

# Minnesota

**Erin Olson**

Senior Director of  
Strategic Research

**Catherine Jett**

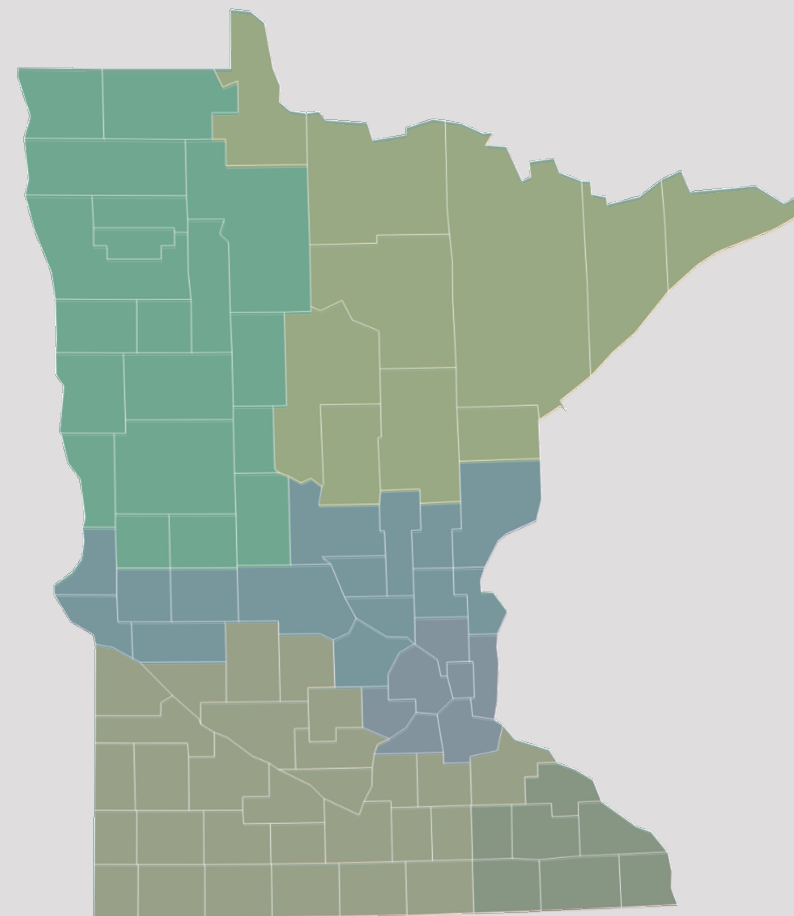
Research Strategist

**Melinda Fierro**

Research Strategist

# 2025 Regional Workforce Trends

CAREER &  
TECHNICAL  
EDUCATION



The contents of this series were made possible through the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) Federal grant from the United States Department of Education administered through Minnesota State Colleges and Universities.

# ABOUT US

Join at [menti.com](https://menti.com) | use code 4701 4918



**Catherine Jett, MPH**  
Research Strategist  
RealTime Talent



**Melinda Fierro, Ed.D**  
Research Strategist  
RealTime Talent



**Erin Olson, MURP, MPH**  
Senior Director of Strategic Research  
RealTime Talent

# REALTIME TALENT'S APPROACH

To create more informed and efficient market-oriented decisions throughout the Minnesota workforce and education ecosystem by engaging a broad set of stakeholders

## Core Capabilities:

- Current labor market research, insights, forecasts
- Data Tool Support Services
- Talent Pipeline Management

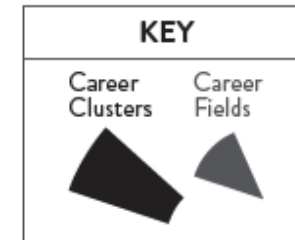


# Transitioning to the New Career Wheel





# Minnesota Career Fields and Clusters



## Career Fields (5)

Large purpose-driven sectors that help guide learners toward Clusters that are aligned with their interests, their sense of purpose, and the impact they want to make.

## Career Clusters (15)

Industry sectors as defined by groupings from Standard Occupations Classification and North American Industry Classification System codes. Work-Based Learning and Apprenticeships are integral to all clusters.

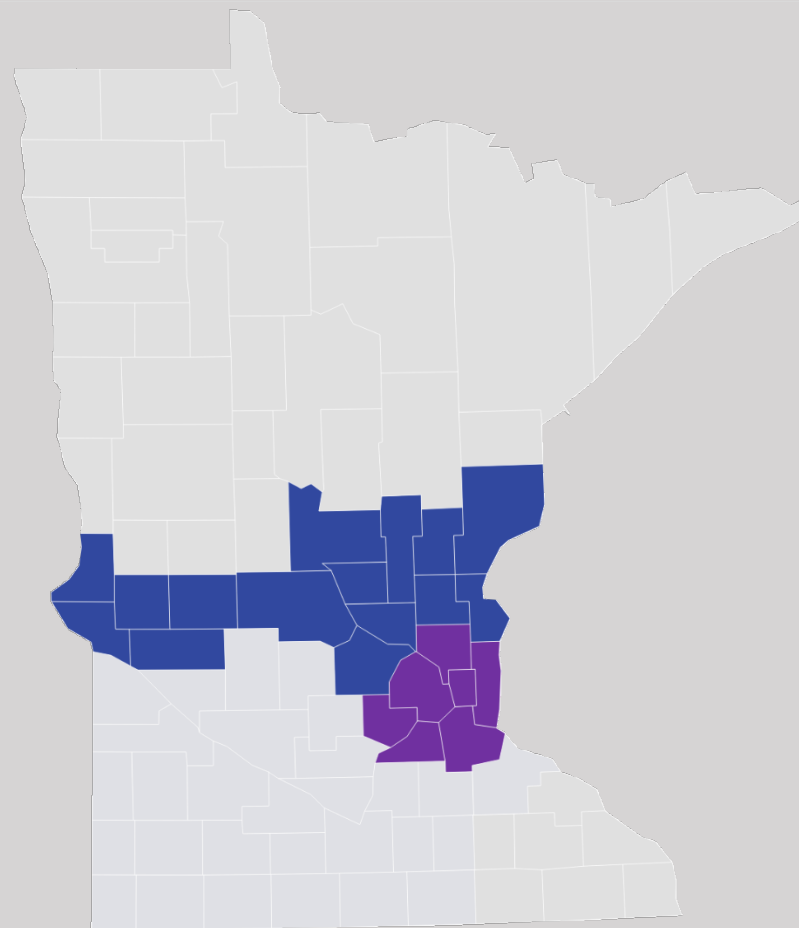
# National vs. Minnesota Framework

National Career Cluster Framework		Minnesota Career Clusters		
Cluster Groupings	Career Clusters	Career Fields	Career Clusters	
Cultivating Resources	Energy & Natural Resources	Cultivating Resources	Energy & Natural Resources	
	Agriculture		Agriculture	
Caring For Communities	Education	Caring For Communities	Education	
	Public Service & Safety		Public Service & Safety	
	Healthcare & Human Services		Healthcare	★
			Human Services	★
Creating & Experiencing	Hospitality, Events, & Tourism	Creating & Experiencing	Hospitality, Events, & Tourism	
	Arts, Entertainment, & Design		Entertainment, Arts, & Design	
Investing in the Future	Financial Services	Investing in the Future ★	Financial Services	
Connecting & Supporting Success	Management & Entrepreneurship		Management & Entrepreneurship	
	Marketing & Sales		Marketing & Sales	
	Digital Technology		Digital Technology	Digital Technology ★
Building & Moving	Construction	Building & Moving	Construction	
	Supply Chain & Transportation		Supply Chain & Transportation	
	Advanced Manufacturing		Advanced Manufacturing	

