗ | Saint Paul ↗ | Loretto ↗ |
| Maplewood ↗ | Hopkins ↗ | Hopkins ↗ | Anoka ↗ | Chaska ↘ |
| Stillwater ↗ | Richfield ↗ | Wayzata ↗ | Chaska ↘ | Saint Paul Park ↗ |
| Burnsville ↘ | Bloomington ↘ | Plymouth ↗ | Chanhassen | Rogers ↗ |
| Coon Rapids ↗ | Shakopee ↗ | Richfield ↗ | Golden Valley | Osseo ↗ |
| Minnetonka ↗ | Eagan ↘ | Brooklyn Park ↗ | Minnetonka | Champlin ↗ |
| Maple Grove ↗ | Burnsville ↗ | Eden Prairie ↗ | Eagan | Medina ↗ |
| Robbinsdale ↗ | Shoreview ↗ | Eagan ↘ | Farmington | Wayzata ↗ |

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 17-23, 2020 (% change from prior year)



Top Essential Skills Required in New Jobs Posted in the Region by Volume, May 17-23, 2020 (AA/AS or less required)

| Healthcare | Information Technology | Finance | Government | Manufacturing |
|------------------|------------------------|--------------------|--------------------------|------------------|
| Dedication ↗ | Communication ↗ | Customer Service ↗ | Scheduling ↗ | Dedication ↗ |
| Compassion ↗ | Design ↗ | Dependability ↗ | Written Communications ↗ | Sorting ↗ |
| Communication ↗ | Troubleshooting ↗ | Communication ↗ | Relationships ↗ | Dependability ↗ |
| Patient Care ↗ | Collaboration ↗ | Detail-oriented ↗ | Communication ↗ | Flexibility ↗ |
| Responsibility ↗ | Dedication ↗ | Dedication ↗ | Teaching ↗ | Responsibility ↘ |

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 17-23, 2020 (AA/AS or less required)

| Healthcare | Information Technology | Finance | Government | Manufacturing |
|---|--|---|-------------------------------|---|
| Direct Support Professional | Redux | State Insurance License | Tanker and Hazmat Endorsement | FDA Quality System |
| CPR Certification | A+ Certification | Property and Casualty Insurance | Commercial Driver's License | HAZMAT |
| Licensed Practical Nurse | Cisco Certified Internetwork Expert | Accounting (CPA) | Teaching License | Class D Driver's License |
| Certified Registered Nurse | Cisco Intrusion Prevention System Specialist | Nationwide Mortgage Licensing System | Special Education | Forklift Certification |
| Certified Practical Nurse, Long-term Care | CompTIA A+ | Certified Property Casualty Underwriter | First Aid Certification | Occupational Safety & Health Administration Certification |

| Top Hard Skills Required for the Top Occupation in Each Sector by Volume of New Jobs Posted in the Region, May 17-23, 2020 (AA/AS or less required) | | | | |
|---|------------------------|------------------------|----------------------------|---------------|
| Healthcare | Information Technology | Finance | Government | Manufacturing |
| Personal Care Aides | Web Developer | Insurance Sales Agents | Secondary School Teacher | Laborers |
| Administering Medication ↗ | JavaScript ↗ | Quoting ↗ | Teaching License ↗ | Hand Trucks ↗ |
| Public Health ↗ | CSS ↗ | Medicare ↗ | Special Education ↗ | Shipping ↗ |
| COVID-19 ↗ | React ↗ | Scripting languages ↗ | Mathematics ↗ | Warehousing ↗ |
| Nursing ↗ | Agile ↗ | Accounting ↗ | Adapted Physical Education | Logistics ↘ |
| Career Development ↗ | Node.js ↗ | Analytics ↗ | | Forklifts ↘ |

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 17-23, 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 31, 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.

Job Loss Disparity:

Since the COVID-19 pandemic hit our nation, there has been a dramatic and sustained impact on our businesses and workers. However, job losses have not been equal across workers by age, race, ethnicity, or gender. As highlighted below, workers ages 20 to 34 and over the age of 65 have lost their jobs at a greater rate than their share of the local workforce, as have women, people with some college (but no degree) or less, and all people of color. In contrast, non-Hispanic White workers, male workers, those with higher education, and individuals between 45 and 64 years of age have experienced fewer layoffs as a proportion of employment.

