

Minnesota

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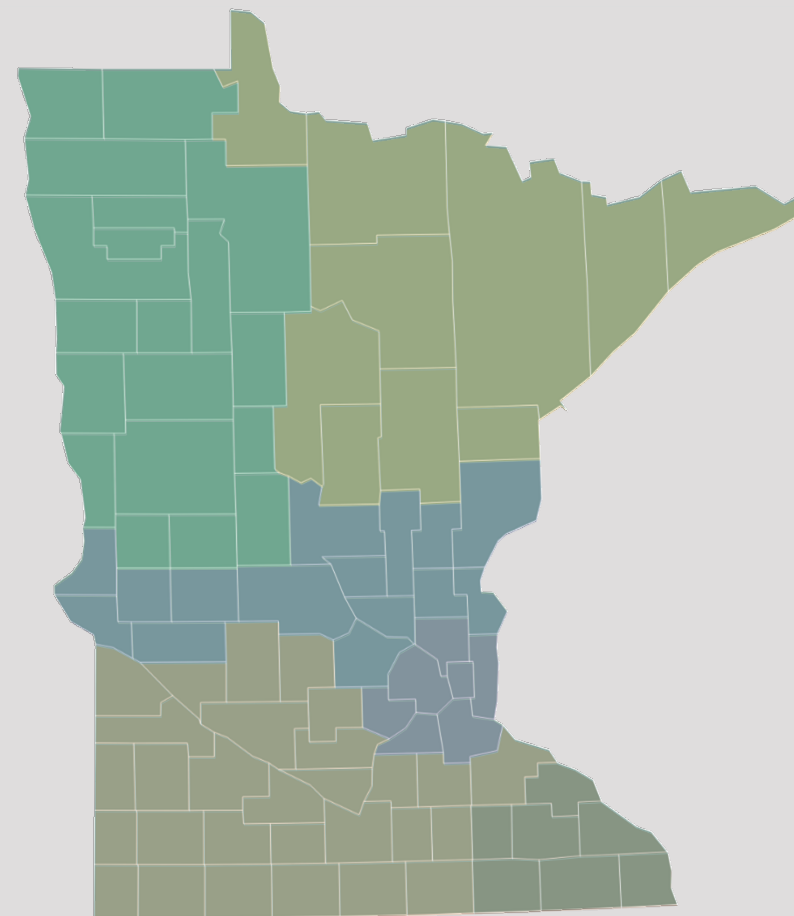
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2025 Regional Workforce Trends

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.

Tell Us About Yourself in MentiMeter

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Introductions

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

All responses to your question will be shown here

Each response can be up to 200 characters long

Turn on voting to let participants vote for their favorites



Menti
2025 Regional Career Tr...  

Choose a slide to present

Slide 1: Please share your name, your role, and the organization that you represent.

Slide 2: Which industry contributed the most to the Central and MSP's Gross GDP in 2023?

| Industry | Percentage |
|------------------------|------------|
| Health Services | 25% |
| Manufacturing | 20% |
| Information Technology | 15% |
| Retail Trade | 10% |
| Other | 30% |

Slide 3: Which region has the highest percentage of people who are bilingual?

| Region | Percentage |
|----------------|------------|
| Central Region | 45% |
| MSP's Region | 55% |

Slide 4: What would you guess is the most commonly requested credential in your region?

Slide 5: Caring for the Community

- Investing in the Future
- Creating and Expanding
- Building and Growing
- Collaborating and Innovating



ABOUT US

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REALTIME TALENT'S APPROACH

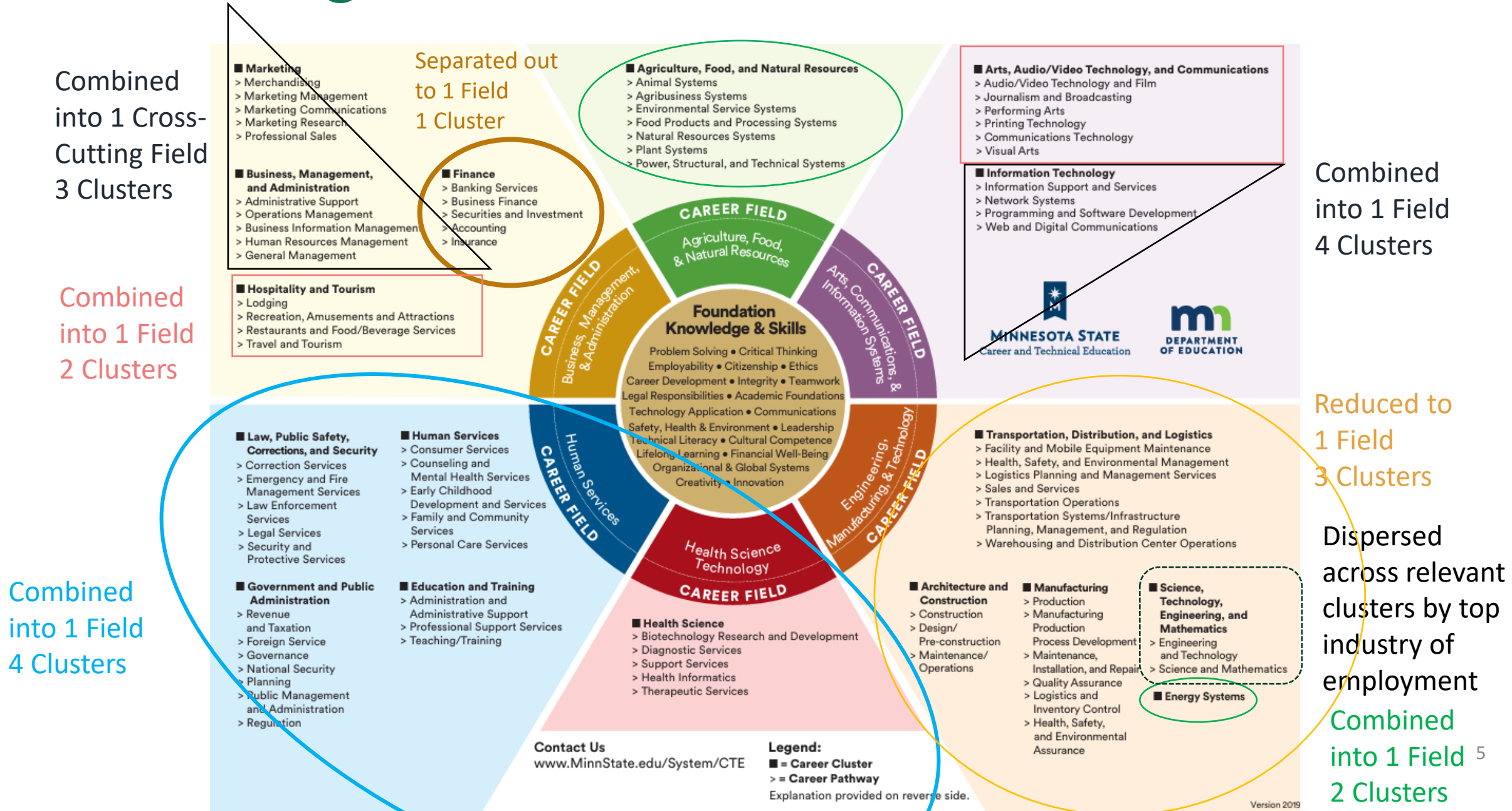
To create more informed and efficient market-oriented decisions throughout the Minnesota workforce and education ecosystem by engaging a broad set of stakeholders

Core Capabilities:

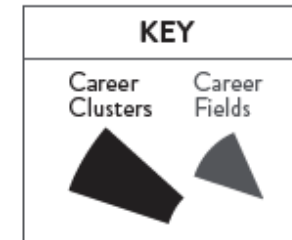
- Current labor market research, insights, forecasts
- Data Tool Support Services
- Talent Pipeline Management



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

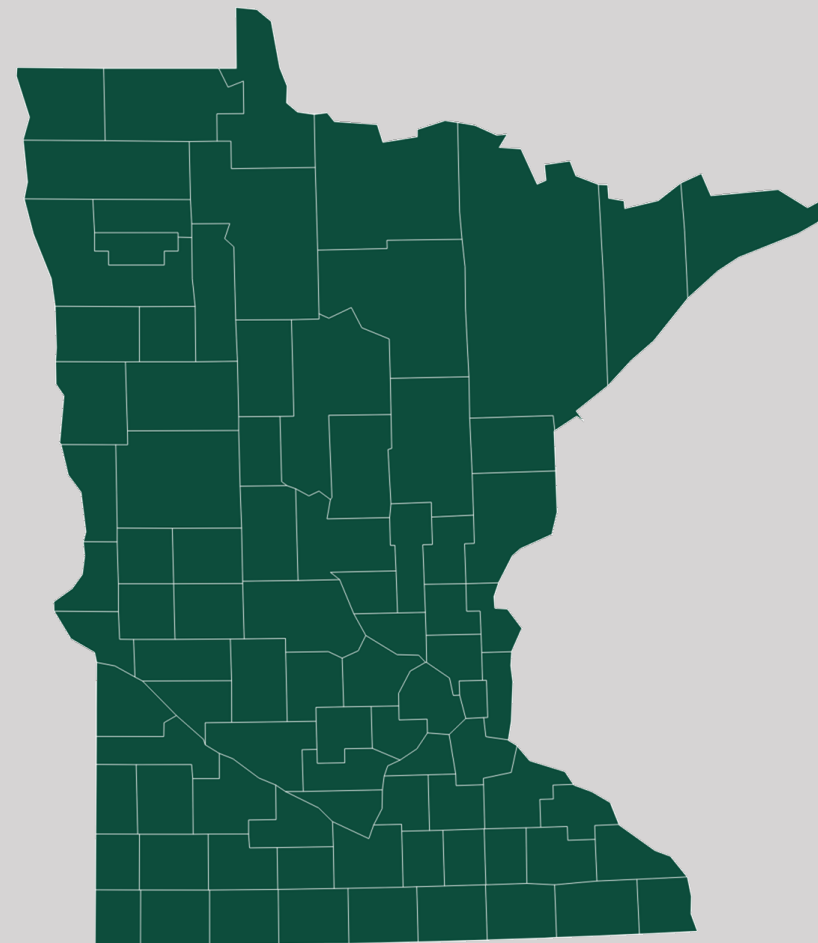
| National Career Cluster Framework | | Minnesota Career Clusters | | |
|-----------------------------------|--------------------------------|---------------------------|--------------------------------|----------------------|
| Cluster Groupings | Career Clusters | Career Fields | Career Clusters | |
| 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 | |