# Central & Metro MSP Regions

# 2025 Regional Workforce Trends

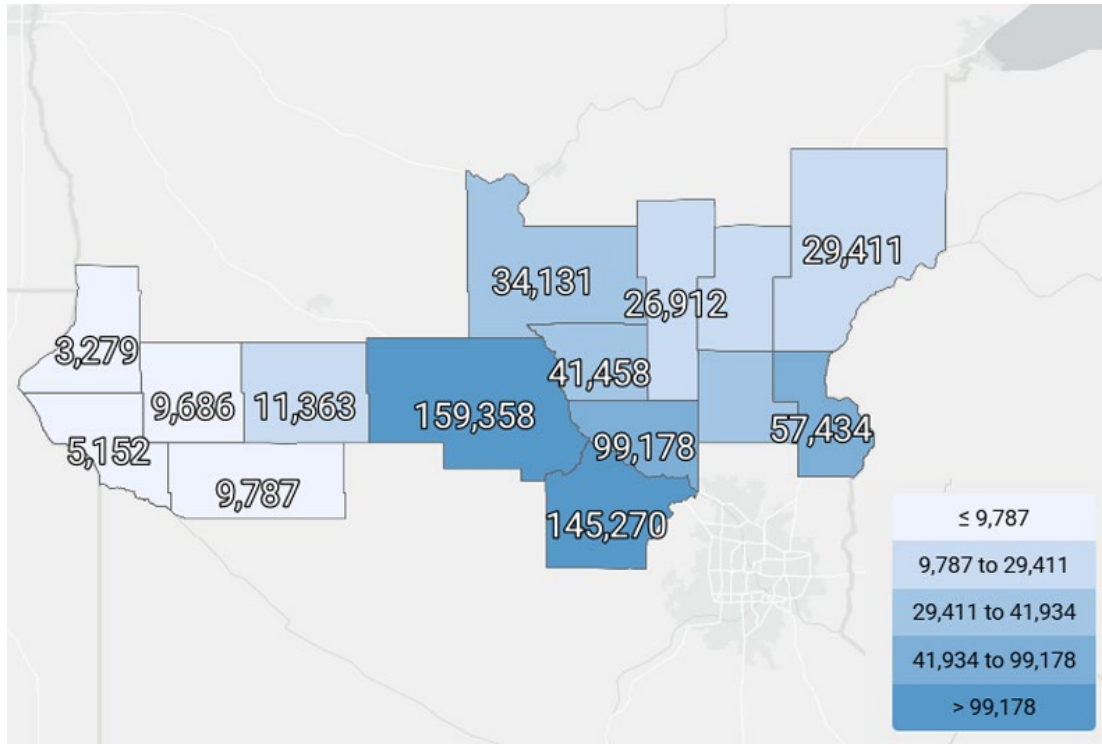
CAREER &  
TECHNICAL  
EDUCATION



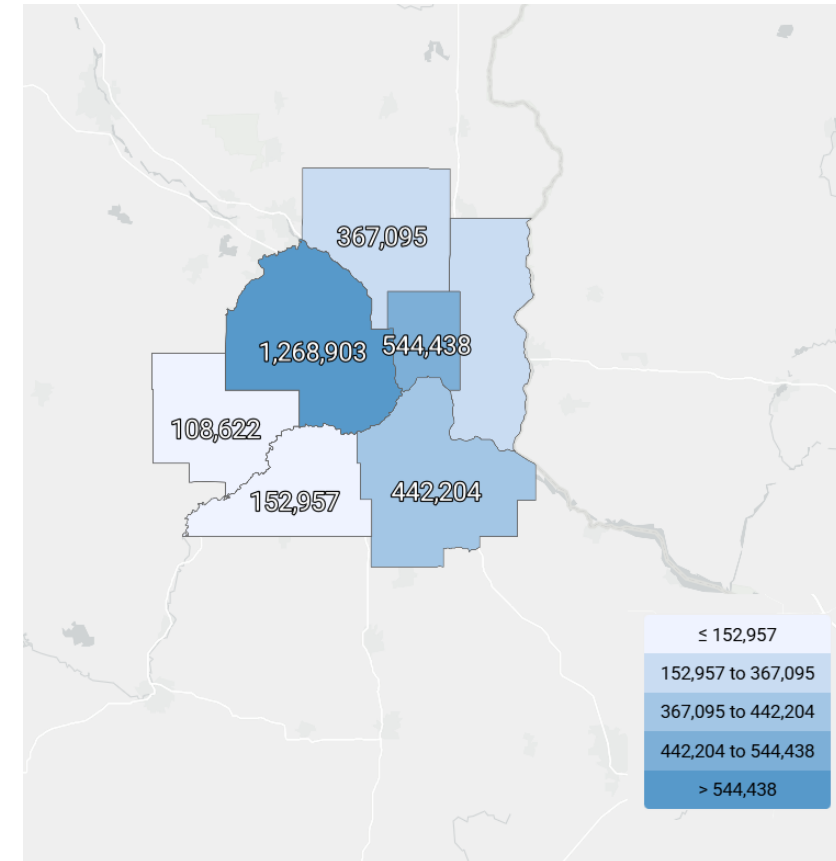
# Population

## Central MSP Metro

Resident Population of Central Minnesota



Resident Population of MSP Metro Minnesota

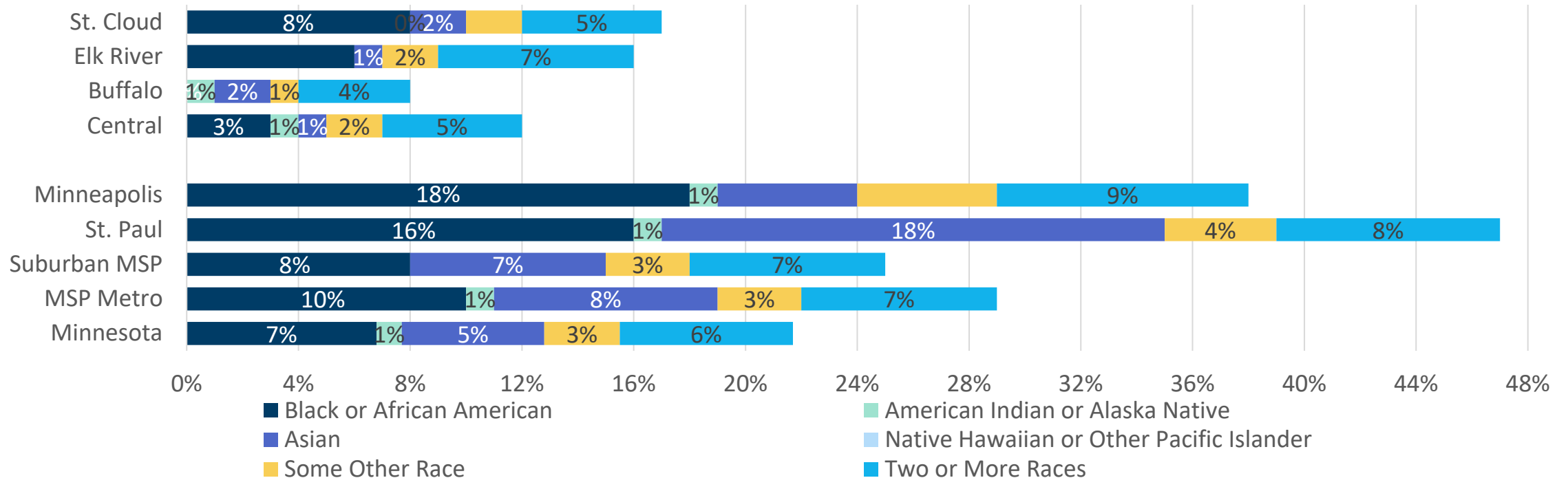




# Population Demographics

## Central MSP Metro

Population Race of BIPOC Residents by Race, All Ages

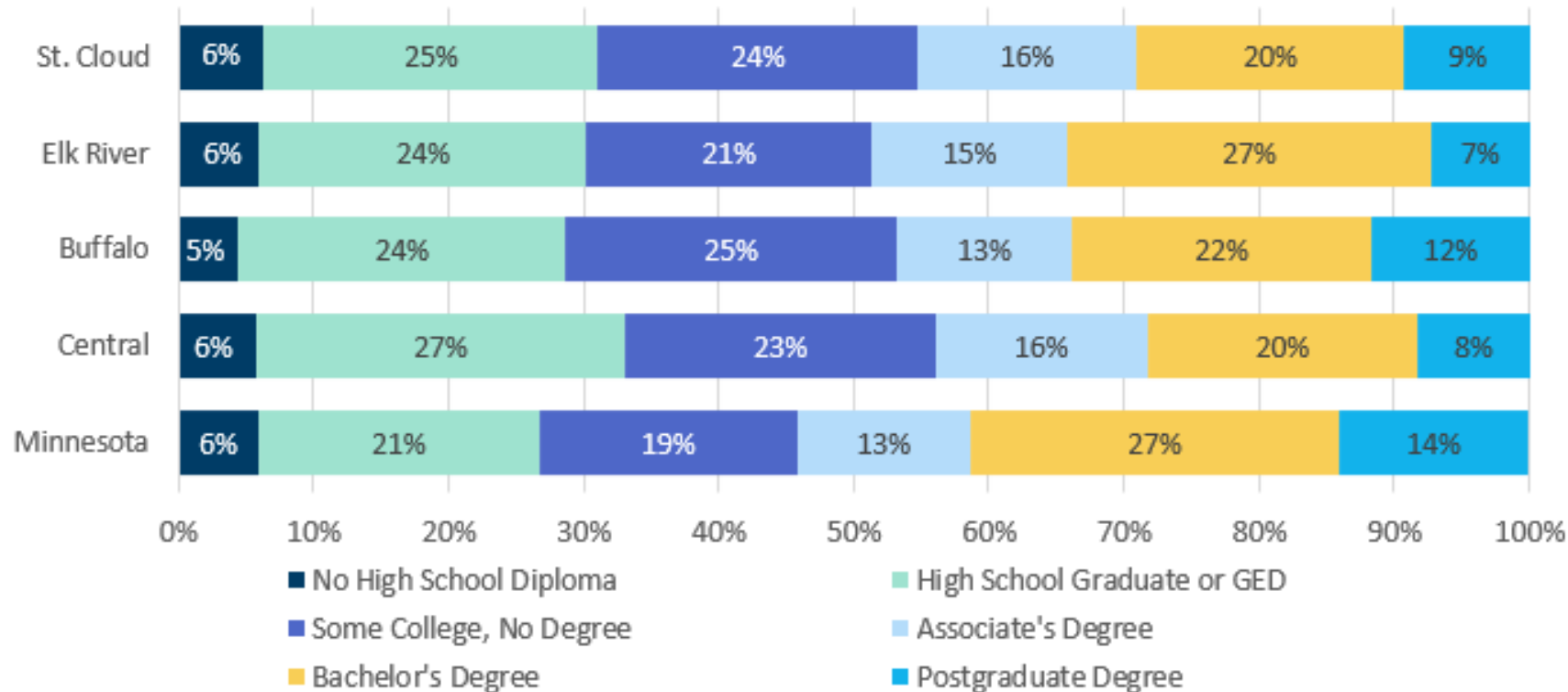


Geography	% BIPOC by Race	% White by Race	% Hispanic/Latine
Central	11.6%	88.4%	3.5%
Metro MSP	29.0%	71.0%	6.2%

# Educational Attainment

Central

Educational Attainment, Age 25-64



American Community Survey 2019-2023.

9 Postsecondary  
Institutions

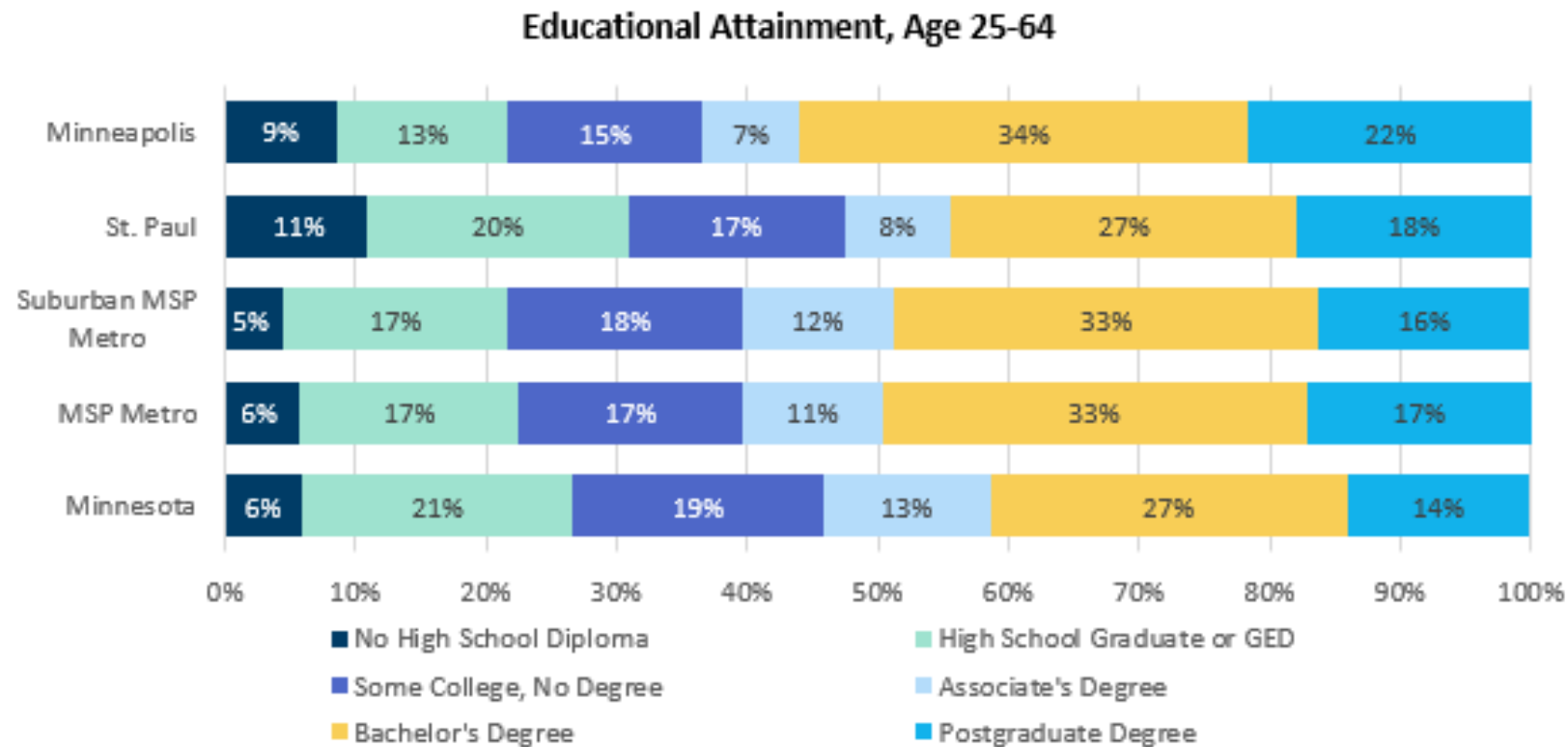
7,822  
postsecondary  
awards conferred  
(SY2023-24)