Unemployment Insurance Applications in the 7-County MSP Metro Between March 15 and June 1, 2020

| Age Group | Workers Filing for Unemployment between March 15 and June 1st, 2020 | Percent Filing for Unemployment | Share of Total 2019Q4 Employment | Difference |
|-------------------------------------|---|---------------------------------|----------------------------------|------------|
| 16-19 | 13,514 | 3.2% | 3.9% | -0.7% |
| 20-24 | 55,450 | 13.0% | 9.1% | 3.9% |
| 25-34 | 112,338 | 26.4% | 23.8% | 2.6% |
| 35-44 | 87,551 | 20.6% | 20.6% | 0.0% |
| 45-54 | 67,899 | 16.0% | 21.6% | -5.6% |
| 55-64 | 64,113 | 15.1% | 16.6% | -1.5% |
| 65+ | 24,717 | 5.8% | 4.4% | 1.4% |
| Education Level | | | | |
| HS | 119,868 | 28.2% | 18.5% | 9.7% |
| Less than HS | 24,980 | 5.9% | 5.4% | 0.5% |
| Some college | 118,577 | 27.9% | 16.3% | 11.6% |
| 2-year degree | 40,490 | 9.5% | 12.0% | -2.5% |
| 4-year degree | 92,602 | 21.8% | 32.5% | -10.7% |
| Advanced | 29,065 | 6.8% | 15.3% | -8.5% |
| Gender | | | | |
| Female | 227,343 | 53.4% | 48.6% | 4.8% |
| Male | 198,230 | 46.6% | 51.4% | -4.8% |
| Race and Ethnicity | | | | |
| American Indian Alaska Native | 2,665 | 0.6% | 0.5% | 0.1% |
| Asian | 34,039 | 8.0% | 7.2% | 0.8% |
| Black | 58,576 | 13.8% | 7.9% | 5.9% |
| Choose not to answer | 20,080 | 4.7% | | 4.7% |
| Hispanic | 25,400 | 6.0% | 5.6% | 0.4% |
| More than one race | 12,641 | 3.0% | 2.4% | 0.6% |
| Native Hawaiian or Pacific Islander | 751 | 0.2% | 0.2% | 0.0% |
| Non-Hispanic White | 271,430 | 63.8% | 76.9% | -13.1% |
| Total | 425,582 | | | |

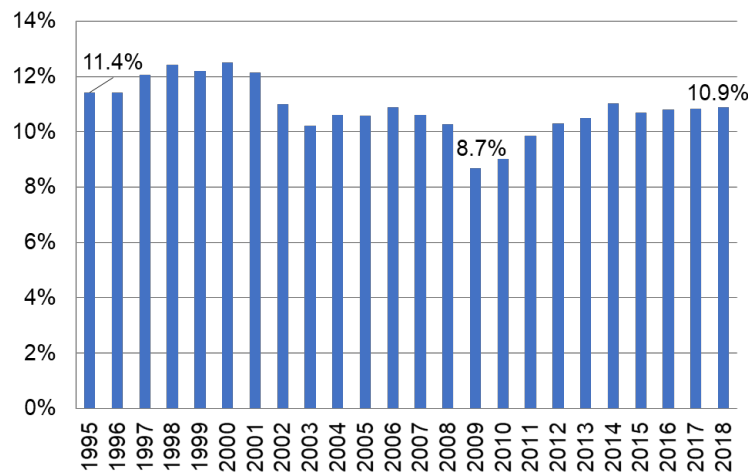
SOURCE: Quarterly Workforce Indicators (QWI) estimates of employment by demographic, modeled by JobsEQ for 2019Q4. Unemployment Insurance applications filed, MN DEED, accessed 6/2/2020 at <https://mn.gov/deed/data/data-tools/unemployment-insurance-statistics/>

Occupations in Focus: Retail, Hospitality, and Administration/Waste Management

Turnover, career advancement, and wages vary significantly across occupations and industries. Sadly, here in the MSP Metro the Retail, Hospitality, and Administration and Waste Management Services Industries³ have high stable turnover rates and dramatic disparities by race and ethnicity of any industry.