Minnesota

2025

Regional Workforce Trends

CAREER &
TECHNICAL
EDUCATION

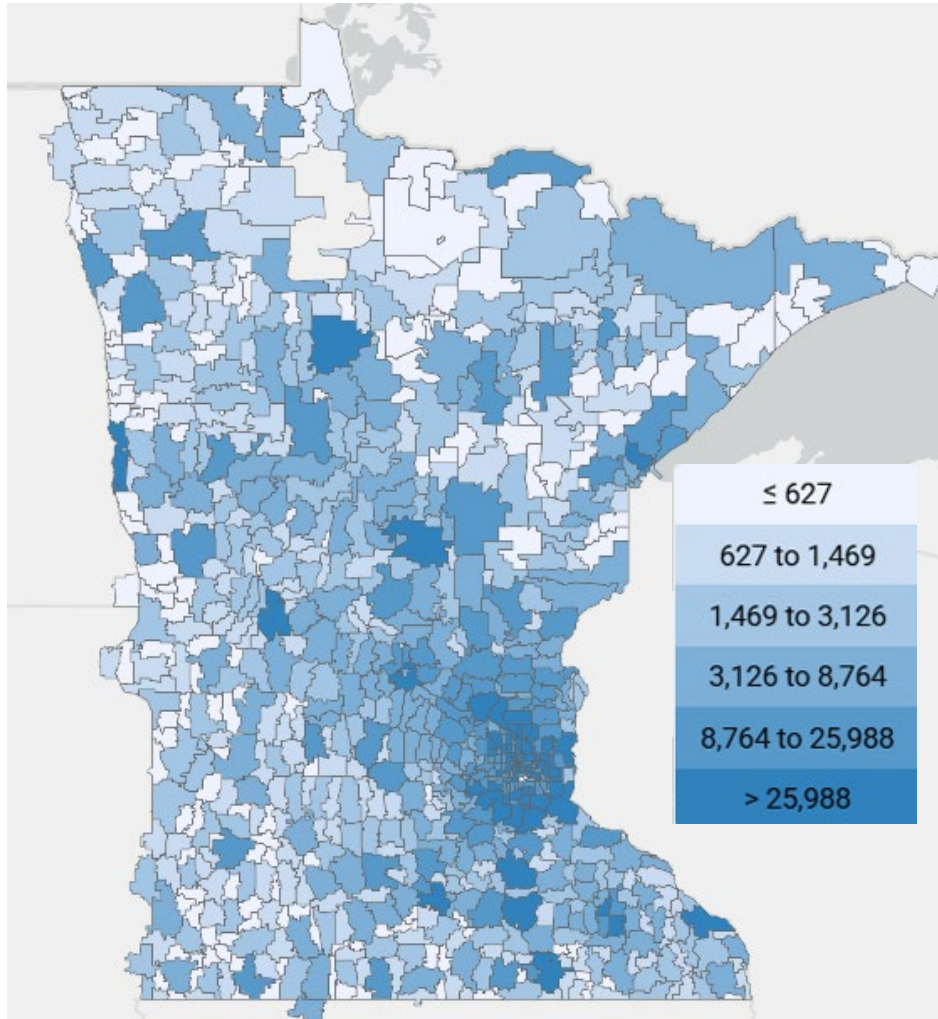


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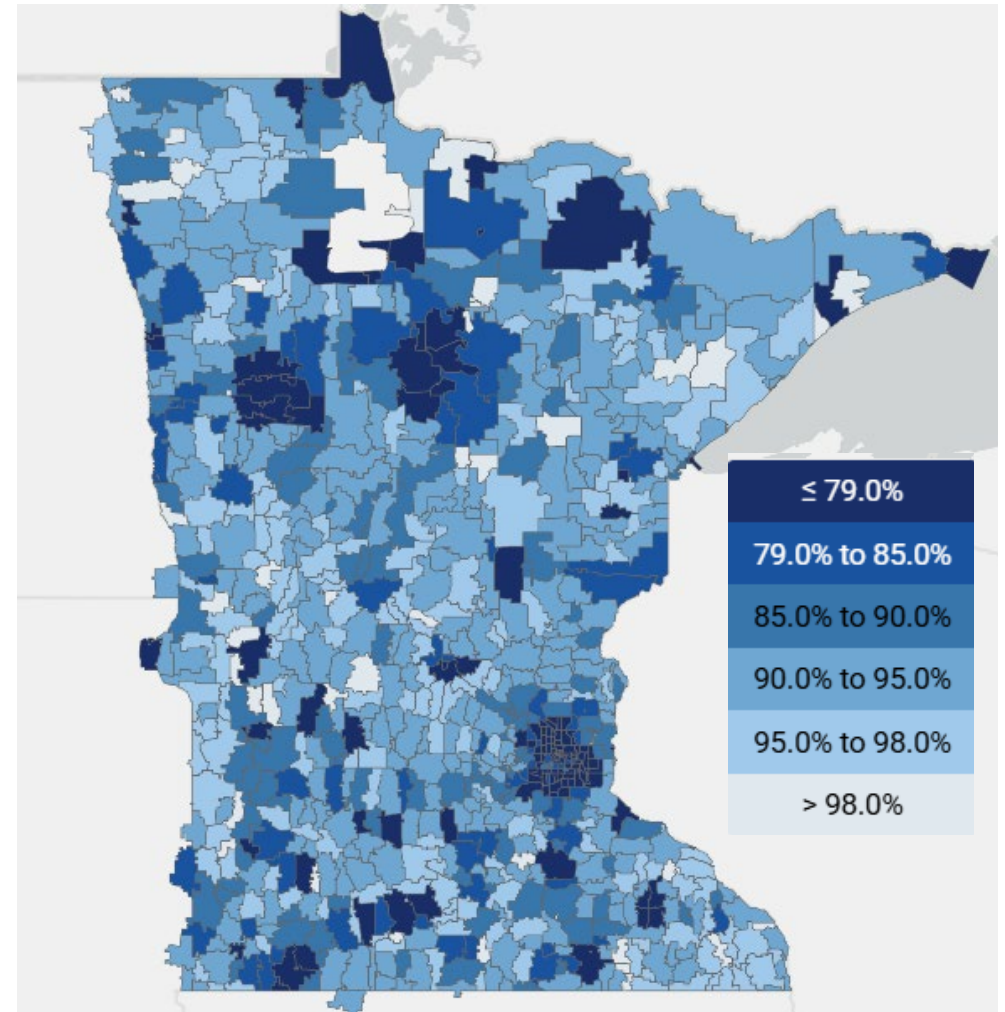
Population Demographics

Minnesota

Resident Population of Minnesota



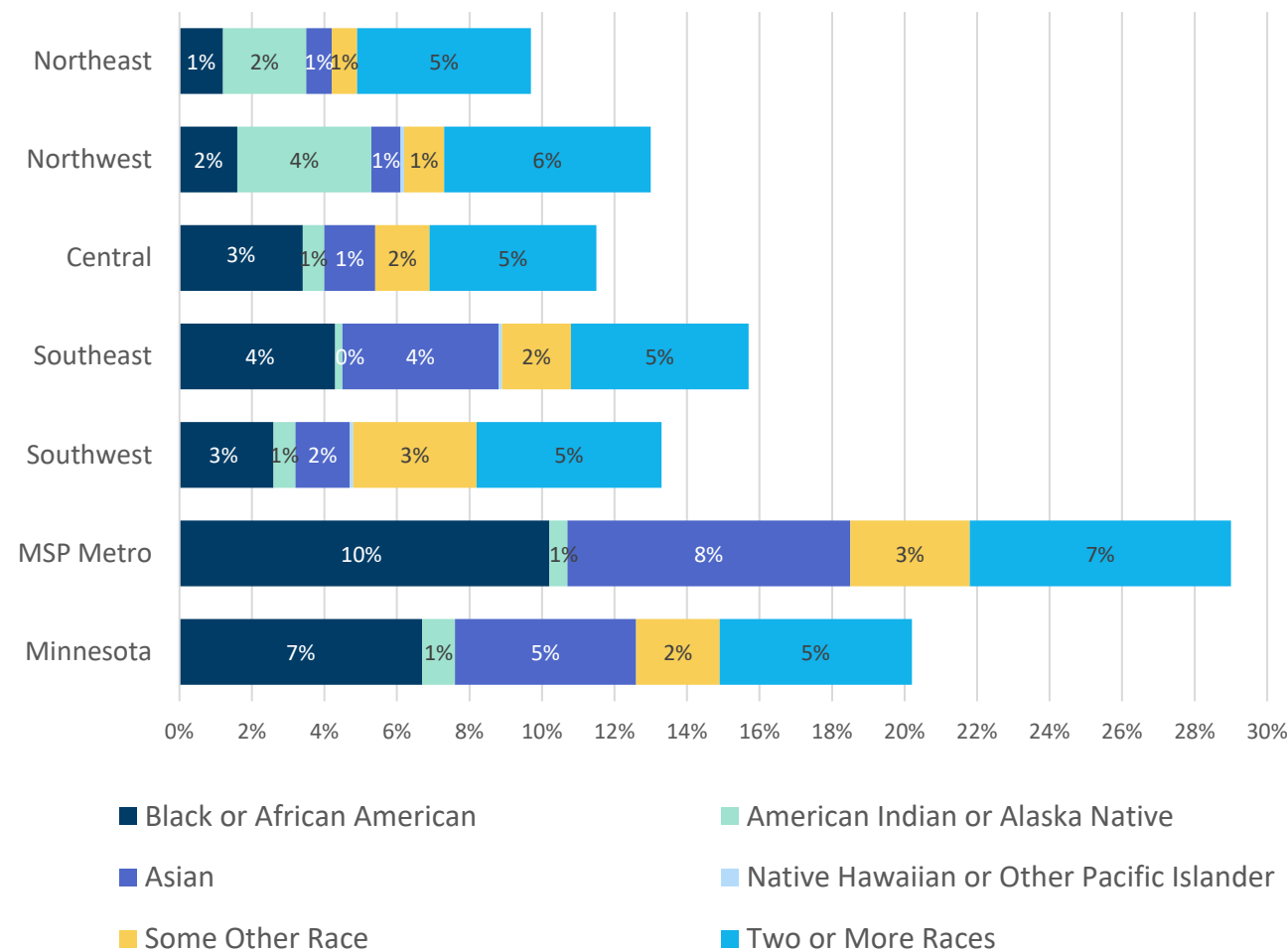
Share of Population that is White by Race, Minnesota Zip Codes



Population Demographics

Minnesota

Population Race of BIPOC Residents, All Ages



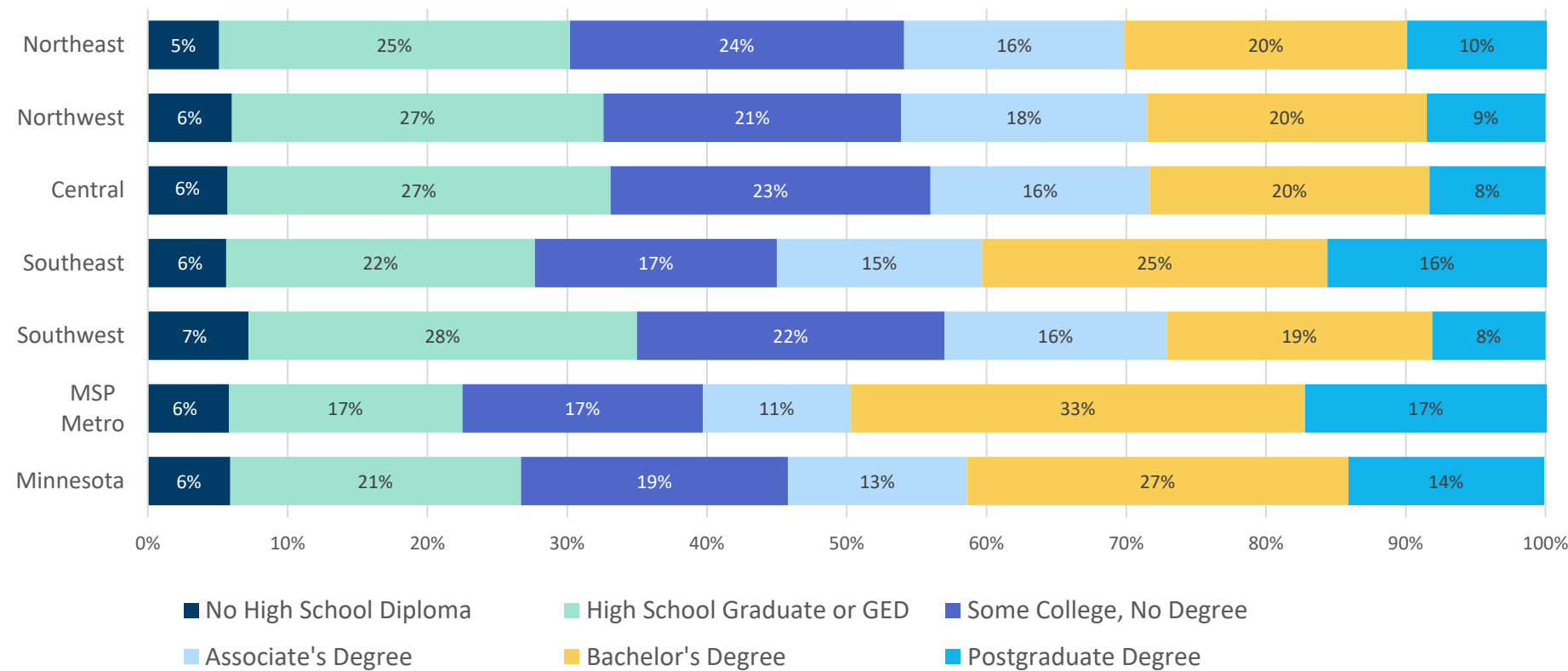
Race and Ethnicity Summary Info

| Geography | % BIPOC by Race | % white by Race | % Hispanic/Latine Ethnicity |
|-----------|-----------------|-----------------|-----------------------------|
| Northeast | 9.7% | 90.3% | 1.7% |
| Northwest | 13.0% | 87.0% | 3.8% |
| Central | 11.6% | 88.4% | 3.5% |
| Southeast | 15.7% | 84.3% | 5.7% |
| Southwest | 13.4% | 86.6% | 8.5% |
| MSP Metro | 29.0% | 71.0% | 7.3% |
| Minnesota | 21.6% | 78.4% | 6.2% |

Educational Attainment

Minnesota

Educational Attainment, Age 25-64



91 Postsecondary Institutions

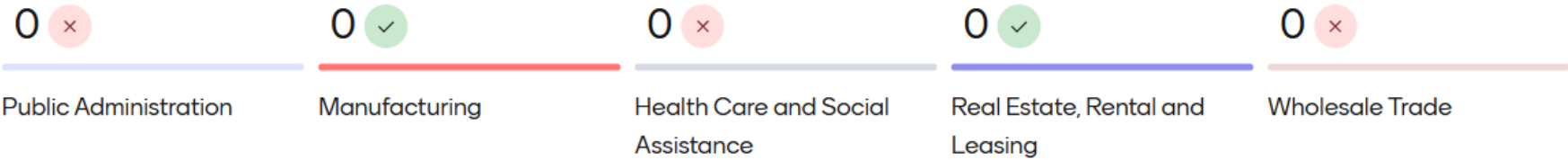
108,846
postsecondary
awards conferred
(SY2023-24)



RealTime Talent

Economy

Which industry contributed the most to the Central and MSP Metro's GDP in 2024?