# Educational Attainment

MSP Metro

44 Postsecondary  
Institutions

73,234  
postsecondary  
awards conferred  
(SY2023-24)



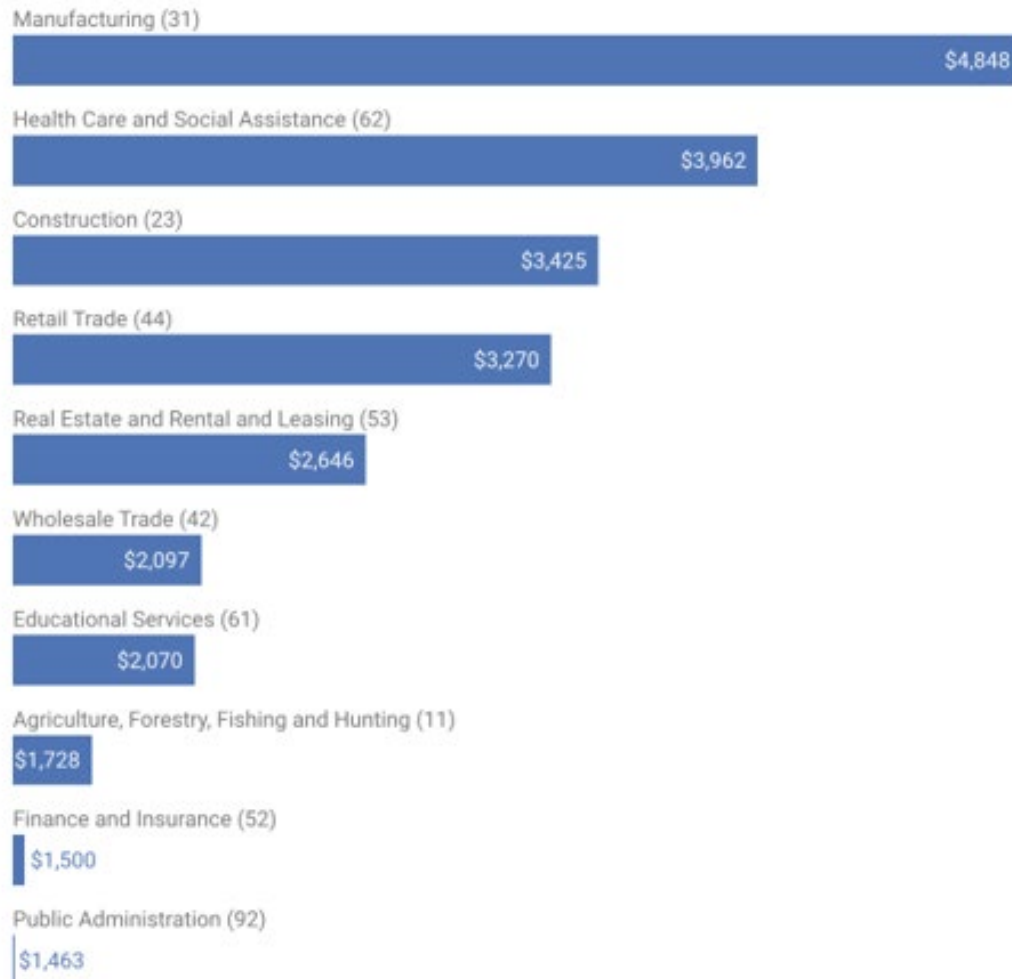
American Community Survey 2019-2023.

# Economic Growth

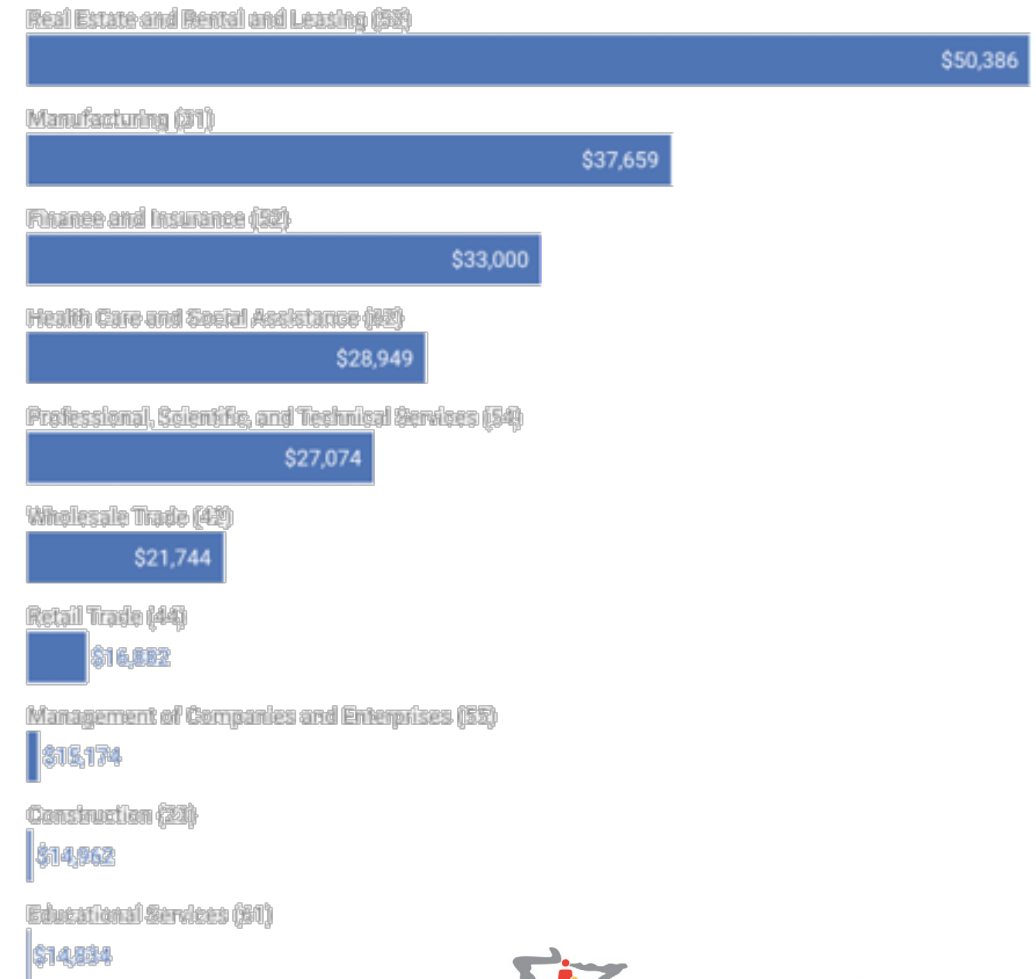
## Central MSP Metro

### Industry Contributions to GDP (in \$ Millions), 2024

#### Central



#### MSP Metro



# Labor Force Participation and Unemployment

Central  
MSP Metro

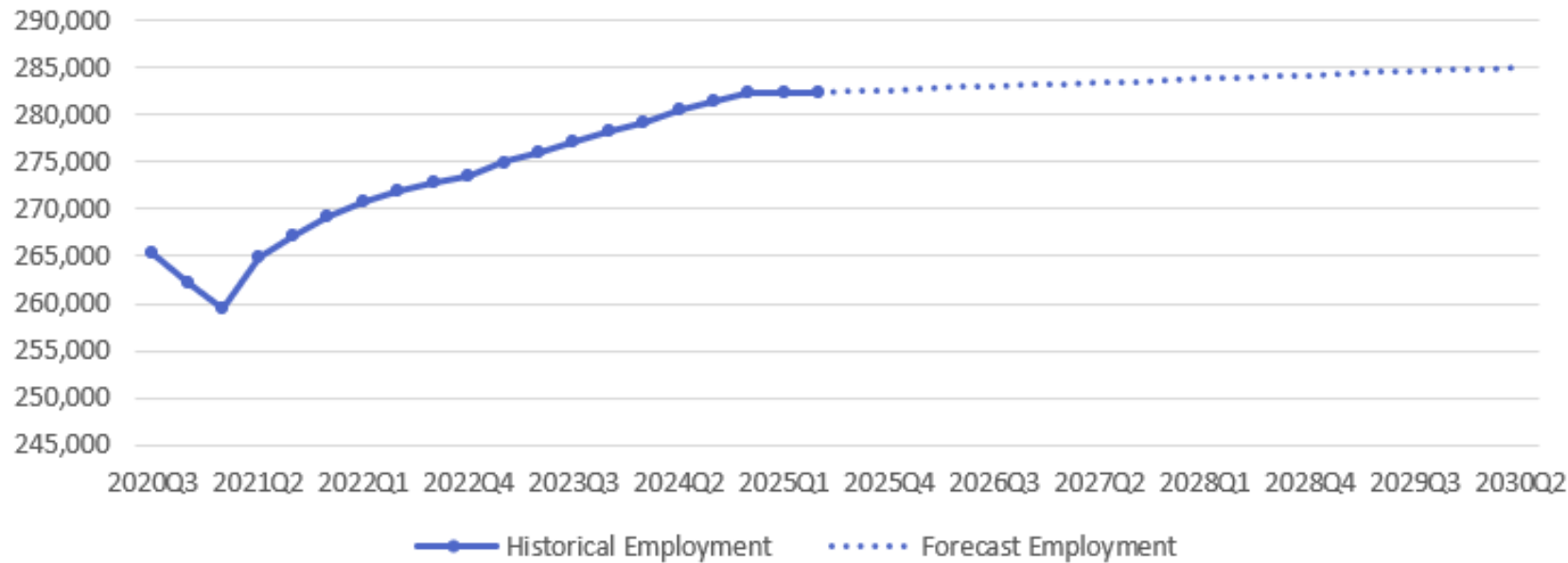
	Central	MSP Metro	Minnesota
Civilian Labor Force	372,090	1,775,565	3,111,680
Labor Force Participation Rate	68.7%	70.8%	68.5%
Prime Working-Age Participation Rate (ages 25-54)	87.9%	89.1%	88.4%
Unemployment, August 2025 (compared to June 2024)	4.3% (3.5% in 2024)	4.1% (3.3% in 2024)	4.2% (3.3% in 2024)

Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through September 2025.