Across all industries in the MSP Metro, stable turnover⁴ sat at about 10.9% as of 2018—and on average over the past 24 years.⁵ In contrast, Retail had a 12.2% stable turnover rate, Hospitality (Accommodation and Food Services) a 15.5% stable turnover rate, and Administration and Waste Management Services an 18.7% turnover rate.

Stable Turnover in the MSP Metro, Annual Averages



Retail

When looking at trends in separations⁶ broken apart by race and ethnicity, it is clear that experiences of workers in these three industries is varied. In the Retail Industry, Black and African American workers have some of the highest stable turnover rates quarter-to-quarter, and the highest separation rates in the industry of any group, starting since 2012.⁷ This means that both long-standing and new Black and

³ Industry name shortened from Administrative and Support and Waste Management and Remediation Services.

⁴ Stable turnover is defined as the rate at which stable jobs—positions held by the same employee throughout an entire year—begin and end. Stable turnover is calculated by summing the number of stable hires in the reference period and stable separations in the next period, then dividing by the average full-period employment.

⁵ U.S. Census Bureau. Quarterly Workforce Indicators (QWI), 2018. Stable turnover is calculated by summing the number of stable hires in the reference quarter and stable separations in the next quarter, then dividing by the average full quarter employment. The 4 quarters are then averaged.

⁶ Yearly average separations are the estimated number of workers whose job with a given employer ended in a given quarter. The quarters are averaged to account for seasonality. It is a useful measure of what types of workers are leaving their jobs, either voluntarily or involuntarily.

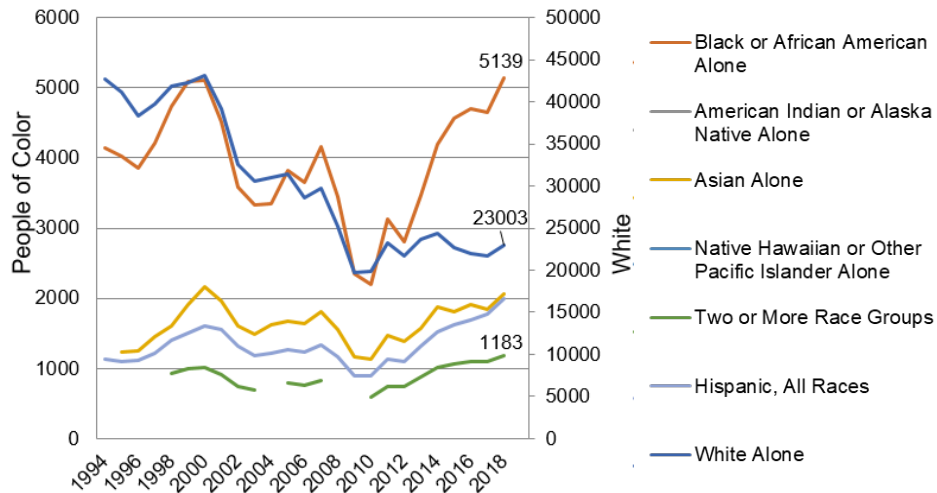
⁷ U.S. Census Bureau, Quarterly Workforce Indicators (QWI). 7-County Minneapolis-Saint Paul Metropolitan Area.