0/2



Menti

2025 Regional Career Tr...  

Choose a slide to present


Introduction



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



Economy

Which industry contributed the most to the Central and MSP Metro's GDP in 2024?





Conclusion

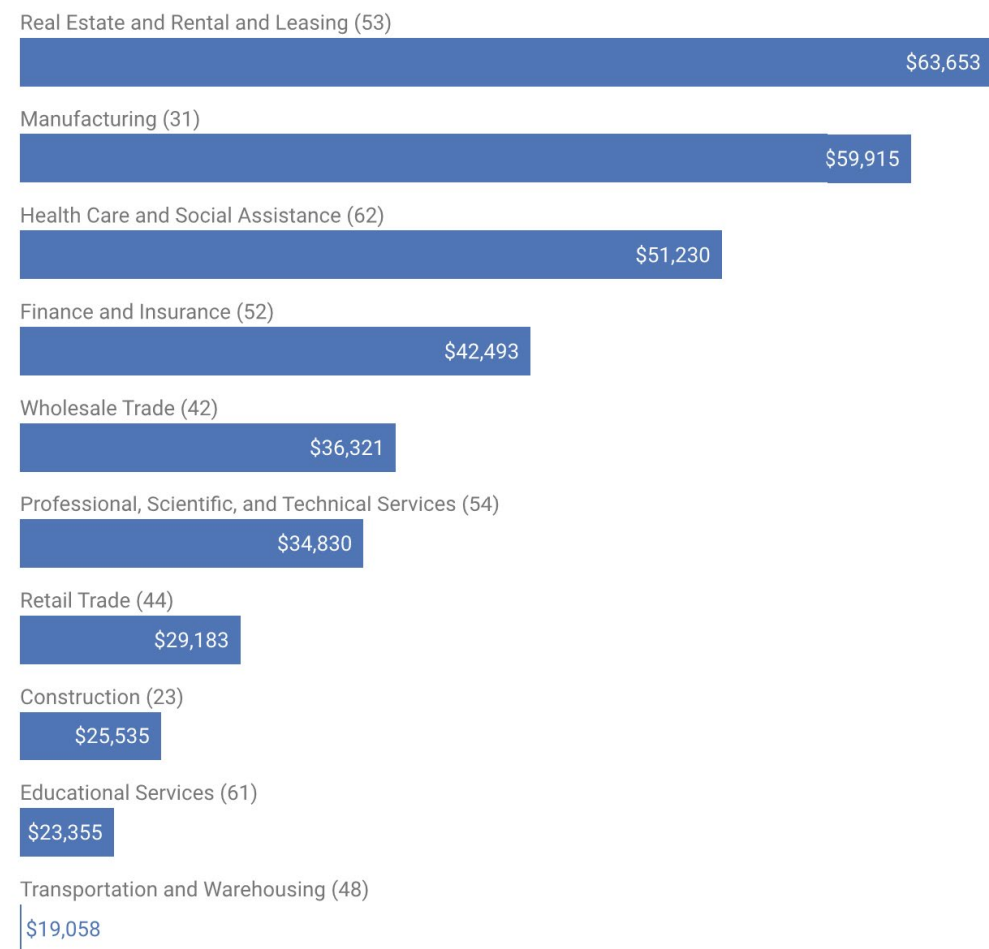
Which region forecasts growth for all groups of occupations that require a postsecondary degree (Post High School, Associate, Bachelor's, Master's +)?



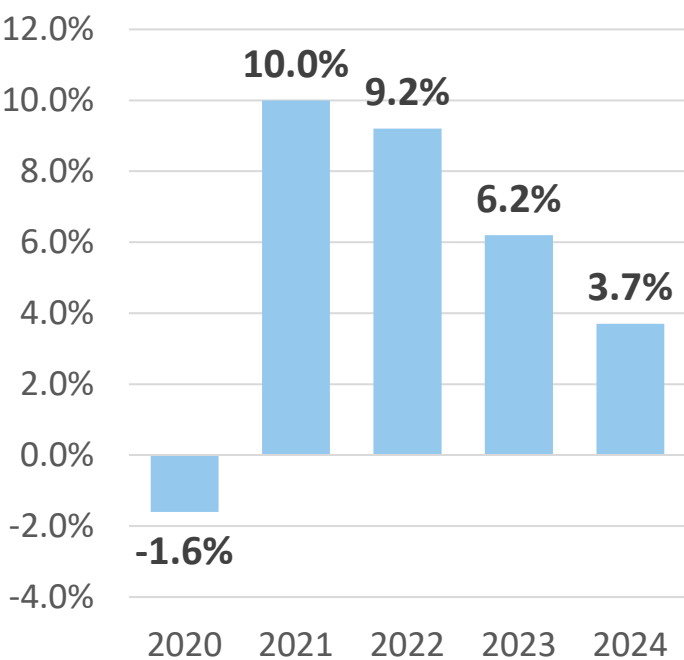
Economic Growth

Minnesota

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



One-Year % Change in GDP, Minnesota

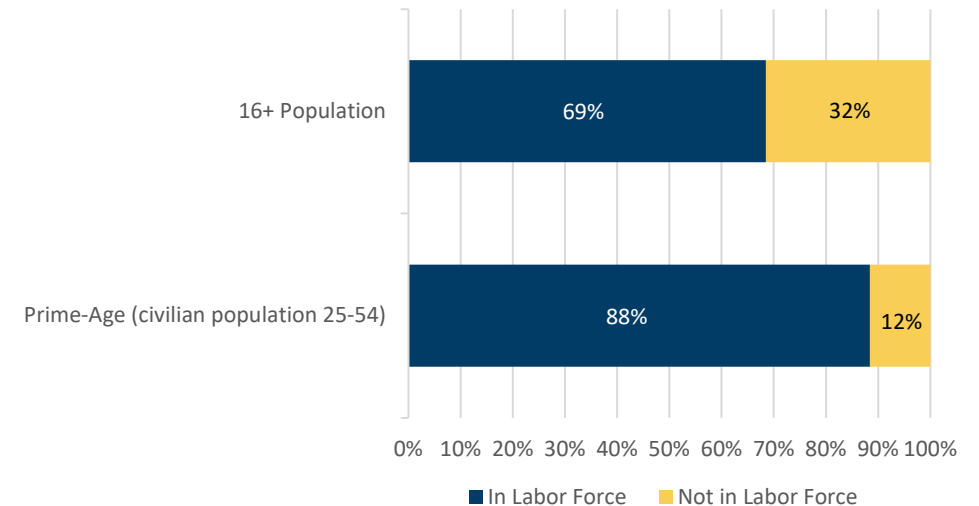


Labor Force Participation

Minnesota

- Civilian labor force: 3,111,680 workers
(a decrease of 969 from the 2024Q1)
- Labor force participation rate: 68.5%
 - This surpasses the national rate by over 5 percentage points
- Participation rate for the prime working-age population (ages 25 to 54): 88.4%.
 - This surpasses the national rate of 83.0%

Labor Force Participation Rate

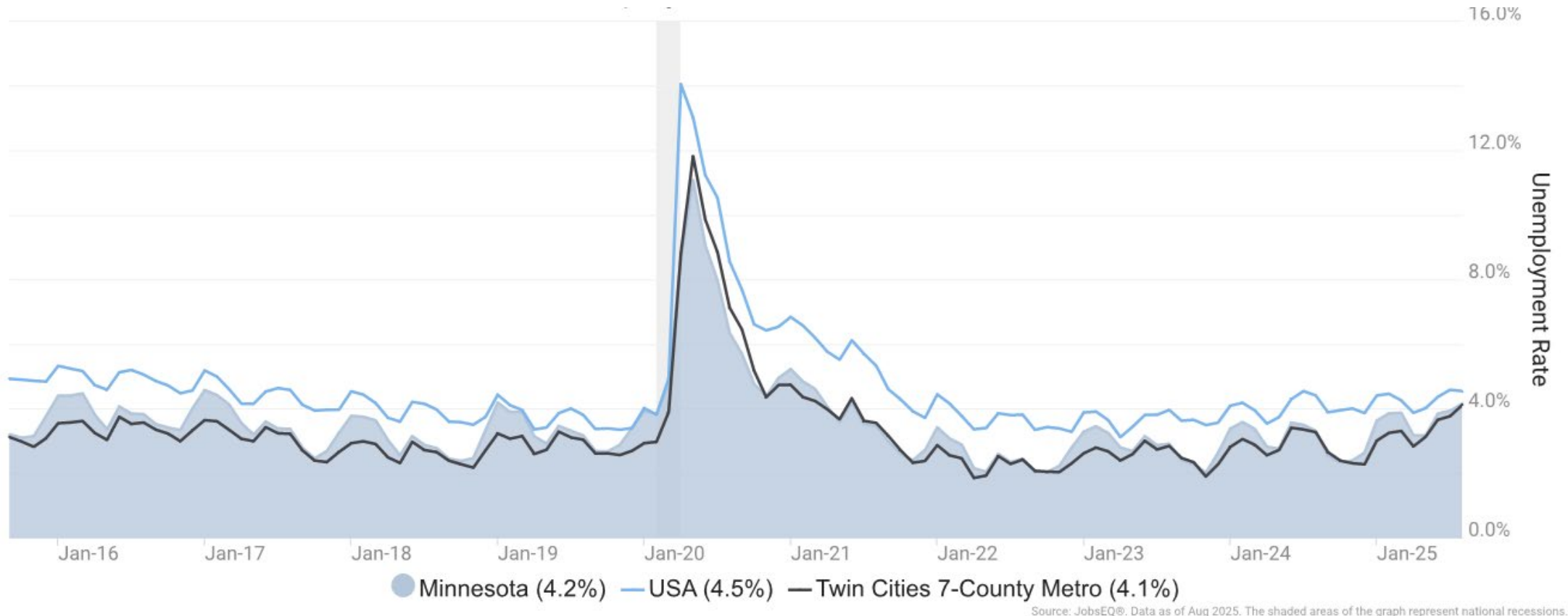


American Community Survey 2019-2023.

Unemployment

Minnesota

Unemployment Rate for Minnesota

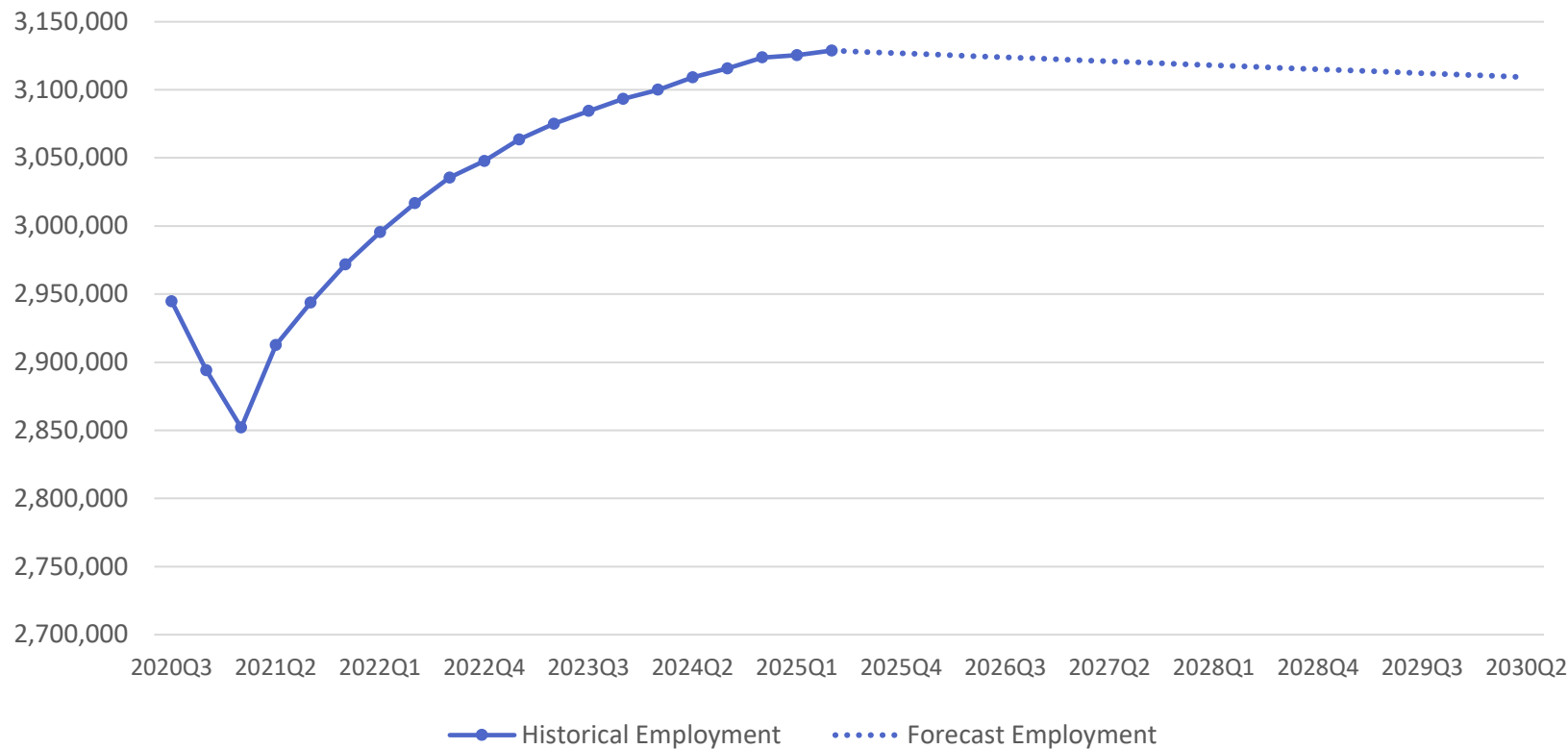


Unemployment rate data are from the Local Area Unemployment Statistics, provided by the Bureau of Labor Statistics and updated through August 2025.