# Labor Market *Forecast: Workforce*

Central

5-Year Employment History and Forecast in Central Minnesota



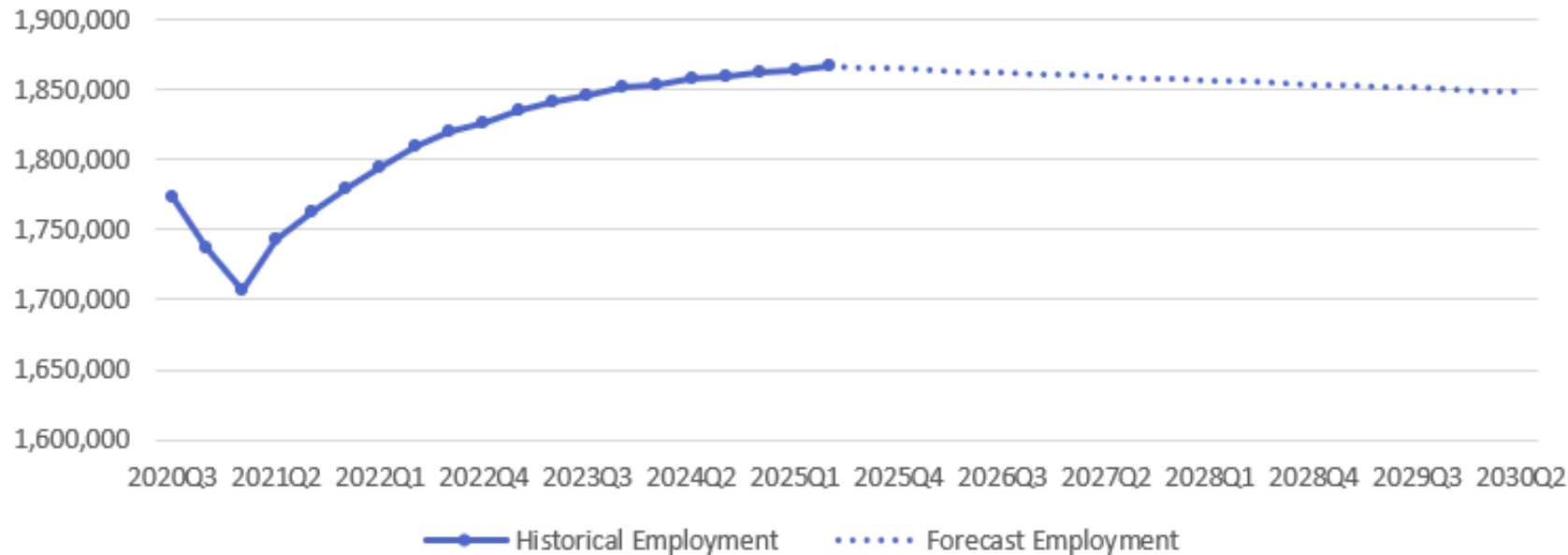
Average annual  
forecast of **0.2%**  
change in  
employment cross all  
positions



# Labor Market *Forecast: Workforce*

MSP Metro

5-Year Employment History and Forecast in the MSP Metro, Minnesota

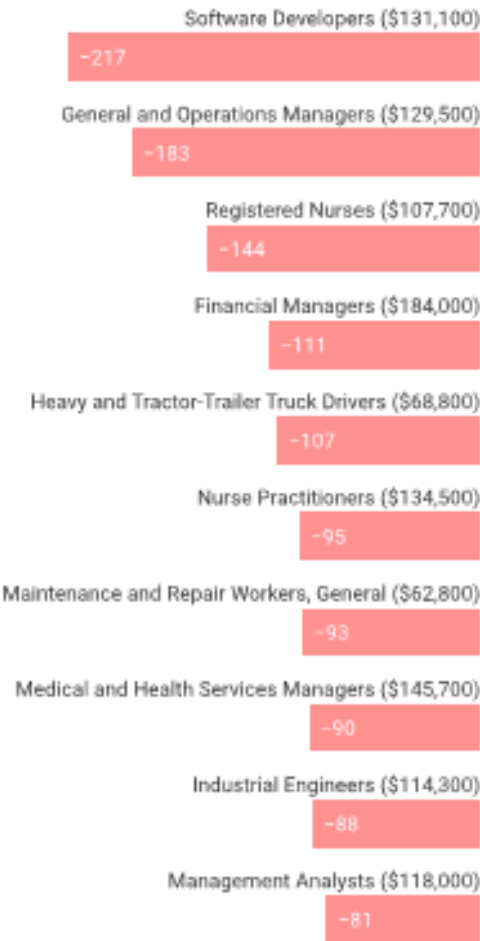
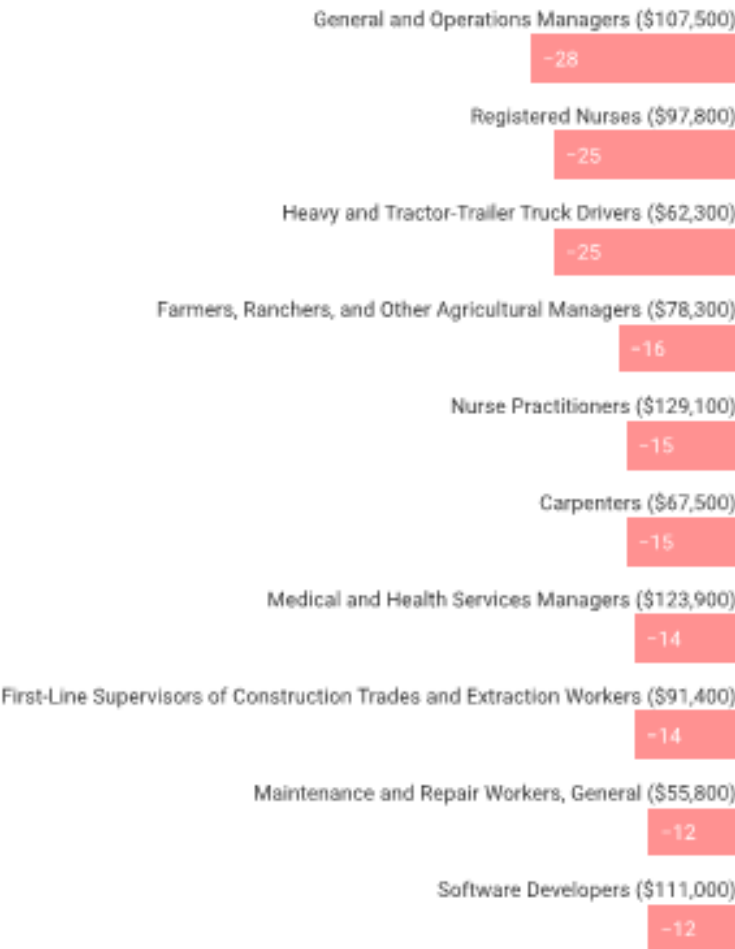


Average annual  
forecast of **-0.2%**  
change in  
employment cross all  
positions

# Talent Shortage Occupation Gaps

## Central MSP Metro

Annual Average Talent Shortage Forecast  
Central  
MSP Metro



### Highlights

- Overall, talent surpluses are larger than talent shortages in both regions.
- General and Operations Managers and Registered Nurses are in the Top 3 of shortages in both regions.

# Zero Unemployment

## Central MSP Metro

### Occupations with No Unemployed Workforce and Employing over 75 Workers

#### Central

1. Directors, Religious Activities and Education
2. Physician Assistants
3. Marriage and Family Therapists
4. Dentists, General
5. Veterinarians
6. Excavating and Loading Machine and Dragline Operators, Surface Mining
7. Railroad Conductors and Yardmasters
8. Urban and Regional Planners

#### MSP Metro

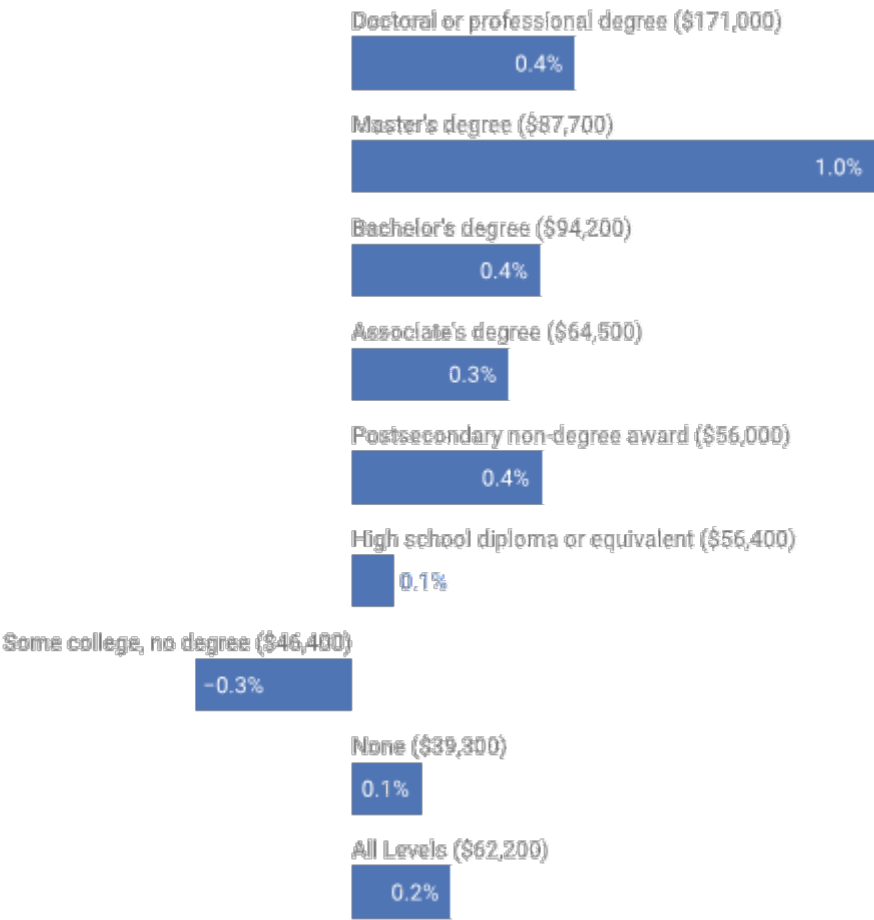
1. Judges and Magistrates
2. Railroad Conductors and Yardmasters
3. Court Reporters and Simultaneous Captioners
4. Postmasters and Mail Superintendents
5. Economists
6. Aerospace Engineers
7. Nuclear Medicine Technologists
8. Dentists, All Other Specialists
9. Administrative Law Judges, Adjudicators, and Hearing Officers
10. Arbitrators, Mediators, and Conciliators
11. Audiovisual Equipment Installers and Repairers