Race categories are for non-Hispanic individuals. Accessed at

<https://qwexplorer.ces.census.gov/static/explore.html#x=0&g=0> NAICS 44-45

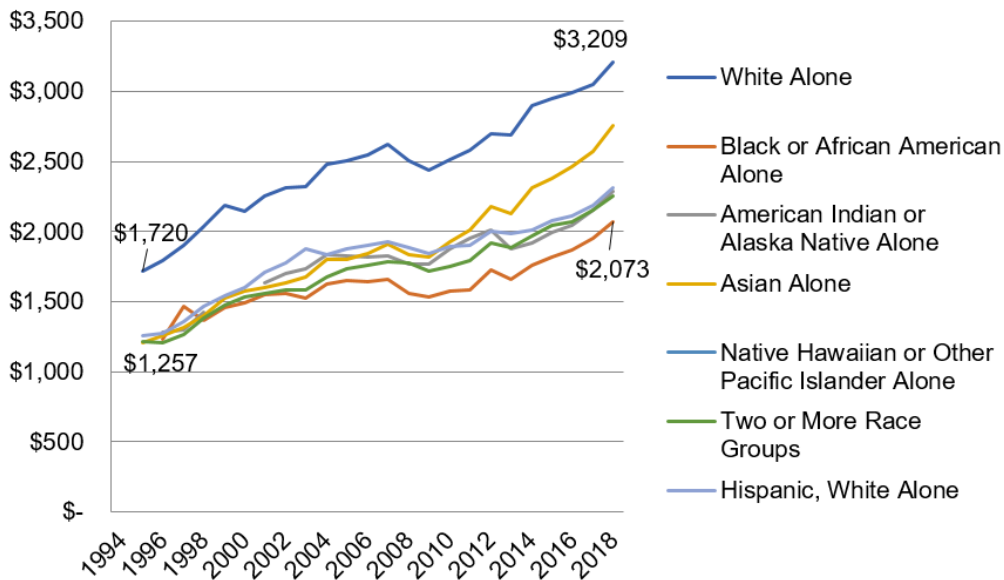
African American employees are leaving their jobs—voluntarily or involuntarily—at higher rates than other groups.

Yearly Average Separations in the Retail Industry, MSP Metro



In Retail, White non-Hispanic stable employees⁸ working for a company for at least one full year earned approximately \$1,000 more on average per month than Black, Indigenous, and People of Color here in the MSP Metro. While white workers saw an 86.5% increase in average monthly stable earnings from 1994 to 2018, Black and African American workers only saw a 64.9% increase in average stable earnings in the same time frame.

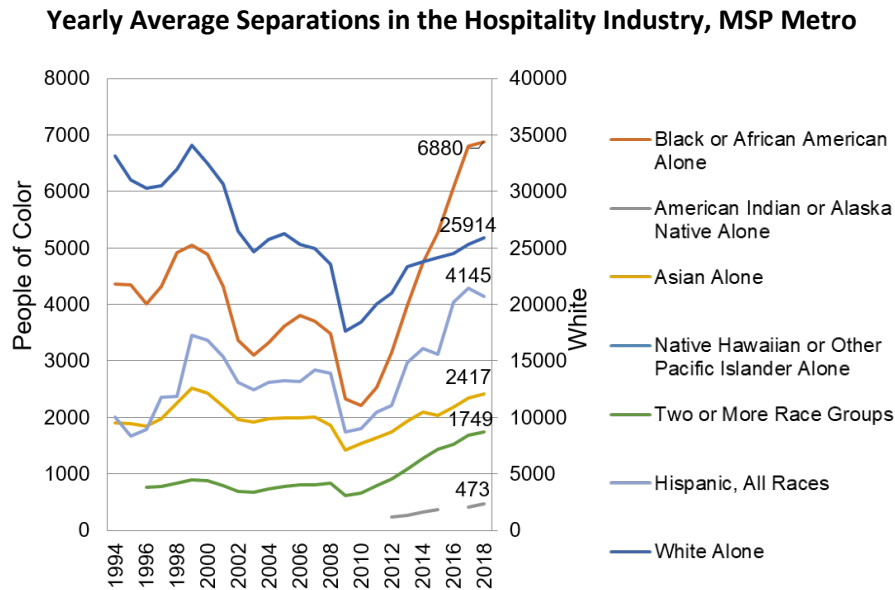
Yearly Stable Earnings (Average Monthly) in the Retail Industry, MSP Metro



⁸ Stable earnings are the wages of employees that worked at the same firm throughout a reference period—in this case, a full year.