Labor Market *Forecast: Workforce*

Minnesota

5-Year Employment Forecast in Minnesota



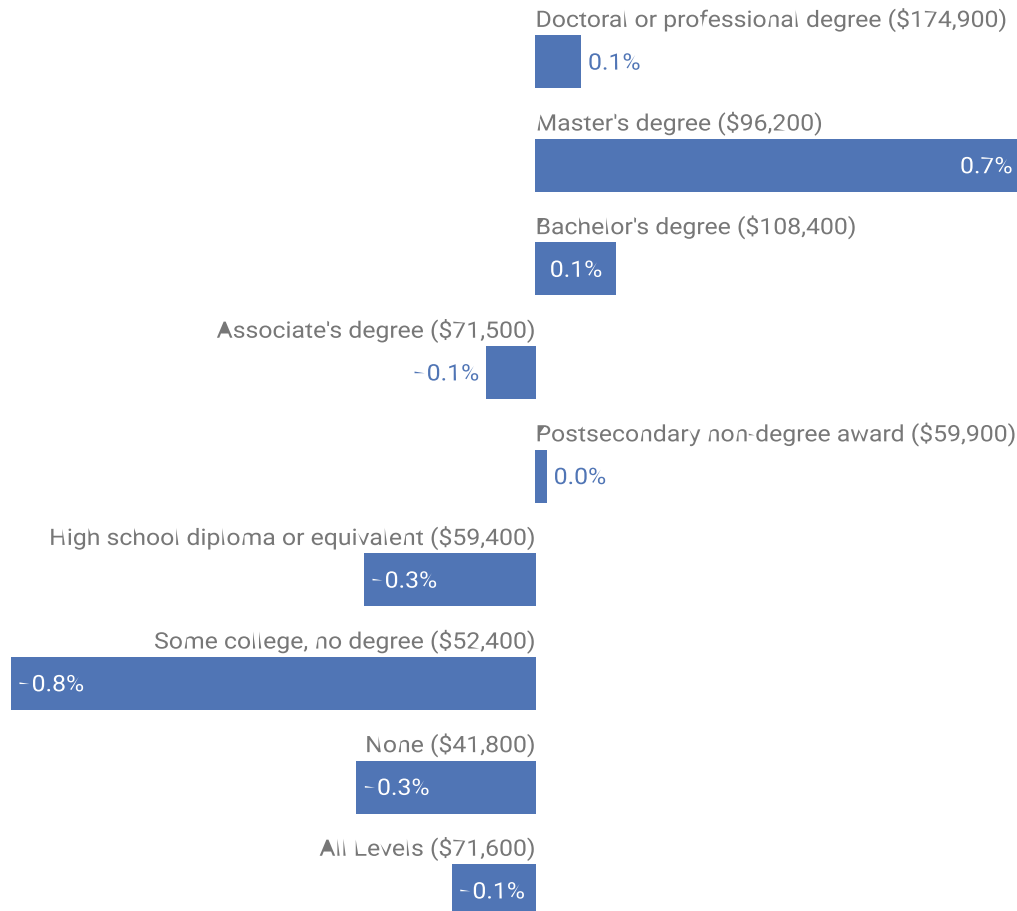
Average annual
forecast of **-0.1%**
decline in
employment cross all
positions

Quantifying Talent Shortages

Forecast: The Role of Education

Minnesota

Annual Average Projected Job Growth by Education Required for Minnesota,
2025Q2

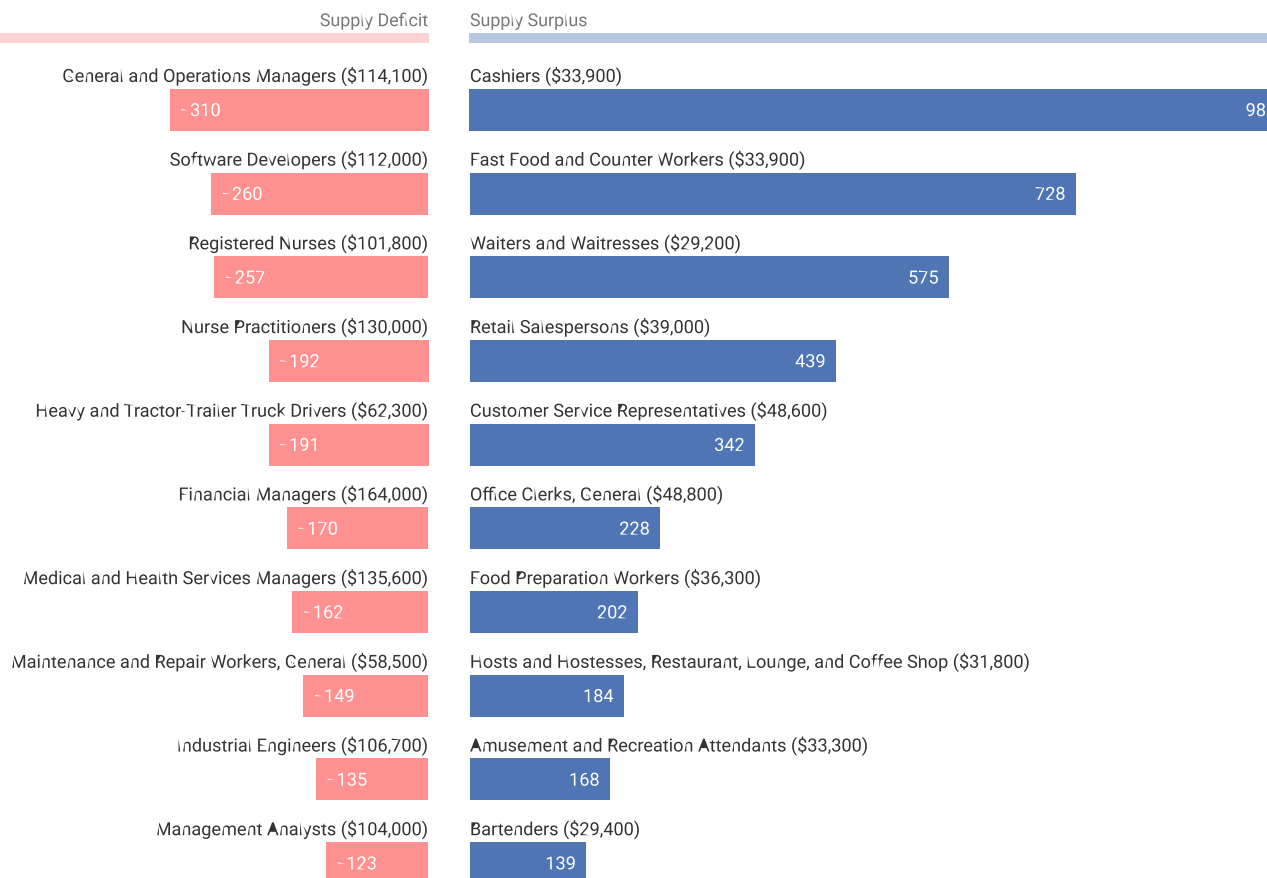


Average annual
forecast of **-0.1%**
decline in
employment cross all
positions

Talent Shortage Occupation Gaps

Minnesota

Average Annual Occupation Gaps (i.e. Talent Shortage), 2025Q2 through 2035Q2



- General and Operations Managers, Software Developers, and Registered Nurses are the top occupations in talent shortage
- Growing shortage of Nurse practitioners
- Continuing talent surplus of Cashiers, Fast Food and Counter Workers, Waiters and Waitresses, and Retail Workers

Zero Unemployment

Minnesota

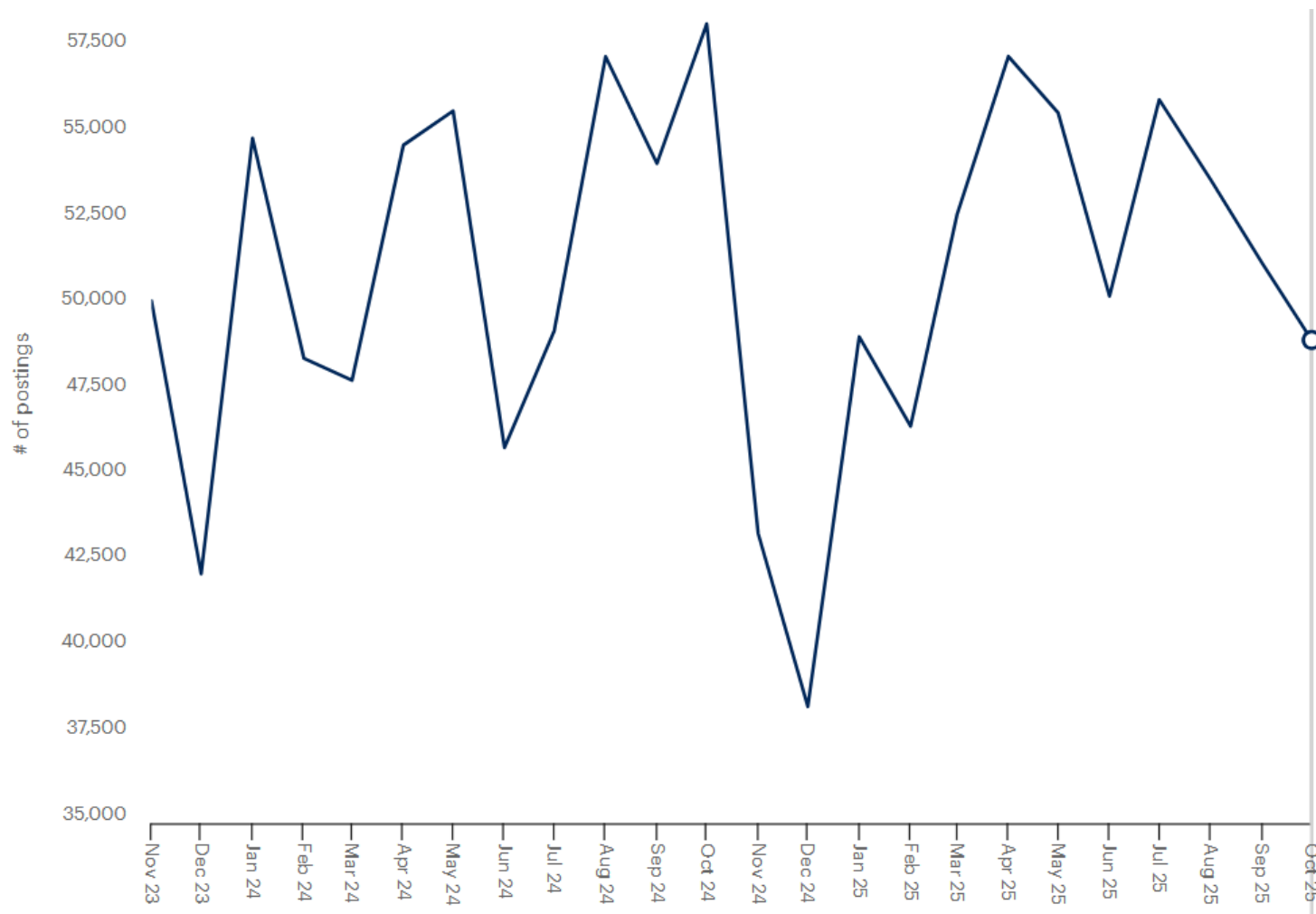
Occupations with No Unemployed Workforce and Employing over 75 Workers

1. Nuclear Medicine Technologists
2. Aerospace Engineers
3. Dentists, All Other Specialists
4. Arbitrators, Mediators, and Conciliators
5. Administrative Law Judges, Adjudicators, and Hearing Officers
6. Oral and Maxillofacial Surgeons
7. Orthodontists
8. Industrial-Organizational Psychologists
9. Medical Dosimetrists
10. Atmospheric and Space Scientists

Job Posting Trends in Minnesota

Minnesota

Total Jobs Advertised Monthly in Minnesota, October 2024-2025



Peak posting Month:
October 2024



What would you guess is the most commonly requested credential in your region?

fast bold
creative
inspiration leader focus
transpiration



Menti

2025 Regional Career Tr...



Choose a slide to present

Slide 1: Please share your name, your role, and the organization that you represent.