# Quantifying Talent Shortages

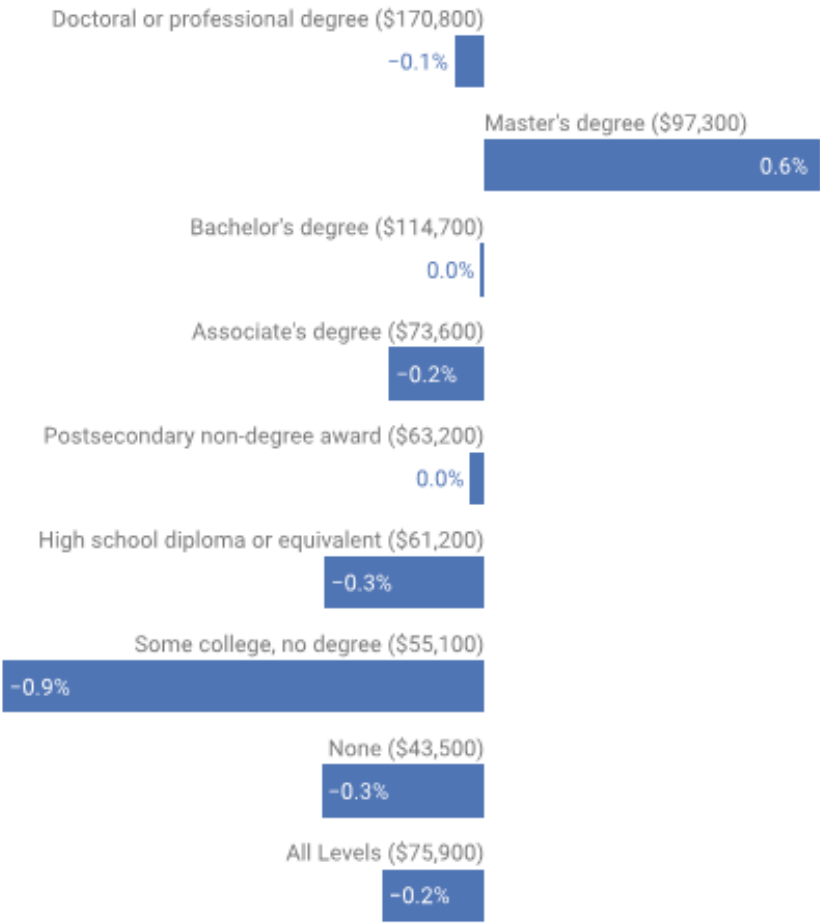
## Forecast: *The Role of Education*

Annual Average Projected Job Growth by Education Required

Central



MSP Metro

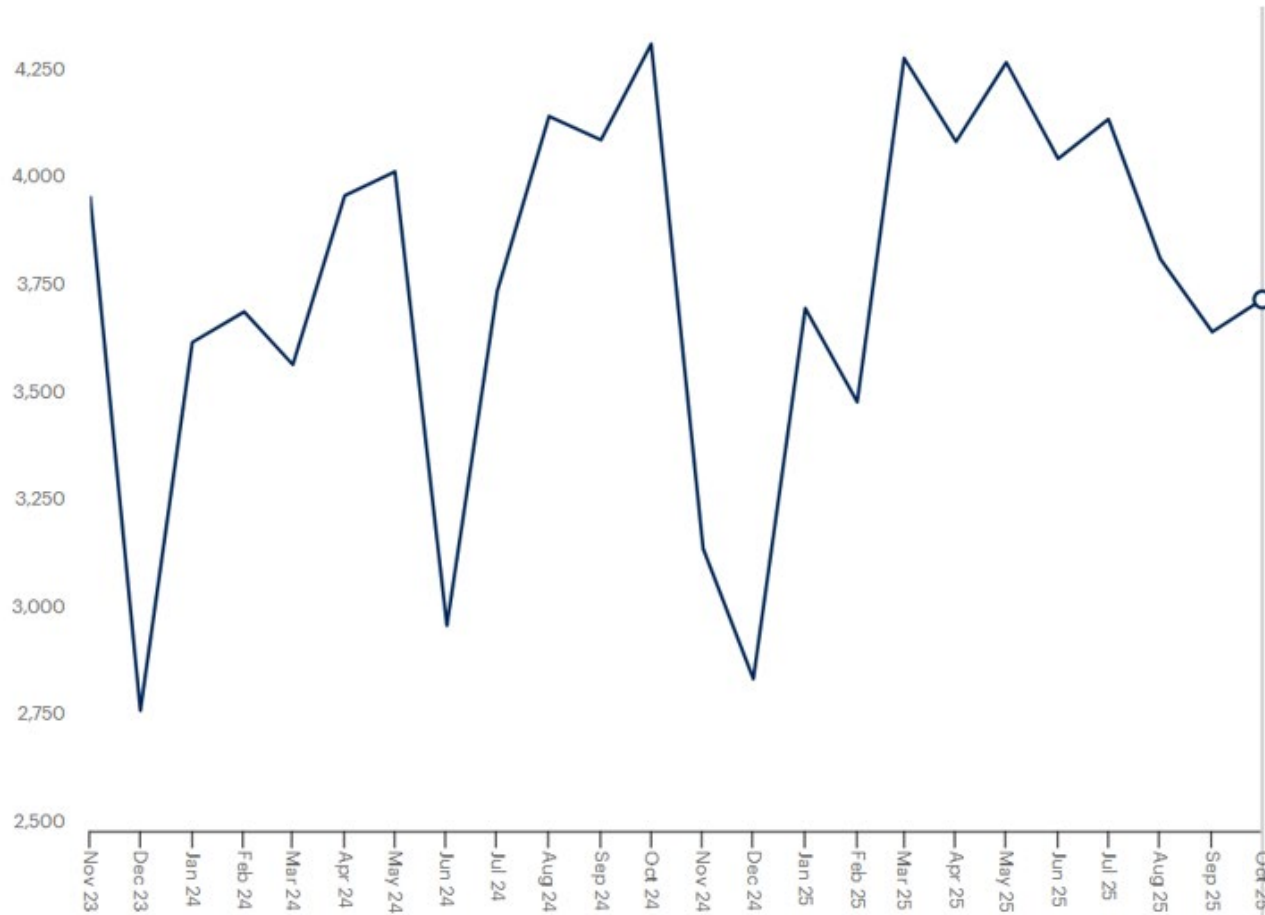


Employment by occupation data are estimates as of 2025Q2. Education levels of occupations are based on BLS assignments. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

# Job Posting Trends in Central MN

Central

Total Jobs Advertised Monthly in Central Minnesota  
November 2024 – October 2025



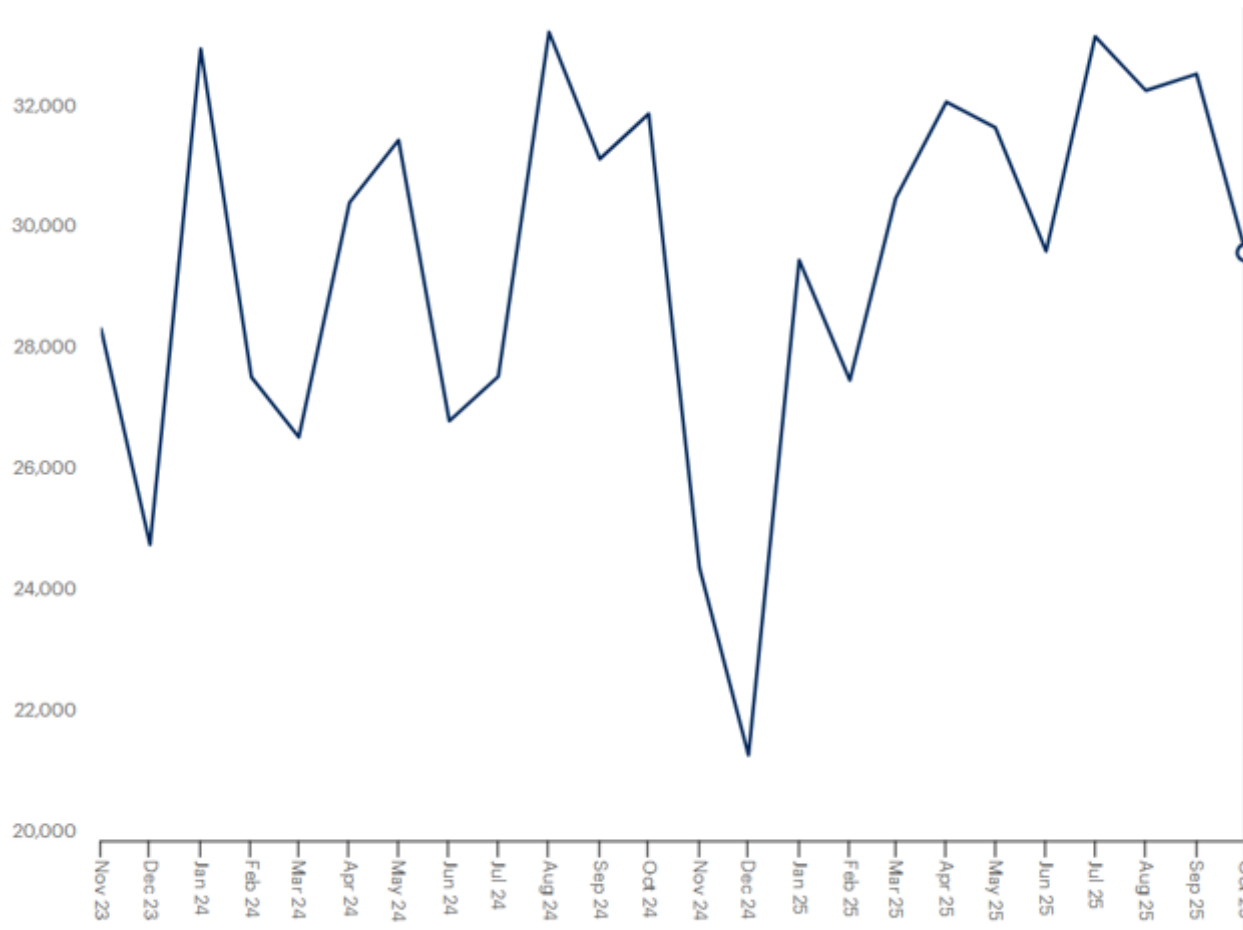
SOURCE: TalentNeuron accessed 11/5/2025

Peak posting Month:  
**October 2024**

# Job Posting Trends in Metro MSP MN

MSP Metro

Total Jobs Advertised Monthly in Metro MSP Minnesota  
November 2024 – October 2025



SOURCE: TalentNeuron accessed 11/5/2025

Peak posting Month:  
**August 2024**



# Job Posting Trends in Central MN

Central

## Top Requested Credentials in Central Minnesota, October 2024-2025

Rank	Credential	Top Associated Career Field
1	Driver's License	All
2	Basic Life Support	Caring for Communities
3	Registered Nurse Certification	Caring for Communities
4	Commercial Driver's License (Class A most common)	Building and Moving
5	OSHA Certification	Building and Moving; Cultivating Resources; Creating and Experiencing
6	Cardiopulmonary Resuscitation Certification	Caring for Communities
7	Practical Nurse License	Caring for Communities
8	First Aid Certification	Caring for Communities
9	Advanced Cardiac Life Support	Caring for Communities
10	Long Term Care Certification	Caring for Communities

# Job Posting Trends in Metro MSP MN

MSP Metro

## Top Requested Credentials in Metro MSP Minnesota, October 2024-2025

Rank	Credential	Top Associated Career Field
1	Driver's License	All
2	Basic Life Support	Caring for Communities
3	Registered Nurse Certification	Caring for Communities
4	OSHA Certification	Building and Moving; Cultivating Resources; Creating and Experiencing
5	Cardiopulmonary Resuscitation Certification	Caring for Communities
6	Practical Nurse License	Caring for Communities
7	Commercial Driver's License (Class A most common)	Building and Moving
8	Certified Public Accountant	Investing in the Future
9	First Aid Certification	Caring for Communities
10	Nationwide Mortgage Licensing System (NMLS)	Investing in the Future

# Career Fields: Historical Trends

Central

CTE Field Employment and Wages in Central Minnesota, 2025Q2

CTE Field (occupation overlap exists, will not sum)	Current 2025Q2 Estimates							5-Year History	
	Empl	Avg Entry- Level Wages	Median Wages	LQ	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Empl Change	Ann %
Caring For Communities	79,616	\$51,400	\$67,800	0.96	2,598	2.5%	4,799	5,322	1.4%
Connecting and Supporting Success	66,438	\$47,400	\$66,300	0.87	2,905	3.2%	2,413	2,264	0.7%
Investing in the Future	11,642	\$48,300	\$65,700	0.73	378	2.2%	511	-343	-0.6%
Creating and Experiencing	44,766	\$34,500	\$43,000	0.90	3,164	5.1%	2,122	3,879	1.9%
Building and Moving	81,855	\$45,900	\$60,000	1.15	5,051	4.2%	3,092	3,473	0.9%
Cultivating Resources	26,368	\$50,800	\$74,000	1.24	807	2.4%	469	1,809	1.5%
<b>Total - All Occupations</b>	<b>282,342</b>			<b>1.00</b>	<b>13,994</b>	<b>3.6%</b>	<b>12,604</b>	<b>12,944</b>	<b>1.0%</b>

Data as of 2025Q2 unless noted otherwise

Note: Figures do not sum due to rounding and overlap in occupations between career fields. Employment by place of work.