Hospitality

In the Hospitality Industry,⁹ job separations¹⁰ were highest for all workers between July and September, and lowest between January and March. Workers of all racial and ethnic backgrounds have seen similar trends in yearly average separations since 1994, but Black and Hispanic Hospitality workers saw a dramatic increase in separation rates than other groups since 2010. Stable turnover rates are highest for Black and African American employees in this industry.¹¹



In the Hospitality Industry, yearly stable earnings¹² are relatively comparable for people of all backgrounds, in comparison to other industries. Hispanic-Asian workers had the highest average yearly stable earnings as of 2018, making about \$2,044 on average monthly. The lowest-earning group of workers are those of two or more race groups, though they experienced an average increase of 114% from 1995 through 2018, similar to gains in other groups and lagging the top-earning group by just over \$300.

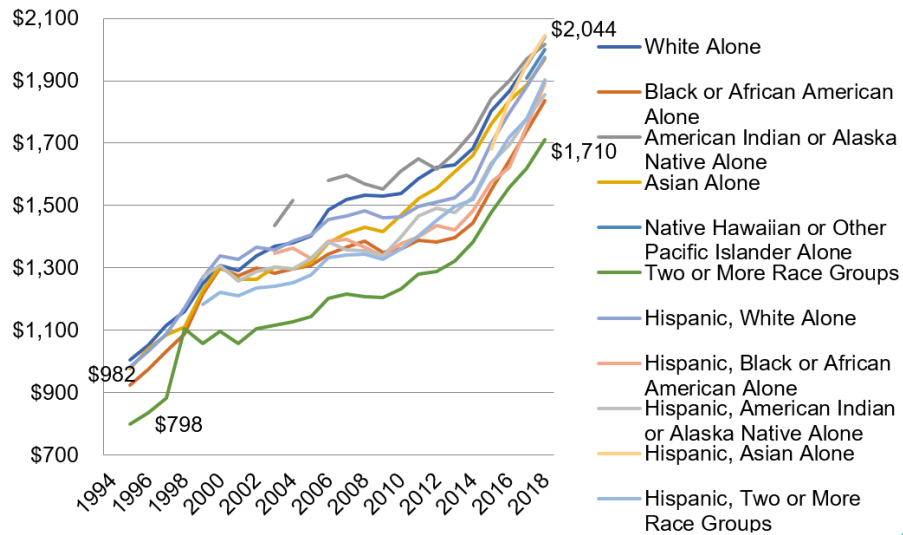
⁹ Industry name shortened from Accommodation and Food Services.

¹⁰ Yearly average separations are the estimated number of workers whose job with a given employer ended in a given quarter. The quarters are averaged to account for seasonality. It is a useful measure of what types of workers are leaving their jobs, either voluntarily or involuntarily.

¹¹ U.S. Census Bureau, Quarterly Workforce Indicators (QWI). 7-County Minneapolis-Saint Paul Metropolitan Area. Race categories are for non-Hispanic individuals. Accessed at <https://qwiexplorer.ces.census.gov/static/explore.html#x=0&g=0> NAICS 44-45

¹² Stable earnings are the wages of employees that worked at the same firm throughout a reference period—in this case, a full year.

Yearly Stable Earnings (Average Monthly) in the Hospitality Industry, MSP Metro



Administration and Waste Management

In the Administration and Waste Management Industry¹³ Black, African American, and Asian workers have some of the highest turnover rates quarter-to-quarter of any group. While separations¹⁴ have held steady for Black, Indigenous, and People of Color working in the industry, separations dropped considerably for White non-Hispanic workers between 1999 and 2018.¹⁵