Slide 2: Which industry contributed the most to the Central and MSP's business GDP in 2023?

| Health Administration | Manufacturing | Health Care and Social Assistance | Education, Arts and Recreation | Wholesale Trade |
|-----------------------|---------------|-----------------------------------|--------------------------------|-----------------|
| 0% | 0% | 0% | 0% | 0% |

Slide 3: Which region's manufacturing sector produced the most goods and services that were sold outside the region's borders?

Central Region MSP's Region

Slide 4: What would you guess is the most commonly requested credential in your region?

Slide 5: How would you describe the most likely to get a program's message of change the most? (Please select one or more)

Getting the Community's Attention
Knowledge in the Future



Job Posting Trends in Minnesota

Minnesota

Top Requested Credentials in 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 | Practical Nurse License | Caring for Communities |
| 6 | Cardiopulmonary Resuscitation Certification | Caring for Communities |
| 7 | Commercial Driver's License (Class A most common) | Building and Moving |
| 8 | First Aid Certification | Caring for Communities |
| 9 | Advanced Cardiac Life Support | Caring for Communities |
| 10 | Long Term Care Certification | Caring for Communities |

Career Fields

Minnesota

CTE Field Employment and Wages in 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 ³ | Empl Change | Ann % |
| Caring for Communities | 937,263 | \$54,800 | \$74,500 | 1.02 | 21,282 | 2.2% | 53,725 | 75,819 | 1.8% |
| Connecting and Supporting Success | 855,356 | \$55,000 | \$81,000 | 1.01 | 24,632 | 2.8% | 37,534 | 24,156 | 0.6% |
| Investing in the Future | 176,512 | \$53,600 | \$75,900 | 1.00 | 3,788 | 2.1% | 8,086 | -7,734 | -0.8% |
| Creating and Experiencing | 506,872 | \$39,400 | \$52,500 | 0.92 | 24,008 | 4.5% | 26,724 | 33,013 | 1.4% |
| Building and Moving | 790,376 | \$48,500 | \$64,900 | 1.00 | 31,462 | 3.8% | 31,140 | 23,443 | 0.6% |
| Cultivating Resources | 241,515 | \$55,000 | \$83,500 | 1.03 | 5,445 | 2.2% | 6,239 | 17,266 | 1.5% |
| Total - All Occupations | 3,128,729 | | | 1.00 | 102,345 | 3.2% | 147,583 | 123,186 | 0.8% |

CTE Field Baseline Employment Forecast for Minnesota, 2030Q2

| CTE Field (occupation overlap exists, will not sum) | Current | 5-Year Growth 2030Q2 | | | | |
|--|------------------|----------------------|----------------|----------------|----------------|--------------|
| | Empl | Total Demand | Exits | Transfers | Empl Change | Ann % Change |
| Caring for Communities | 937,263 | 440,678 | 206,252 | 231,438 | 2,988 | 0.1% |
| Connecting and Supporting Success | 855,356 | 402,794 | 175,802 | 239,059 | -12,067 | -0.3% |
| Investing in the Future | 176,512 | 68,330 | 33,398 | 37,770 | -2,838 | -0.3% |
| Creating and Experiencing | 506,872 | 362,616 | 161,310 | 203,951 | -2,645 | -0.1% |
| Building and Moving | 790,376 | 387,375 | 162,547 | 228,170 | -3,342 | -0.1% |
| Cultivating Resources | 241,515 | 108,188 | 43,320 | 66,039 | -1,171 | -0.1% |
| Total - All Occupations | 3,128,729 | 1,621,318 | 727,348 | 913,511 | -19,541 | -0.1% |

Respond in MentiMeter

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.



Career Cluster Prioritization

Minnesota

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

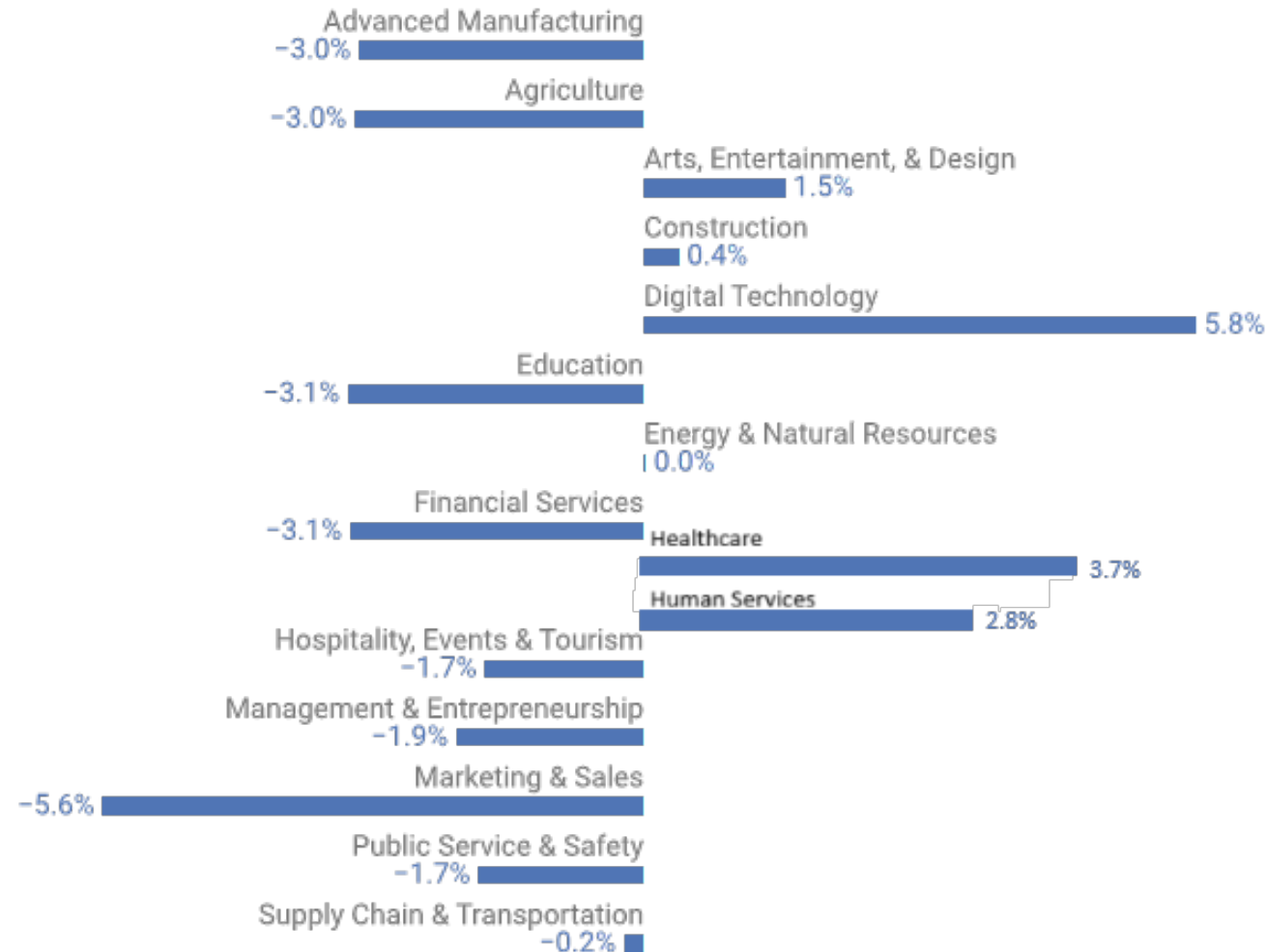


| Caring for Communities | Connecting and Supporting Success | Building and Moving |
|--|--|---|
| 1) Healthcare 5) Education 10) Public Service and Safety 12) Human Services | 2) Management and Entrepreneurship 4) Digital Technology 13) Marketing and Sales | 6) Advanced Manufacturing 8) Construction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

Career Cluster Detail

Minnesota

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

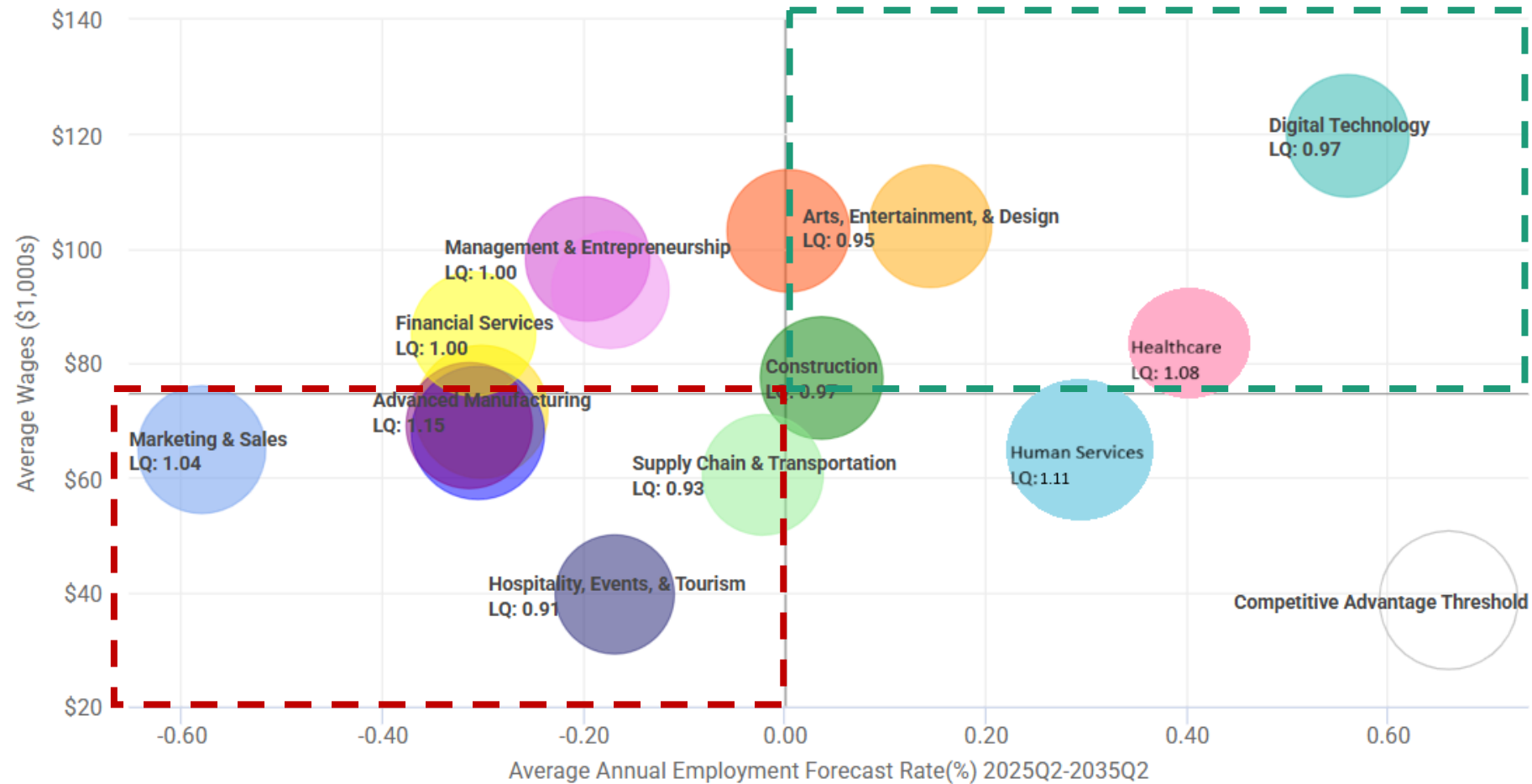


- Five clusters forecast average annual growth in employment volumes and one is projected to hold steady

Career Clusters

Workforce Forecast

Minnesota



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

Career Cluster Detail

Minnesota

Cluster Ten-Year Total Employment Change Forecasts by Region, 2025Q2

| Career Cluster | Minnesota | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|--------------------------------|--------------|--------------|--------------|--------------|-------------|--------------|--------------|
| Advanced Manufacturing | -3.0% | -3.4% | -6.6% | -5.2% | 0.3% | -5.7% | -3.4% |
| Agriculture | -3.0% | 0.5% | -4.8% | -5.2% | -1.7% | -7.5% | -4.2% |
| Arts, Entertainment, & Design | 1.5% | 0.0% | -3.3% | -2.1% | 2.7% | -5.2% | -0.7% |
| Construction | 0.4% | -0.5% | -1.9% | 0.0% | 4.5% | -2.4% | -0.2% |
| Digital Technology | 5.8% | 3.1% | -0.7% | 0.5% | 5.4% | -1.5% | 1.5% |
| Education | -3.1% | -3.7% | -4.4% | -4.5% | 1.2% | -5.9% | -4.6% |
| Energy & Natural Resources | 0.0% | -1.1% | -3.2% | -0.9% | 3.1% | -2.8% | -0.5% |
| Financial Services | -3.1% | -4.6% | -5.7% | -4.0% | -0.4% | -6.6% | -3.1% |
| Healthcare | 4.3% | 4.5% | 1.0% | 2.9% | 7.2% | 0.7% | 5.2% |
| Hospitality, Events & Tourism | -1.7% | -2.1% | -4.0% | -1.8% | 2.9% | -4.3% | -1.6% |
| Human Services | 3.4% | 3.0% | 2.1% | 4.7% | 6.9% | 0.0% | 2.9% |
| Management & Entrepreneurship | -1.9% | -3.1% | -5.1% | -3.4% | 0.6% | -5.8% | -3.0% |
| Marketing & Sales | -5.6% | -6.3% | -9.9% | -8.0% | -3.6% | -10.3% | -7.5% |
| Public Service & Safety | -1.7% | -2.8% | -4.0% | -1.8% | 1.5% | -4.8% | -2.0% |
| Supply Chain & Transportation | -0.2% | -0.9% | -3.2% | -1.1% | 3.4% | -3.4% | -0.9% |
| Total - All Occupations | -1.2% | -1.9% | -3.9% | -2.5% | 1.9% | -4.9% | -1.0% |

- Total employment statewide forecast to decline slightly.
- Only Central Minnesota is predicted to see overall employment growth over the next ten years.