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

2. Wage data represent the average for all Covered Employment

3. Data represent found online ads active 10/11/2024-11/10/2025 in the selected region. 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). Ad counts for ZCTA-based regions are estimates.

# Career Fields: Historical Trends

## MSP Metro

### CTE Field Employment and Wages in the MSP Metro, 2025Q2

CTE Field (occupation overlap exists, will not sum)	Current 2025Q2 Estimates							5-Year History	
	Empl	Avg Entry- Level Wages	Median Wages	LQ	Unempl	Unempl Rate	Online Job Ads <sup>3</sup>	Empl Change	Ann %
Caring For Communities	563,886	\$56,900	\$76,800	1.03	11,882	2.1%	29,399	49,597	1.9%
Connecting and Supporting Success	540,323	\$59,900	\$87,200	1.07	14,444	2.6%	27,273	-2,884	-0.1%
Investing in the Future	118,149	\$57,000	\$79,200	1.12	2,474	2.0%	5,993	-11,045	-1.7%
Creating and Experiencing	307,997	\$43,200	\$56,900	0.93	12,998	4.2%	16,669	14,836	1.0%
Building and Moving	455,370	\$51,900	\$68,800	0.96	15,338	3.6%	18,885	11,361	0.5%
Cultivating Resources	120,487	\$62,400	\$94,800	0.86	2,233	1.9%	4,123	10,095	1.8%
<b>Total - All Occupations</b>	<b>1,866,313</b>			<b>1.00</b>	<b>54,437</b>	<b>3.0%</b>	<b>90,258</b>	<b>51,573</b>	<b>0.6%</b>

Data as of 2025Q2 unless noted otherwise

Note: Figures do not sum due to rounding and overlap in occupations between career fields. Employment by place of work.

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

2. Wage data represent the average for all Covered Employment

3. Data represent found online ads active 10/11/2024-11/10/2025 in the selected region. 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). Ad counts for ZCTA-based regions are estimates.

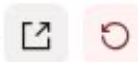


Join at [menti.com](https://menti.com/join/47014918) | use code 4701 4918

Mentimeter

Menti

2025 Regional Career Tr...



Minnesota's Career Wheel

**How would you prioritize the career fields for CTE programs in these regions?**

Drag the career fields up and down to change the rank order.

Caring For Communities

Investing in the Future

Creating and Experiencing

Building and Moving

Cultivating Resources



Choose a slide to present

Question 1

Please share your name, your role, and the organization that you represent.

Question 2

Which industry contributed the most to Southwest and Southcentral Minnesota's GDP in 2021?

Public Administration Manufacturing Health Care and Social Assistance Retail Trade, Restaurant and Drinking Water Trade

Question 3

Which industry has the highest growth rate among professions that typically require an associate degree or higher postsecondary education?

Associate Degree Postsecondary non-degree credential Certificate

# Career Cluster Prioritization

Central

Central Minnesota Career Cluster Prioritization  
by Demand, Wage, and Skill Requirements for Perkins V, 2025



Caring for Communities	Connecting and Supporting Success	Building and Moving
1) Healthcare 7) Education 8) Human Services 9) Public Service and Safety	4) Management and Entrepreneurship 10) Digital Technology 15) Marketing and Sales	2) Construction 3) Advanced Manufacturing 6) Supply Chain and Transportation
Creating and Experiencing	Investing in the Future	Cultivating Resources
13) Arts, Entertainment, and Design 14) Hospitality, Events and Tourism	11) Financial Services	5) Energy and Natural Resources 12) Agriculture



# Career Cluster Prioritization

MSP Metro Minnesota Career Cluster Prioritization  
by Demand, Wage, and Skill Requirements for Perkins V, 2025



## MSP Metro

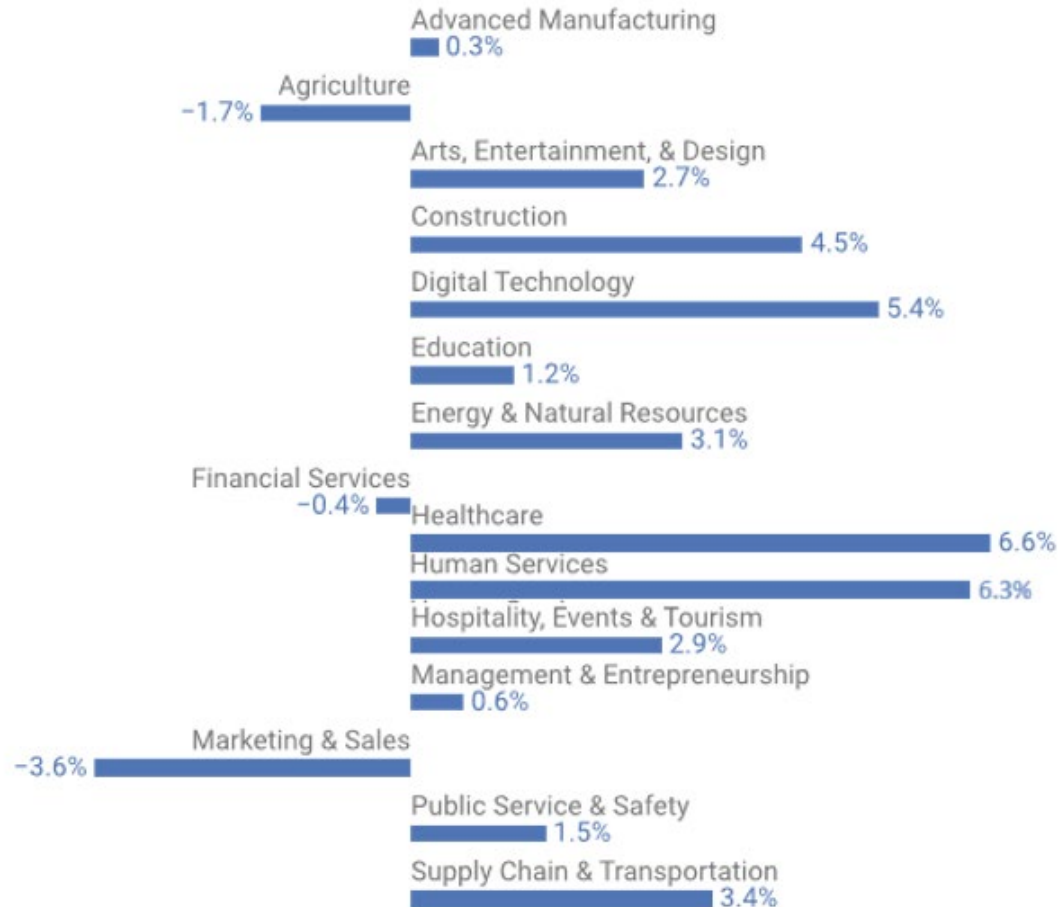
Caring for Communities	Connecting and Supporting Success	Building and Moving
2) Healthcare 6) Education 8) Public Service and Safety 12) Human Services	1) Management and Entrepreneurship 3) Digital Technology 13) Marketing and Sales	9) Advanced Manufacturing 10) Construction 11) Supply Chain and Transportation
Creating and Experiencing	Investing in the Future	Cultivating Resources
7) Arts, Entertainment, and Design 14) Hospitality, Events and Tourism	5) Financial Services	4) Energy and Natural Resources 15) Agriculture