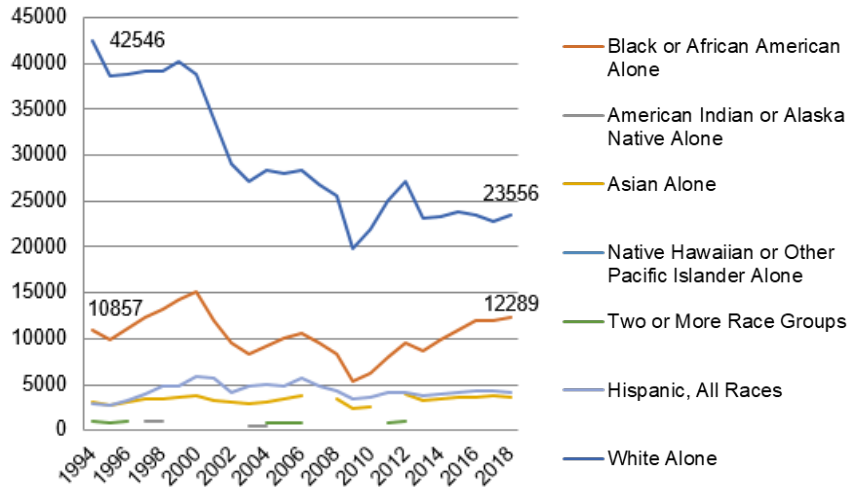
¹³ Industry name shortened from Administrative and Support and Waste Management and Remediation Services.

¹⁴ Yearly average separations are the estimated number of workers whose job with a given employer ended in a given quarter. The quarters are averaged to account for seasonality. It is a useful measure of what types of workers are leaving their jobs, either voluntarily or involuntarily.

¹⁵ U.S. Census Bureau, Quarterly Workforce Indicators (QWI). 7-County Minneapolis-Saint Paul Metropolitan Area.

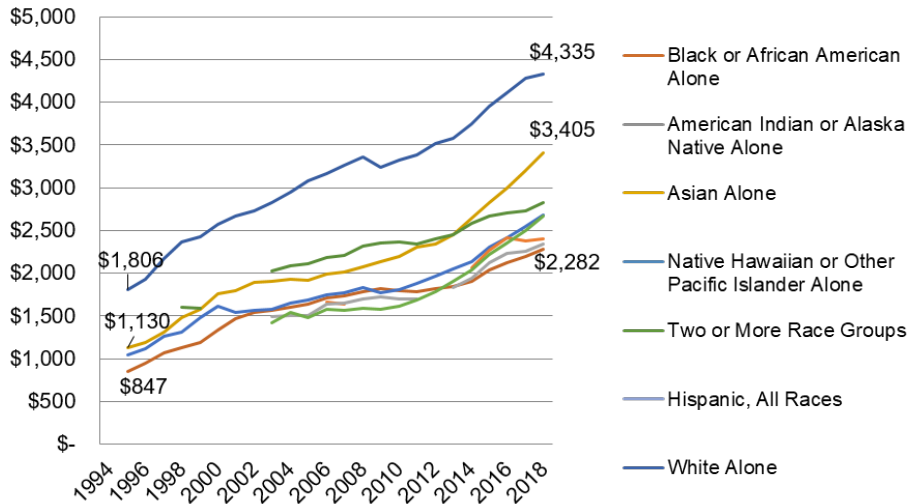
Race categories are for non-Hispanic individuals. Accessed at <https://qwiexplorer.ces.census.gov/static/explore.html#x=0&g=0> NAICS 44-45

Yearly Average Separations in the Administration and Waste Management Industry, MSP Metro



In Administration and Waste Management, White non-Hispanic workers saw a 140% increase in average monthly stable earnings¹⁶ from 1994-2018, from \$1,806 to \$4,335. Black workers saw a 169% increase in average monthly stable earnings in the same timeframe, from \$847 to \$2,282 monthly—about half of what the average White worker in the industry makes.

Yearly Stable Earnings (Average Monthly) in the Administration and Waste Management Industry, MSP Metro



¹⁶ Stable earnings are the wages of employees that worked at the same firm throughout a reference period—in this case, a full year.

Disparities Across the Broader Metropolitan Area

The following analysis was developed in October 2019 for the Greater Metropolitan Workforce Council (GMWC) to set regional goals and targets to eliminate disparities in employment and attainment in higher education in the MSP Metro. Given how the COVID-19 pandemic is impacting occupations held disproportionately by Black, Indigenous, and People of Color, these baseline measures will help to track the short-term impacts and long-term recovery process of the pandemic.

Disparities in Wage Attainment

According to the most recent estimates available, overall, 78.1% of full-time, full-year workers between the ages of 18-64 are earning family-sustaining wages in the Metro area.¹⁷ ¹⁸ However, only 62% of full-time, full-year-working Black, Indigenous, and People of Color (BIPOC) are earning family-sustaining wages, with even more disparate outcomes for some key racial and ethnic groups.