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)

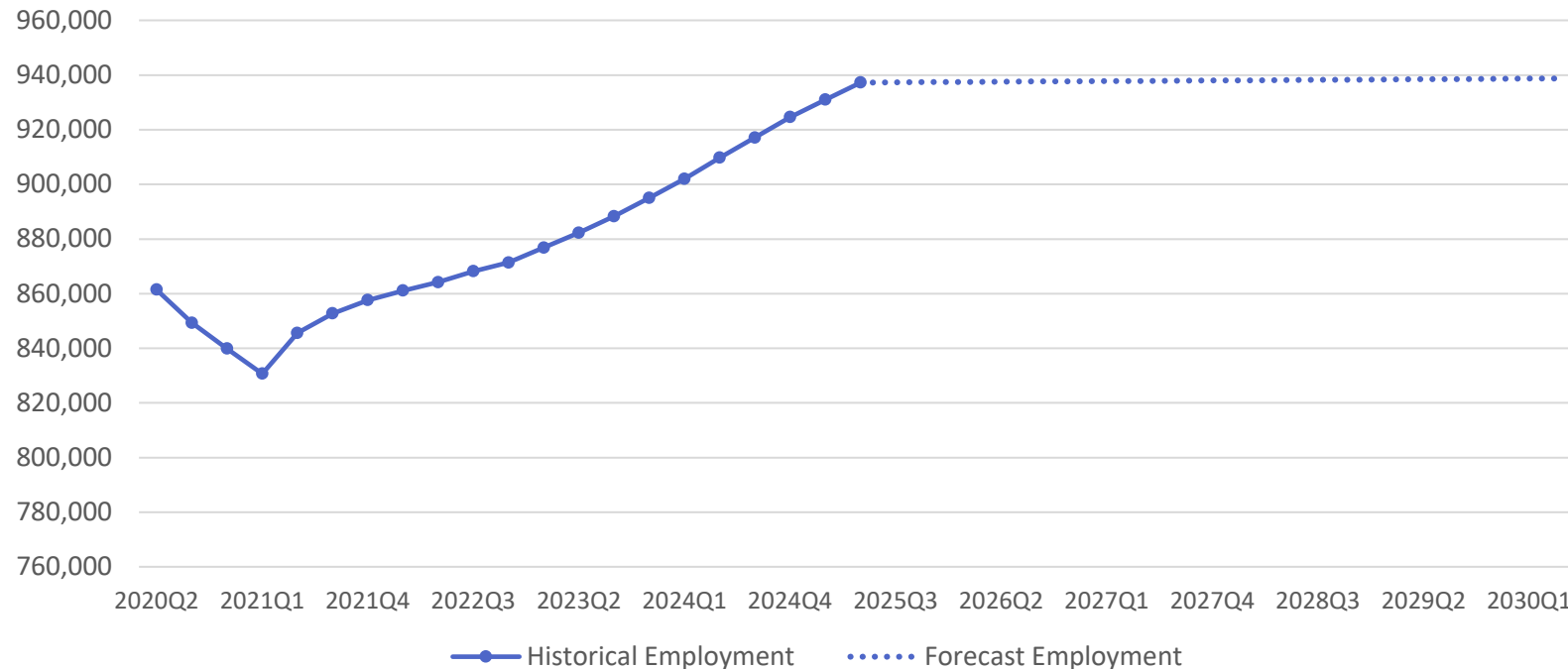
Low skill (no credential)

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

Caring for Communities

Minnesota

5-Year Employment History and Forecast for Caring for Communities Careers in Minnesota (2020Q3 – 2030Q2)



2025Q2 Employment: 937,263
(30% of MN employment)

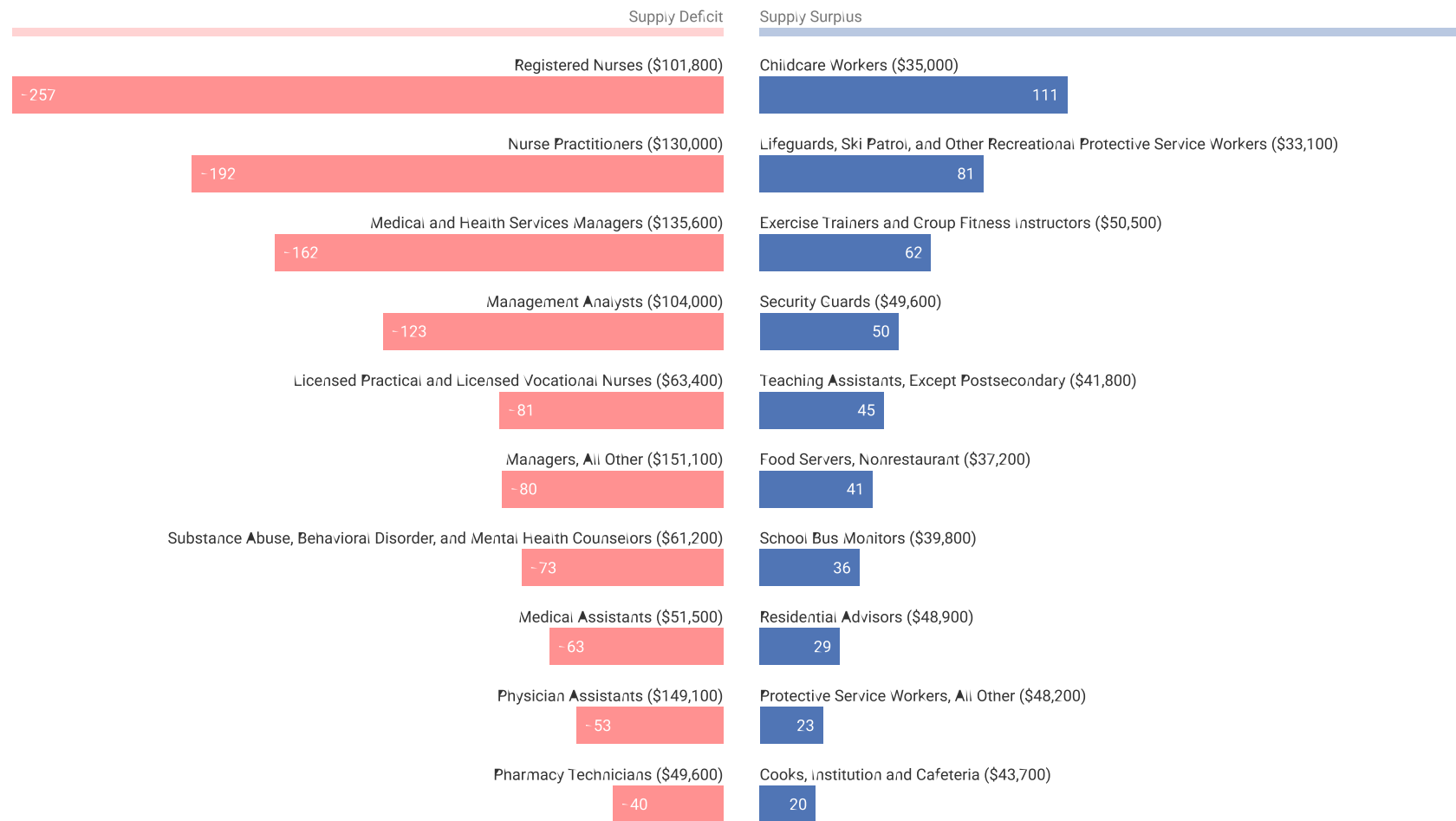
Median Wage: \$74,500

Location Quotient: 1.02

Caring for Communities

Minnesota

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Caring for Communities, Minnesota, 2025Q2



Demographic Highlight

24.3% Age 55 or older

66.8% Female

79.8% White

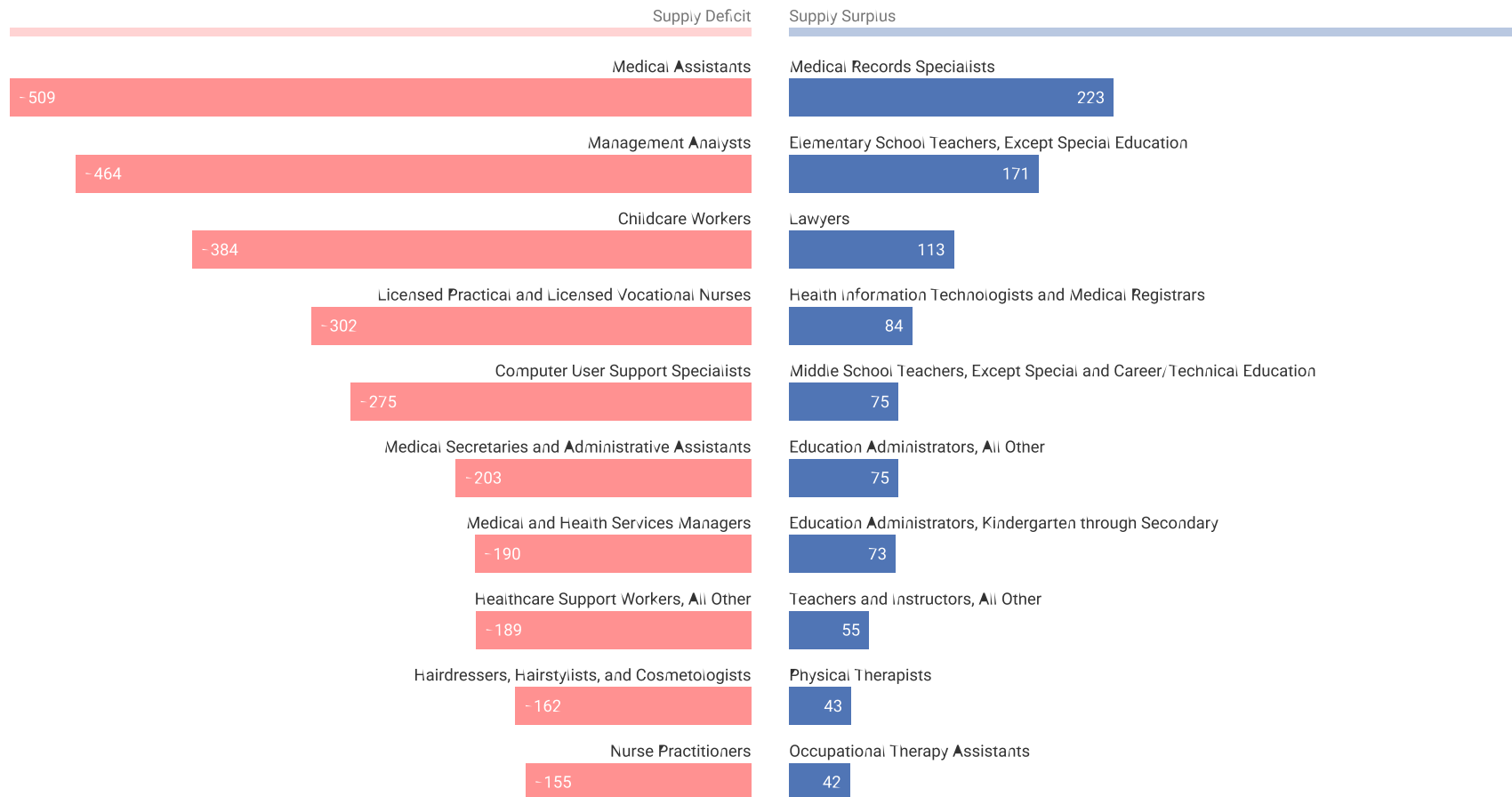
4.5% Hispanic/Latine



Caring for Communities

Minnesota

Award Gaps in Caring for Communities, Minnesota, 2025Q2



Educational Attainment

- Workforce is well-qualified for roles in each region
- Regional educational attainments vary in terms of workers with a two-year degree:
 - Northwest MN has the largest share at 20.7%
 - Followed closely by Central, Southwest, and Northeast MN