# Career Cluster Detail

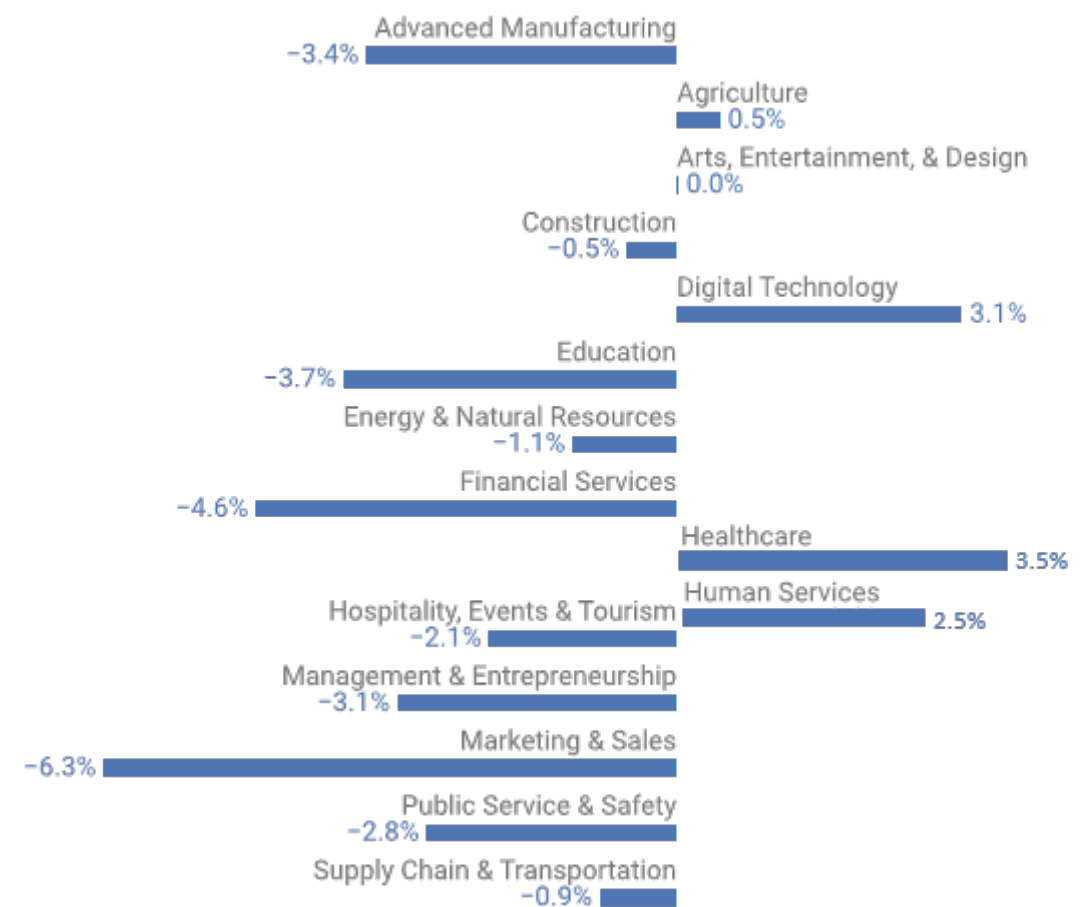
## Central MSP Metro

### Baseline 10-Year Forecasts by Career Cluster, 2025Q2

#### Central



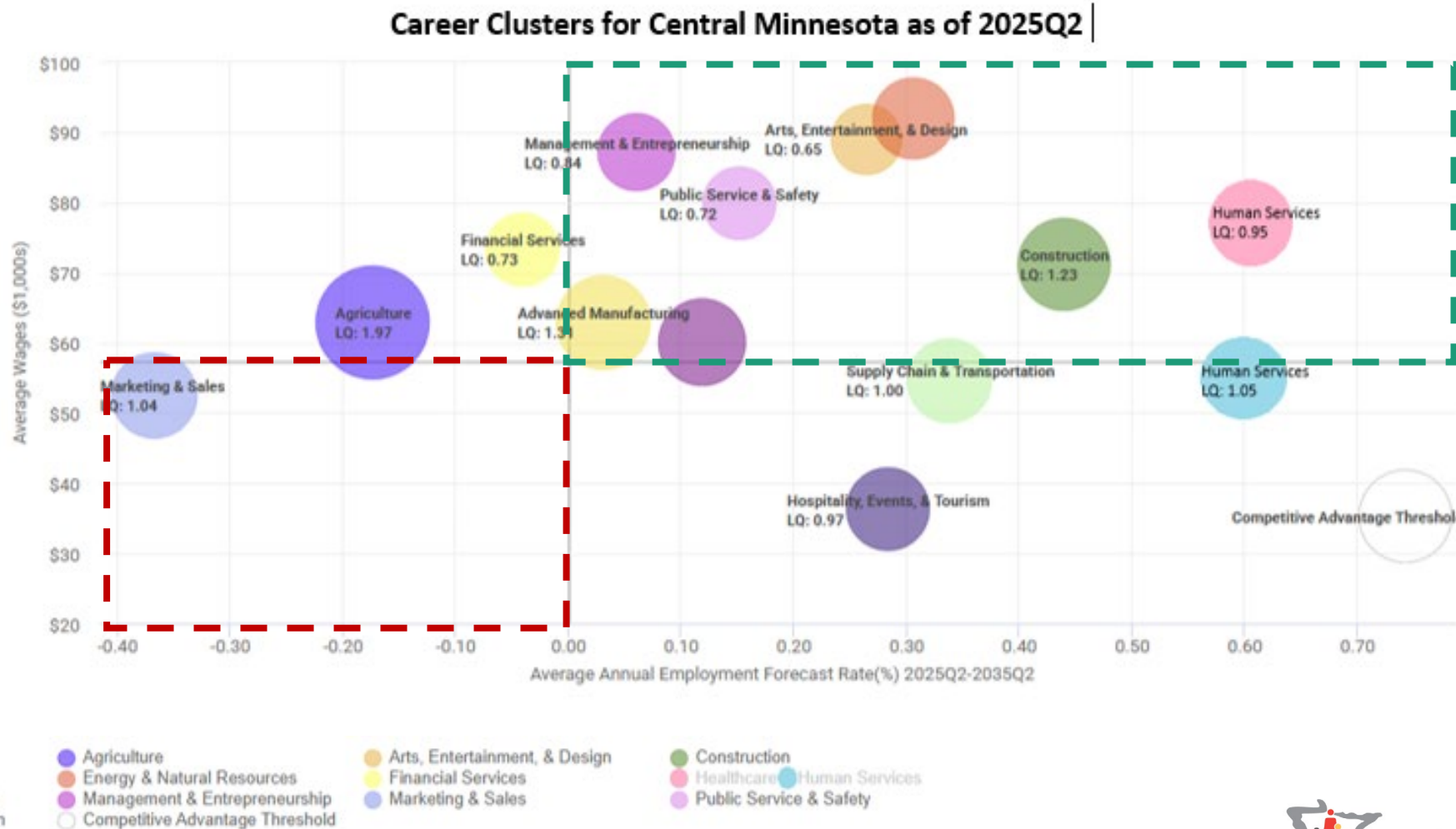
#### MSP Metro



# Career Clusters

## Workforce Forecast

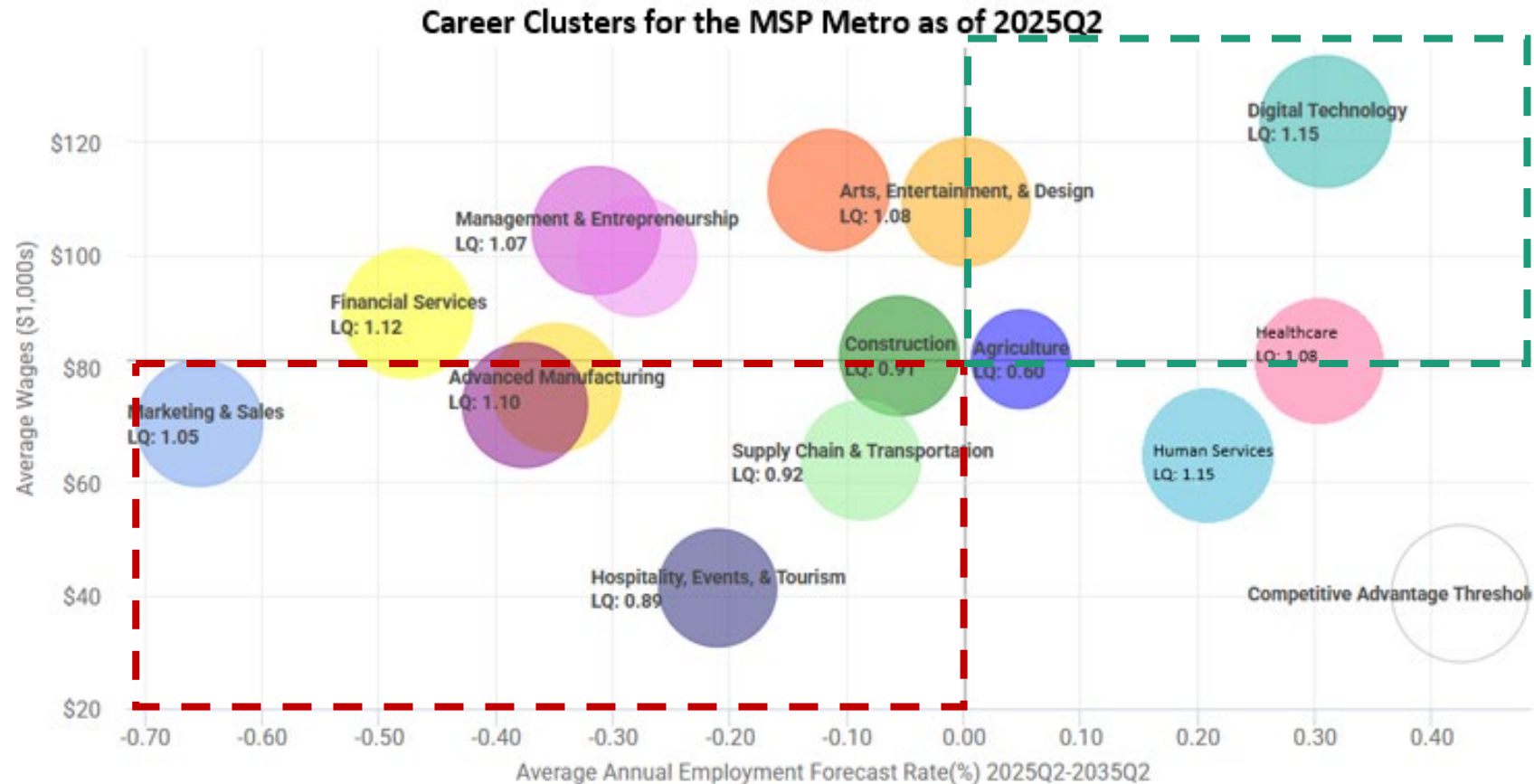
Central



# Career Clusters

## Workforce Forecast

MSP Metro



- Advanced Manufacturing
- Construction
- Financial Services
- Management & Entrepreneurship
- Supply Chain & Transportation
- Agriculture
- Education
- Healthcare
- Human Services
- Marketing & Sales
- Competitive Advantage Threshold
- Arts, Entertainment, & Design
- Energy & Natural Resources
- Hospitality, Events, & Tourism
- Public Service & Safety

# Career Field Analysis

## Target Occupations

*High wage* (above regional median)

*High skill* (require some credential)

*High demand* (2/4 indicators: under 3% unempl, higher than average 5-year growth, total 5-year demand >50% of current empl, high job posting volume)

(Often also high occupation gap and award gap)

## Gateway Occupations

*Mid wage* (\$47,000 – regional median)

*Low-middle skills* (HS diploma, some OJT)

Sufficient demand (3-5% unemployment and/or high volumes of current opportunities)

## Origin Occupations

*Low wage* (<\$47,000/year)

*Low skill* (no credential)

*Varied demand* (may have over 5% unemployment, low growth, low replacement demand, and/or low job postings)

# Caring for Communities

## *Summary Statistics*

Central  
MSP Metro

	Central	MSP Metro
<b>2025Q2 Employment:</b>	79,616 (28% of Central employment)	563,886 (30% of MSP Metro employment)
<b>Median Wage:</b>	\$67,800	\$76,800
<b>Location Quotient:</b>	0.96	1.03
<b>2025Q2 Unemployment:</b>	12,598 (2.5% rate)	11,882 (2.1% rate)
<b>30-Day Job Ads:</b>	4,799*	29,399*
<b>5-Year Ann Avg Employment Change:</b>	1.4%	1.9%
<b>Forecast 5-Year Ann Employment Change:</b>	0.4%	0.0%
<b>Total 5-Year Demand:</b>	39,767	266,102



# Caring for Communities

## *Top Occupation & Award Gaps*

Central  
MSP Metro

### Central

#### Top Occupation Gaps

- Registered Nurses
- Nurse Practitioners
- Medical and Health Services Managers
- Managers, All Other
- Elementary School Teachers, Except Special Ed

#### Top Award Gaps

- Childcare Workers
- Nurse Practitioners
- Substitute Teachers, Short-Term
- Computer User Support Specialists
- Lawyers

### MSP Metro

#### Top Occupation Gaps

- Registered Nurses
- Nurse Practitioners
- Medical and Health Services Managers
- Management Analysts
- Licensed Practical & Licensed Vocational Nurses

#### Top Award Gaps

- Management Analysts
- Teaching Assistants, Except Postsecondary
- Licensed Practical & Licensed Vocational Nurses
- Medical Assistants
- Childcare Workers