Family-Sustaining Wage Rate in the 7-County Metro by Population Group, 2017

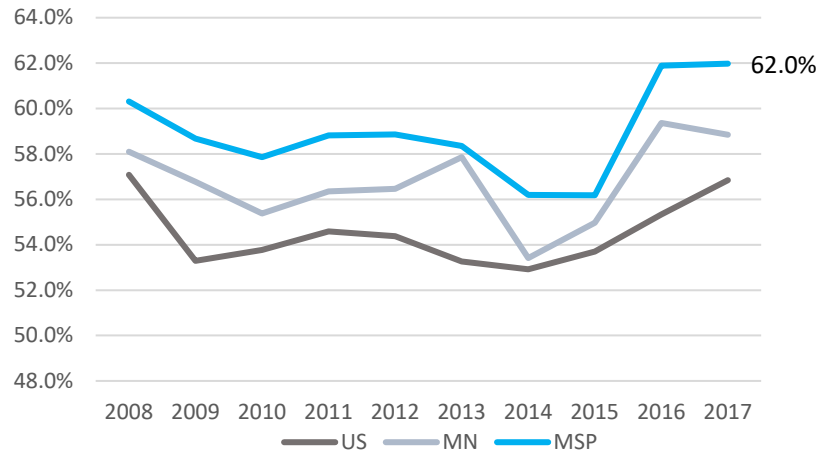
| Population Group (18-64-year olds) | Percent of Full-Time, Full-Year Workers Earning Family-Sustaining Wages, 2017 |
|--|---|
| Hispanic/Latinx | 48.5% |
| Black/African American | 57.6% |
| All Black, Indigenous, & People of Color | 62.0% |
| People with Disabilities | 62.2% |
| Total Population | 78.1% |

Overall, the MSP Metro has a higher share of BIPOC individuals earning family-sustaining wages than in other parts of Minnesota or the nation overall. Rates for people with disabilities has also been high but has dropped incrementally over the past 10 years. The charts below illustrate the share of full-time, full-year BIPOC workers and workers with disabilities earning family-sustaining wages as of most recent American Community Survey estimates.

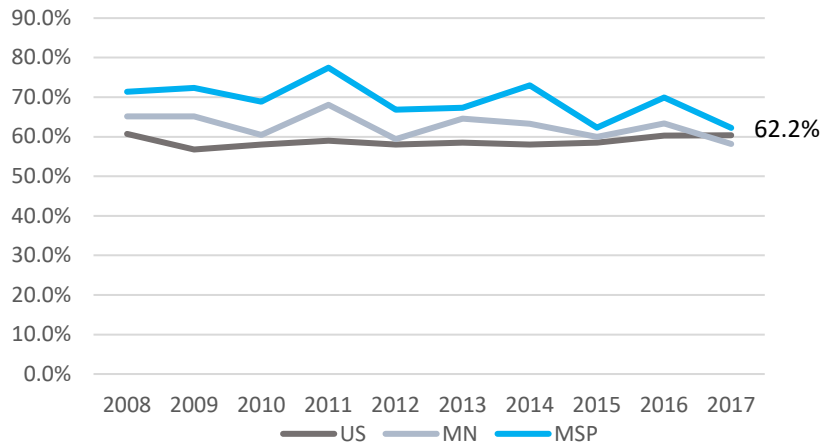
¹⁷ Data found in the following four sections was developed jointly by RealTime Talent and the Brookings Institute for the Greater Metropolitan Workforce Council's regional goal setting process. All data is available from 1-year American Community Survey Estimates for 2017.

¹⁸ Full-time was defined as working 35 or more hours per week, and full-year was defined as working 50 or more weeks out of the year. "Family-sustaining" was defined as at or above 185% of the Federal Poverty Level threshold for 2017 (\$34,451.81) in inflation-adjusted 2017 dollars. The average household size for 2017 was 2.57 people. Excludes self-employed and active-duty personnel; only includes wage and salary income, not other personal income from additional or alternative sources; ages 16-64; 1-year American Community Survey Estimates for 2017 from IPUMS data.