Caring for Communities

Minnesota

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|-------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| Mdn. Wage | Field: \$76,800 | Field: \$67,800 | Field: \$66,400 | Field: \$67,800 | Field: \$67,000 | Field: \$87,100 |
| Unempl Rate | Region: 3.0% Field: 2.1% | Region: 4.0% Field: 2.7% | Region: 3.8% Field: 2.6% | Region: 3.6% Field: 2.5% | Region: 3.3% Field: 2.3% | Region: 2.7% Field: 1.8% |

Caring for Communities Gateway Occupations

Minnesota

Minnesota, 2025Q2

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|---------------------|---|--|--|---|---|--|
| Gateway Occupations | <ul style="list-style-type: none"> • Nursing Assistants • Security Guards • Medical Secretaries & Administrative Assistants • Social & Human Service Assistants • Medical Assistants | <ul style="list-style-type: none"> • Social and Human Service Assistants • Medical Secretaries • Medical Assistants • Pharmacy Technicians • Residential Advisors | <ul style="list-style-type: none"> • Social & Human Service Assistants • Pharmacy Technicians • Residential Advisors • Veterinary Technologists & Technicians • Medical Assistants • Rehabilitation Counselors | <ul style="list-style-type: none"> • Medical Assistants • Veterinary Technologists & Technicians • Rehabilitation Counselors • Opticians, Dispensing • Medical Equipment Preparers | <ul style="list-style-type: none"> • Medical Secretaries & Administrative Assistants • Social & Human Service Assistants • Substitute Teachers • Medical Assistants • Pharmacy Technicians | <ul style="list-style-type: none"> • Medical Secretaries & Administrative Assistants • Medical Assistants • Emergency Medical Technicians • Social and Human Service Assistants • Security Guards |

Caring for Communities

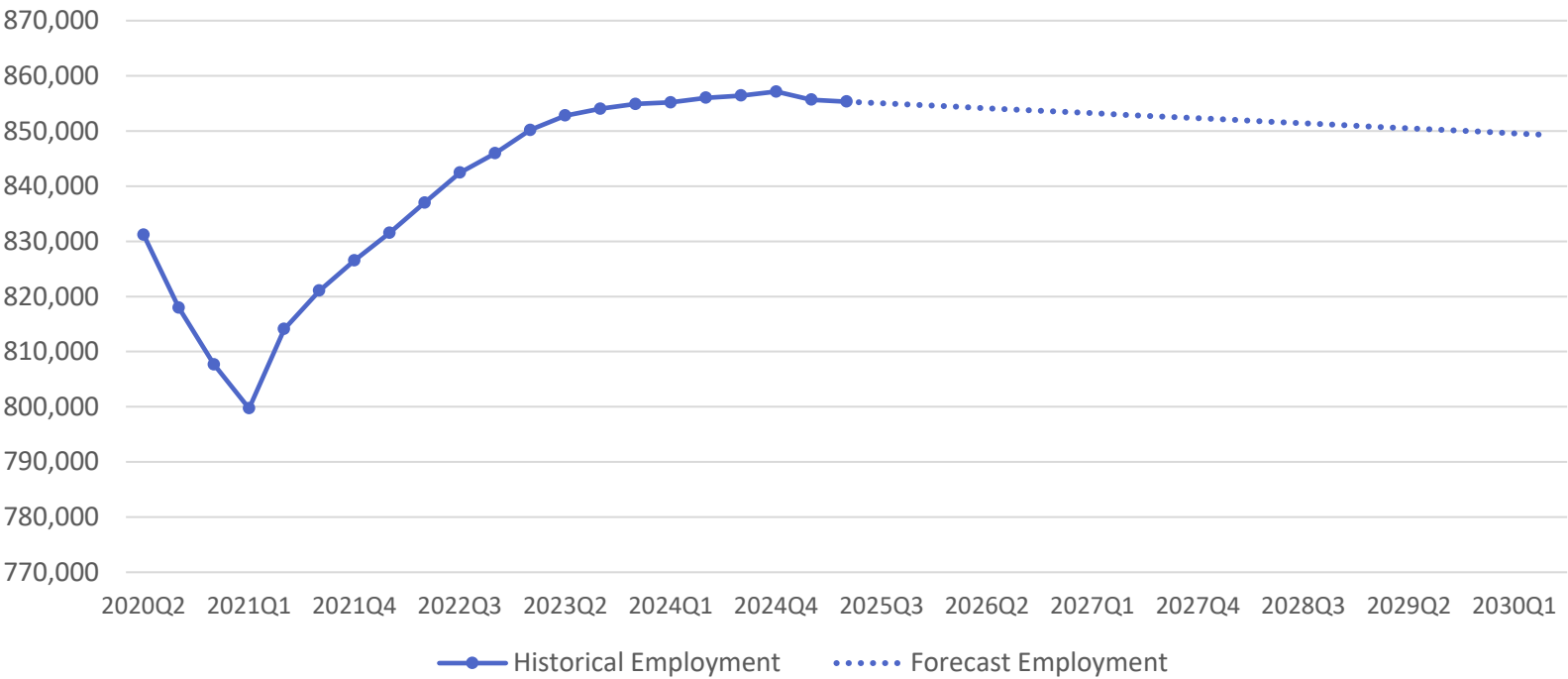
Minnesota

High Location Quotient (LQ) Occupations for Caring for Communities, By Region 2025Q2

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|-----------|---|--|---|---|--|---|
| LQ > 1.20 | <ul style="list-style-type: none"> • Social Workers • Medical Appliance Technicians • Ophthalmic Laboratory Technicians • Life Scientists • Adult Basic Education, Adult Secondary, & English Language Instructors | <ul style="list-style-type: none"> • Social Workers • Gambling Surveillance Officers • Adult Basic Education, Adult Secondary, & English Language Instructors • Residential Advisors • Geological Technicians | <ul style="list-style-type: none"> • Social Workers • Adult Basic Education, Adult Secondary, & English Language Instructors • Gambling Surveillance Officers • Court, Municipal, and License Clerks • Food Servers, Nonrestaurant | <ul style="list-style-type: none"> • Nuclear Technicians • Social Workers • Adult Basic Education, Adult Secondary, & English Language Instructors • Residential Advisors • Dentists | <ul style="list-style-type: none"> • Nuclear Technicians • Social Workers • Adult Basic Education, Adult Secondary, & English Language Instructors • Gambling Surveillance Officers • Food Servers, Nonrestaurant | <ul style="list-style-type: none"> • Nurse Anesthetists • Surgeons, All other • Anesthesiologists • Orthopedic Surgeons, Except Pediatric • Neurologists |

Connecting & Supporting Success

5-Year Employment History and Forecast for Connecting and Supporting Success Careers in Minnesota (2020Q3 – 2030Q2)



2025Q2 Employment: 855,356
(27% of MN employment)

Median Wage: \$81,000

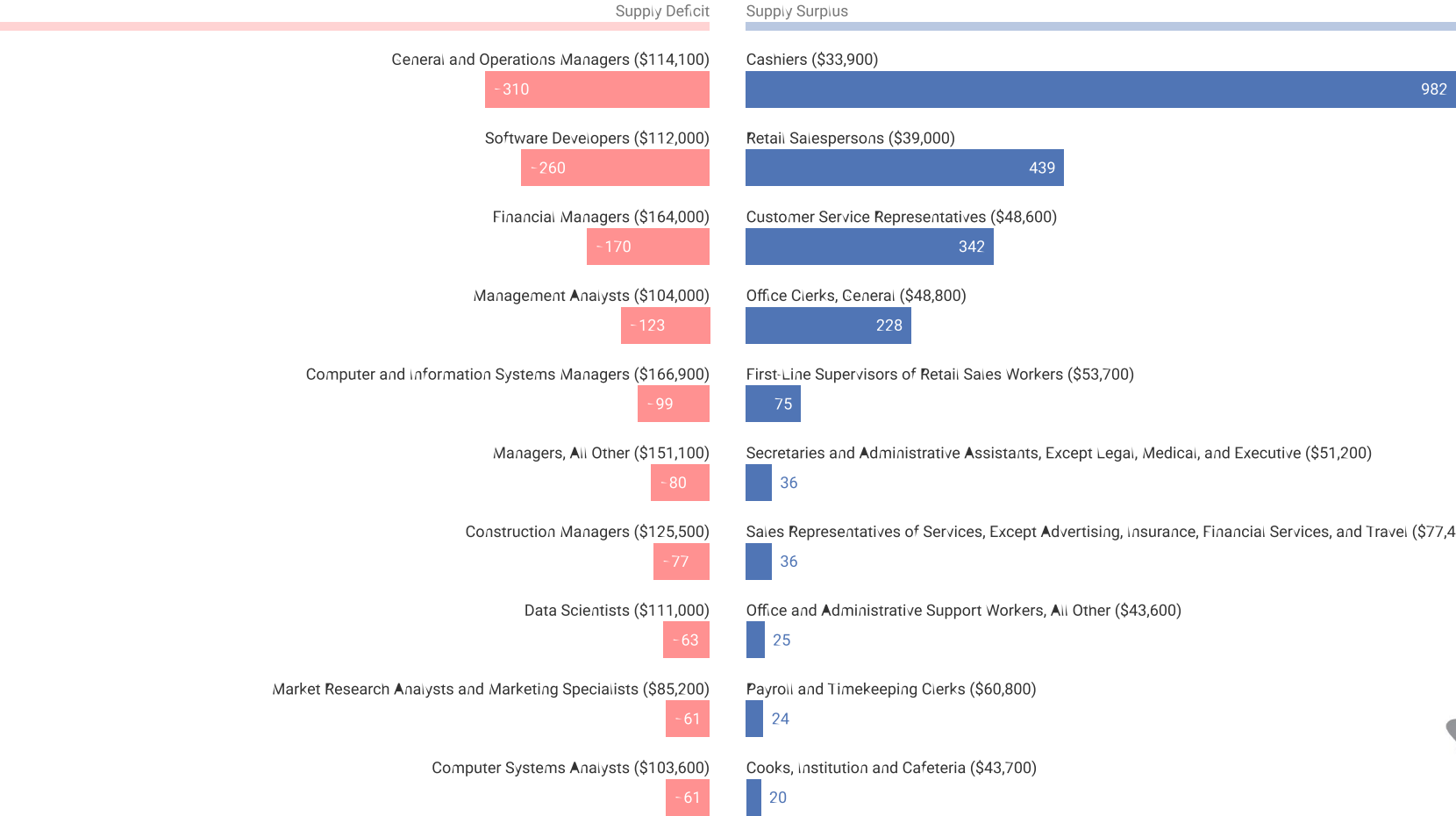
Location Quotient: 1.01

Chmura Economics JobsEQ, 2025Q2 dataset.
Employment by occupation data are estimates as of 2025Q2, based on a four quarter moving average. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Connecting & Supporting Success

Minnesota

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Connecting and Supporting Success, Minnesota, 2025Q2