# Caring for Communities

## *Gateway Occupations*

Central  
MSP Metro

### Central

- Medical Assistants
- Veterinary Technologists and Technicians
- Rehabilitation Counselors
- Opticians, Dispensing
- Medical Equipment Preparers

### MSP Metro

- Nursing Assistants
- Security Guards
- Medical Secretaries & Administrative Assistants
- Social and Human Service Assistants
- Medical Assistants

# Connecting & Supporting Success

## *Summary Statistics*

### Central MSP Metro

	Central	MSP Metro
<b>2025Q2 Employment:</b>	66,438 (24% of Central employment)	540,323 (29% of Metro MSP employment)
<b>Median Wage:</b>	\$66,300	\$87,200
<b>Location Quotient:</b>	0.87	1.07
<b>2025Q2 Unemployment:</b>	2,905 (3.2% rate)	14,444 (2.6% rate)
<b>30-Day Job Ads:</b>	2,413*	27,273*
<b>5-Year Ann Avg Employment Change:</b>	0.7%	-0.1%
<b>Forecast 5-Year Ann Employment Change:</b>	-0.1%	-0.4%
<b>Total 5-Year Demand:</b>	34,969	243,892

# Connecting & Supporting Success

## *Top Occupation & Award Gaps*

Central  
MSP Metro

### Central

#### Top Occupation Gaps

- General and Operations Managers
- Software Developers
- Financial Managers
- Management Analysts
- Computer and Information Systems Managers

#### Top Award Gaps

- Computer User Support Specialists
- Computer Systems Analysts
- Financial Managers
- Occupational Health and Safety Specialists
- First-Line Supervisors or Retail Sales Workers

### MSP Metro

#### Top Occupation Gaps

- Software Developers
- General and Operations Managers
- Financial Managers
- Management Analysts
- Computer and Information Systems Managers

#### Top Award Gaps

- General and Operations Managers
- Management Analysts
- Software Developers
- Market Research and Marketing Specialists
- Business Operations Specialists

# Connecting & Supporting Success

## *Gateway Occupations*

Central  
MSP Metro

### Central

- Administrative Assistants
- Human Resources Assistants
- Computer & Office Machine Repairers
- Word Processors & Typists

### MSP Metro

- Customer Service Representatives
- Office Clerks, General
- Administrative Assistants
- Supervisors of Retail Sales Workers
- Parts Salespersons

# Investing in the Future

## *Summary Statistics*

Central  
MSP Metro

	Central	MSP Metro
<b>2025Q2 Employment:</b>	11,642 (4% of Central employment)	111,149 (6% of Metro MSP employment)
<b>Median Wage:</b>	\$65,700	\$79,200
<b>Location Quotient:</b>	0.73	1.12
<b>2025Q2 Unemployment:</b>	378 (2.2% rate)	2,474 (2.0% rate)
<b>30-Day Job Ads:</b>	511*	5,993*
<b>5-Year Ann Avg Employment Change:</b>	-0.6%	-1.7%
<b>Forecast 5-Year Ann Employment Change:</b>	-0.0%	-0.5%
<b>Total 5-Year Demand:</b>	4,887	43,870

# Investing in the Future

## *Top Occupation & Award Gaps*

Central  
MSP Metro

### Central

#### Top Occupation Gaps

- Accountants and Auditors
- Data Scientists
- Personal Financial Advisors
- Property & Real Estate Association Managers
- Insurance Sales Agents

#### Top Award Gaps

- Securities & Financial Services Sales Agents
- Personal Financial Advisors
- Loan Officers
- Financial and Investment Analysts
- Insurance Underwriters

### MSP Metro

#### Top Occupation Gaps

- Data Scientists
- Accountants & Auditors
- Personal Financial Advisors
- Property & Real Estate Association Managers
- Insurance Sales Agents

#### Top Award Gaps

- Accountants and Auditors
- Bookkeeping, Accounting, and Auditing Clerks
- Compliance Officers
- Securities & Financial Services Sales Agents
- Financial & Investment Analysts



# Investing in the Future

## *Gateway Occupations*

### Central MSP Metro

#### Central

- Billing & Posting Clerks
- Loan Interviewers & Clerks
- New Accounts Clerks
- Title Examiners, Abstractors & Searchers
- Credit Authorizers, Checkers & Clerks

#### MSP Metro

- Bookkeeping, Accounting & Auditing Clerks
- Billing & Posting Clerks
- Real Estate Sales Agents
- Insurance Claims & Policy Processing Clerks
- Loan Interviewers & Clerks

# Creating & Experiencing *Summary Statistics*

Central  
MSP Metro

	Central	MSP Metro
<b>2025Q2 Employment:</b>	44,766 (16% of Central employment)	307,997 (17% of Metro MSP employment)
<b>Median Wage:</b>	\$43,000	\$56,900
<b>Location Quotient:</b>	0.90	0.93
<b>2025Q2 Unemployment:</b>	3,164 (5.1% rate)	12,998 (4.2% rate)
<b>30-Day Job Ads:</b>	2,122*	16,669*
<b>5-Year Ann Avg Employment Change:</b>	1.9%	1.0%
<b>Forecast 5-Year Ann Employment Change:</b>	0.3%	-0.2%
<b>Total 5-Year Demand:</b>	33,430	215,111

# Creating & Experiencing *Top Occupation & Award Gaps*

Central  
MSP Metro

## Central

### Top Occupation Gaps

- Software Developers
- Managers, All Other
- Cooks, Restaurant
- Supervisors of Landscaping, Lawn Service, etc.
- Architectural & Engineering Managers

### Top Award Gaps

- Musicians & Singers
- Coaches & Scouts
- Supervisors of Food Preparation Workers
- Cooks, Restaurant
- Audio & Video Technicians

## MSP Metro

### Top Occupation Gaps

- Software Developers
- Managers, All Other
- Cooks, Restaurants
- Architectural & Engineering Managers
- Supervisors of Landscaping, Lawn Service, etc.

### Top Award Gaps

- Software Developers
- Musicians & Singers
- Coaches & Scouts
- Fundraisers
- Supervisors of Food Preparation Workers

# Creating & Experiencing *Gateway Careers*

Central  
MSP Metro

## Central

- Printing Press Operators
- Editors
- Actors
- Umpires, Referees & Other Sports Officials
- Broadcast Technicians

## MSP Metro

- Supervisors of Food Preparation Workers
- Landscaping & Groundskeeping Workers
- Coaches & Scouts
- Printing Press Operators
- Supervisors of Janitorial Workers

# Building & Moving

## *Summary Statistics*

### Central MSP Metro

	Central	MSP Metro
<b>2025Q2 Employment:</b>	81,855 (29% of Central employment)	455,370 (24% of Metro MSP employment)
<b>Median Wage:</b>	\$60,000	\$68,800
<b>Location Quotient:</b>	1.15	0.96
<b>2025Q2 Unemployment:</b>	5,051 (4.2% rate)	15,338 (3.6% rate)
<b>30-Day Job Ads:</b>	3,092*	18,885*
<b>5-Year Ann Avg Employment Change:</b>	0.9%	0.5%
<b>Forecast 5-Year Ann Employment Change:</b>	0.3%	-0.1%
<b>Total 5-Year Demand:</b>	42,192	220,254

# Building & Moving

## *Top Occupation & Award Gaps*

Central  
MSP Metro

### Central

#### Top Occupation Gaps

- Heavy & Tractor-Trailer Truck Drivers
- Carpenters
- Supervisors of Construction Trades Workers
- Maintenance and Repair Workers
- Industrial Engineers

#### Top Award Gaps

- Welders, Cutters, Solderers & Brazers
- Automotive Service Technicians & Mechanics
- HVAC Mechanics & Installers
- Heavy & Tractor-Trailer Truck Drivers
- Supervisors of Production Workers

### MSP Metro

#### Top Occupation Gaps

- Heavy & Tractor Trailer Truck Drivers
- Maintenance & Repair Workers
- Industrial Engineers
- Carpenters
- Supervisors of Construction Trades Workers

#### Top Award Gaps

- Industrial Engineers
- Industrial Engineering Technicians
- Welders, Cutters, Solderers & Brazers
- Automotive Service Technicians & Mechanics
- Civil Engineers

# Building & Moving *Gateway Occupations*

Central  
MSP Metro

## Central

- Bus Drivers, School
- Industrial Truck & Tractor Operators
- Printing Press Operators
- Mixing & Blending Machine Setters
- Print Binding & Finishing Workers

## MSP Metro

- Laborers & Freight & Stock Handlers
- Team Assemblers
- Light Truck Drivers
- Shipping, Receiving, and Inventory Clerks
- Inspectors, Testers, Samplers & Weighers



# Cultivating Resources

## *Summary Statistics*

Central  
MSP Metro

	Central	MSP Metro
<b>2025Q2 Employment:</b>	26,368 (9% of Central employment)	120,487 (6% of Metro MSP employment)
<b>Median Wage:</b>	\$74,000	\$94,800
<b>Location Quotient:</b>	1.24	0.86
<b>2025Q2 Unemployment:</b>	807 (2.4% rate)	2,233 (1.9% rate)
<b>30-Day Job Ads:</b>	469*	4,123*
<b>5-Year Ann Avg Employment Change:</b>	1.5%	1.8%
<b>Forecast 5-Year Ann Employment Change:</b>	0.1%	-0.1%
<b>Total 5-Year Demand:</b>	12,924	50,751

# Cultivating Resources

## *Top Occupation & Award Gaps*

Central  
MSP Metro

### Central

#### Top Occupation Gaps

- General & Operations Managers
- Farmers, Ranchers & Agricultural Managers
- Supervisors of Construction Trades Workers
- Industrial Machinery Mechanics
- Supervisors of Mechanics & Repairers

#### Top Award Gaps

- Farmers, Ranchers & Agricultural Managers
- Firefighters
- Supervisors of Mechanics & Repairers
- Veterinary Technicians
- Industrial Machinery Mechanics

### MSP Metro

#### Top Occupation Gaps

- General & Operations Managers
- Supervisors of Construction Trades Workers
- Industrial Machinery Mechanics
- Supervisors of Mechanics & Repairers
- Industrial Engineering Technicians

#### Top Award Gaps

- General & Operations Managers
- Industrial Engineering Technicians
- Compliance Officers
- Firefighters
- Civil Engineering Technicians

# Cultivating Resources

## *Gateway Occupations*

Central  
MSP Metro

### Central

- Veterinary Technologists & Technicians
- Agricultural Equipment Operators
- Outdoor Power Equipment Mechanics
- Pesticide Handlers, Sprayers & Applicators
- Forest & Conservation Workers

### MSP Metro

- Veterinary Technologists & Technicians
- Butchers & Meat Cutters
- Pest Control Workers
- Pesticide Handlers, Sprayers & Applicators
- Outdoor Power Equipment Mechanics

# Summary and Discussion

# Thank you!

Melinda Fierro, Research Strategist

[Melinda@realtimentalentmn.org](mailto:Melinda@realtimentalentmn.org)

Erin Olson, Senior Director of Strategic Research

[erin@realtimentalentmn.org](mailto:erin@realtimentalentmn.org)

Catherine Jett, Research Strategist

[catherine@realtimentalentmn.org](mailto:catherine@realtimentalentmn.org)