Share of Black, Indigenous, and People of Color Workers Earning Family-Sustaining Wages



Share of FT/FY Workers with Disabilities Earning Family-Sustaining Wages



Disparities in Employment

Overall, 80.2% of MSP Metro residents ages 18-64 were employed as of the most-recent American Community Survey Estimates.¹⁹ However, only 73.9% of people of color and indigenous persons (BIPOC) were employed, with rates for African Americans and American Indians recorded at the lowest of any racial or ethnic subgroup. Only 48.7% of people with disabilities were employed in the MSP Metro.

Employment Rate in the 7-County Metro by Population Group, 2017

| Population Group (18-64-year olds) | Percent Employed |
|--|------------------|
| Hispanic/Latinx | 75.1% |
| Black/African American | 73.6% |
| American Indian | 63.5% |
| All Black, Indigenous, & People of Color | 73.9% |
| People with Disabilities | 48.7% |
| Total Population | 80.2% |

Disparities in Labor Force Participation

In all, The MSP Metro has one of the highest labor force participation rates in the nation, sitting at about 83.5% for the population 18-64 years of age over the past 8 years.²⁰ Since the recession, the labor force participation rate of Black, Indigenous, and People of Color has increased significantly, reaching 79.2% across the metro in most recent estimates. Women have also increased in participation but to a lesser degree, sitting at 80.6%.

Labor Force Participation Rate in the 7-County Metro by Population Group, 2017

| Population Group (18-64-year olds) | Percent in Labor Force |
|--|------------------------|
| Female | 80.6% |
| All Black, Indigenous, and People of Color | 79.2% |
| People with Disabilities | 53.4% |
| Total Population | 83.5% |

Disparities in Postsecondary Attainment

The state legislature has set a target for 70% adults ages 25-44 to hold a certificate or higher by 2025, a significant increase from the current level of 62%. In the MSP Metro, there are disparities in educational attainment by race and ethnicity. It is estimated that about 58.5% of all people 25-44 years of age in the

¹⁹ Employment status is defined as individuals with full or part-time employment where wages or salary are received, those who have a job but are not currently working, are self-employed, or work in a family-owned business without pay; ages 16-64; 1-year American Community Survey Estimates for 2017 from IPUMS data.

²⁰ Labor force participation is defined as anyone who is employed or unemployed regardless of whether or not they are self-employed or work in a family-owned business without pay; Excludes individuals living in group quarters; ages 16-64; 1-year American Community Survey Estimates for 2017 from IPUMS Microdata.

metro have a certificate or higher in the Metro; however, only 31.8% of American Indians and 24.1% of the Hispanic/Latinx population have attainment at these levels.²¹

Postsecondary Attainment in the 7-County Metro Area by Population Group, 2017

| Population Group (25-44-year olds) | Attainment of a Certificate or Higher Degree |
|---|---|
| American Indian | 31.8% |
| Asian | 56.6% |
| Black/African American | 37.1% |
| Hispanic | 24.1% |
| Two or More Races | 54.3% |
| White, Non-Hispanic | 61.9% |
| All Black, Indigenous, & People of Color | 42.9% |
| People with Disabilities | <i>Not Available at the Certificate Level</i> |
| Total Population | 58.5% |

Report released on 6/2/2020 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 31, 2020 at www.wantedanalytics.com. Data from the Occupations in Focus section of this report is from American Community Survey 2017, 1-Year Estimates, TalentNeuron (job postings) and JobsEQ, a tool of Chmura Economics, accessed May 31, 2020. Contact Erin Olson, Research Strategist at erin@realtimetalentmn.org with any questions or inquiries.

²¹ Certificate attainment is modeled by the Minnesota Office of Higher Education and the MN Demographer using completion data reported by colleges and universities statewide, modeled against 5-year American Community Survey data. Estimates for educational attainment in the Metro are based on statewide 5-year estimates modeled and provided to RealTime Talent and the Greater Metropolitan Workforce Council by the Minnesota Office of Higher Education in September of 2019.