Demographic Highlight

23.4% Age 55 or older

51.3% Male

81.6% White

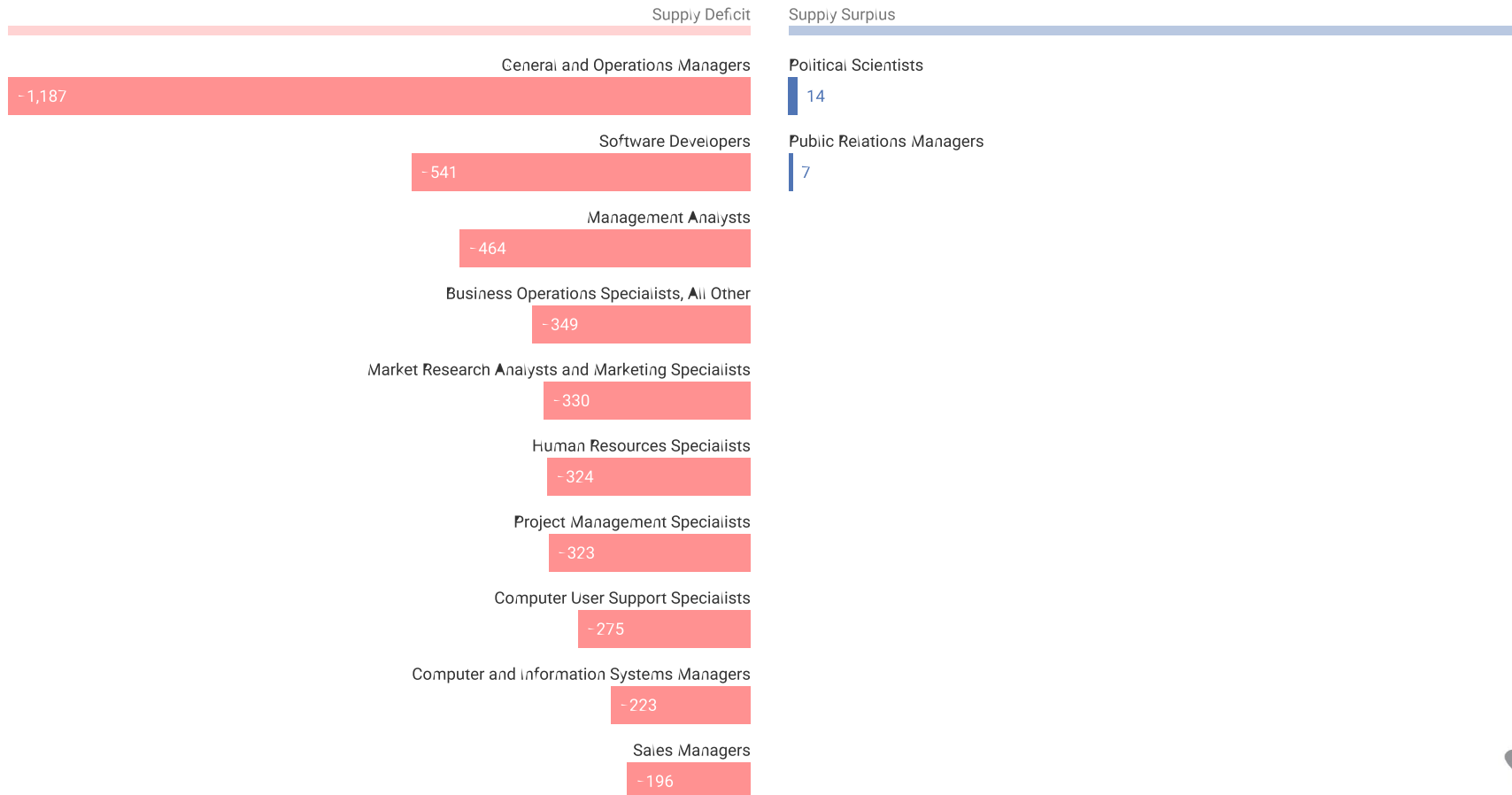
4.4% Hispanic/Latine



Connecting & Supporting Success

Minnesota

Award Gaps in Connecting and Supporting Success, Minnesota, 2025Q2



Educational Attainment

- More than 60% of workers have attained a 4-year degree or higher.
- Across all regions but the MSP Metro, around 60% of the available roles require less than a two-year degree or certificate.



Connecting & Supporting Success

Minnesota

Minnesota, 2025Q2

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|-------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| Mdn. Wage | Field: \$87,200 | Field: \$64,100 | Field: \$64,100 | Field: \$66,300 | Field: \$67,000 | Field: \$72,800 |
| Unempl Rate | Region: 3.0% Field: 2.6% | Region: 4.0% Field: 3.7% | Region: 3.8% Field: 3.1% | Region: 3.6% Field: 3.2% | Region: 3.3% Field: 3.0% | Region: 2.7% Field: 2.7% |

Connecting & Supporting Success

Minnesota

Minnesota, 2025Q2

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|---------------------|---|--|--|--|---|--|
| Gateway Occupations | <ul style="list-style-type: none"> Customer Service Representatives Office Clerks, General Secretaries & Administrative Assistants Retail-Sales Supervisors Parts Salespersons | <ul style="list-style-type: none"> Office Clerks, General Secretaries & Administrative Assistants Retail-Sales Supervisors Human Resources Assistants Personal Service Managers | <ul style="list-style-type: none"> Secretaries & Administrative Assistants Retail Sales Supervisors Office & Administrative Support Workers Human Resources Assistants Advertising Sales Agents | <ul style="list-style-type: none"> Secretaries & Administrative Assistants Human Resources Assistants Computer, Automated Teller, & Office Machine Repairers Word Processors & Typists | <ul style="list-style-type: none"> Secretaries & Administrative Assistants Retail Sales Supervisors Parts Salespersons Photographers Word Processors & Typists | <ul style="list-style-type: none"> Office Clerks, General Customer Services Representatives Secretaries & Administrative Assistants Retail Sales Supervisors Parts Salespersons |

Connecting & Supporting Success

Minnesota

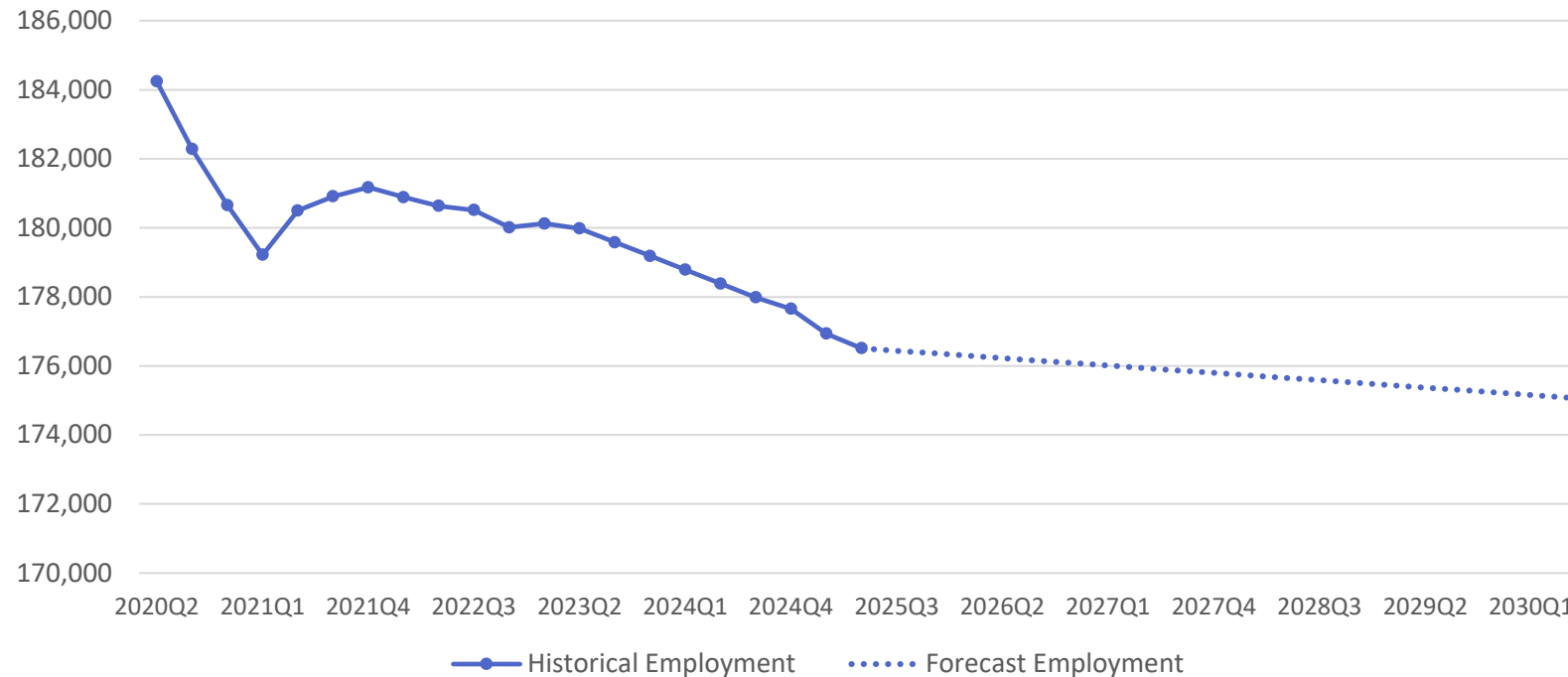
High Location Quotient (LQ) Occupations for Connecting and Supporting Success, By Region 2025Q2

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|-----------|--|---|---|--|---|--|
| LQ > 1.20 | <ul style="list-style-type: none"> • Desktop Publishers • Statisticians • Human Resources Assistants • Office Machine Operators • Labor Relations Specialists | <ul style="list-style-type: none"> • Labor Relations Specialists • Funeral Home Managers • Human Resources Assistants • Cashiers • Office & Administrative Support Workers | <ul style="list-style-type: none"> • Funeral Home Managers • Desktop Publishers • Chief Executives • Parts Salespersons • Wholesales & Manufacturing Sales Representatives | <ul style="list-style-type: none"> • Parts Salespersons • Cashiers • Chief Executives • Industrial Production Managers • Human Resources Assistants | <ul style="list-style-type: none"> • Industrial Production Managers • Funeral Home Managers • Parts Salespersons • Chief Executives • Desktop Publishers | <ul style="list-style-type: none"> • Human Resources Assistants • Office Machine Operators • Cooks, Institution & Cafeteria • Chief Executives |

Investing in the Future

Minnesota

5-Year Employment History and Forecast for Investing in the Future Careers in Minnesota (2020Q3 – 2030Q2)



2025Q2 Employment: 176,512
(6% of MN employment)

Median Wage: \$75,900

Location Quotient: 1.00

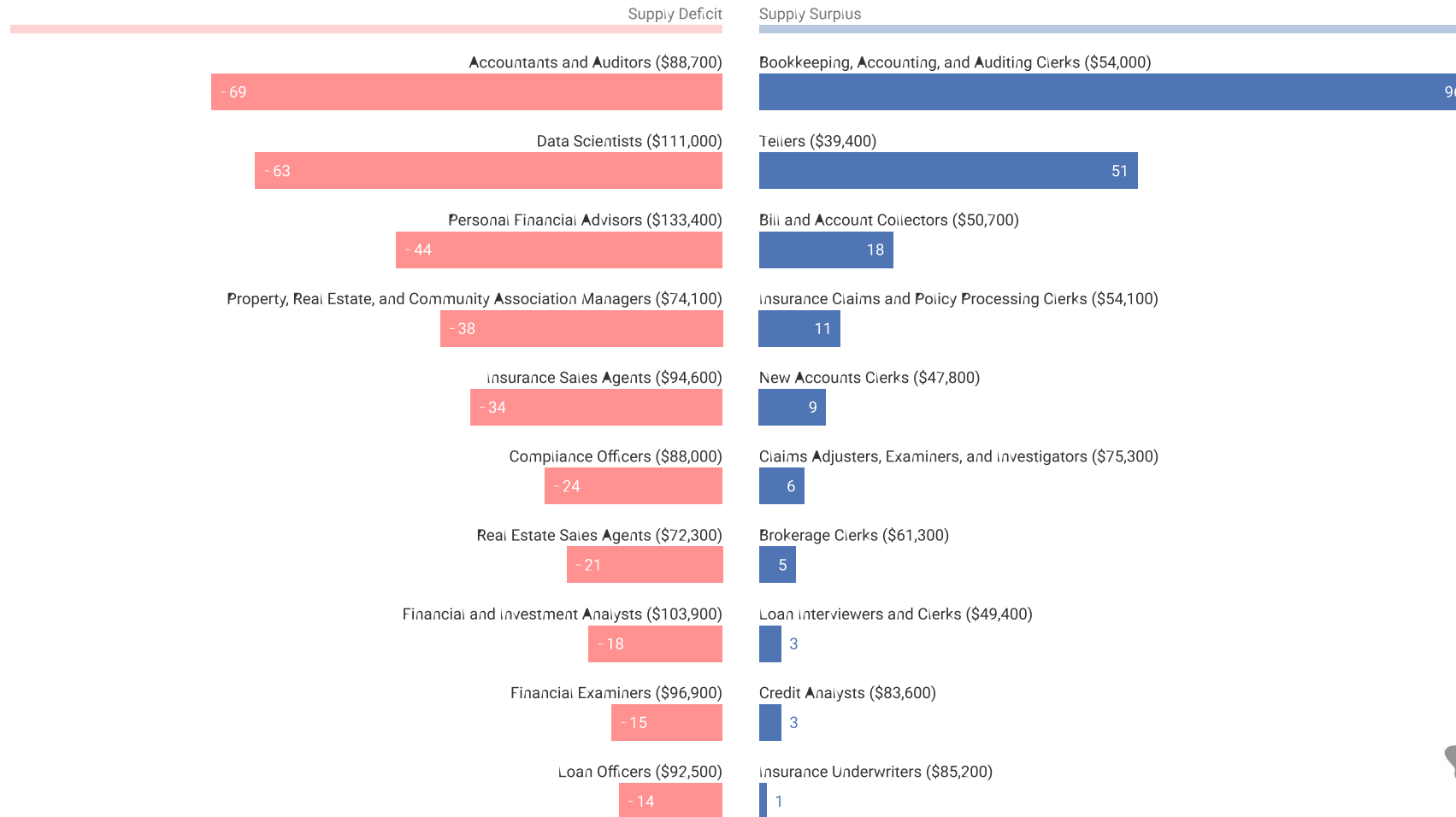
Chmura Economics JobsEQ, 2025Q2 dataset.

Employment by occupation data are estimates as of 2025Q2, based on a four quarter moving average. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Investing in the Future

Minnesota

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Investing in the Future, Minnesota, 2025Q2



Demographic Highlight

27.7% Age 55 or older

57.7% Female

83.1% White

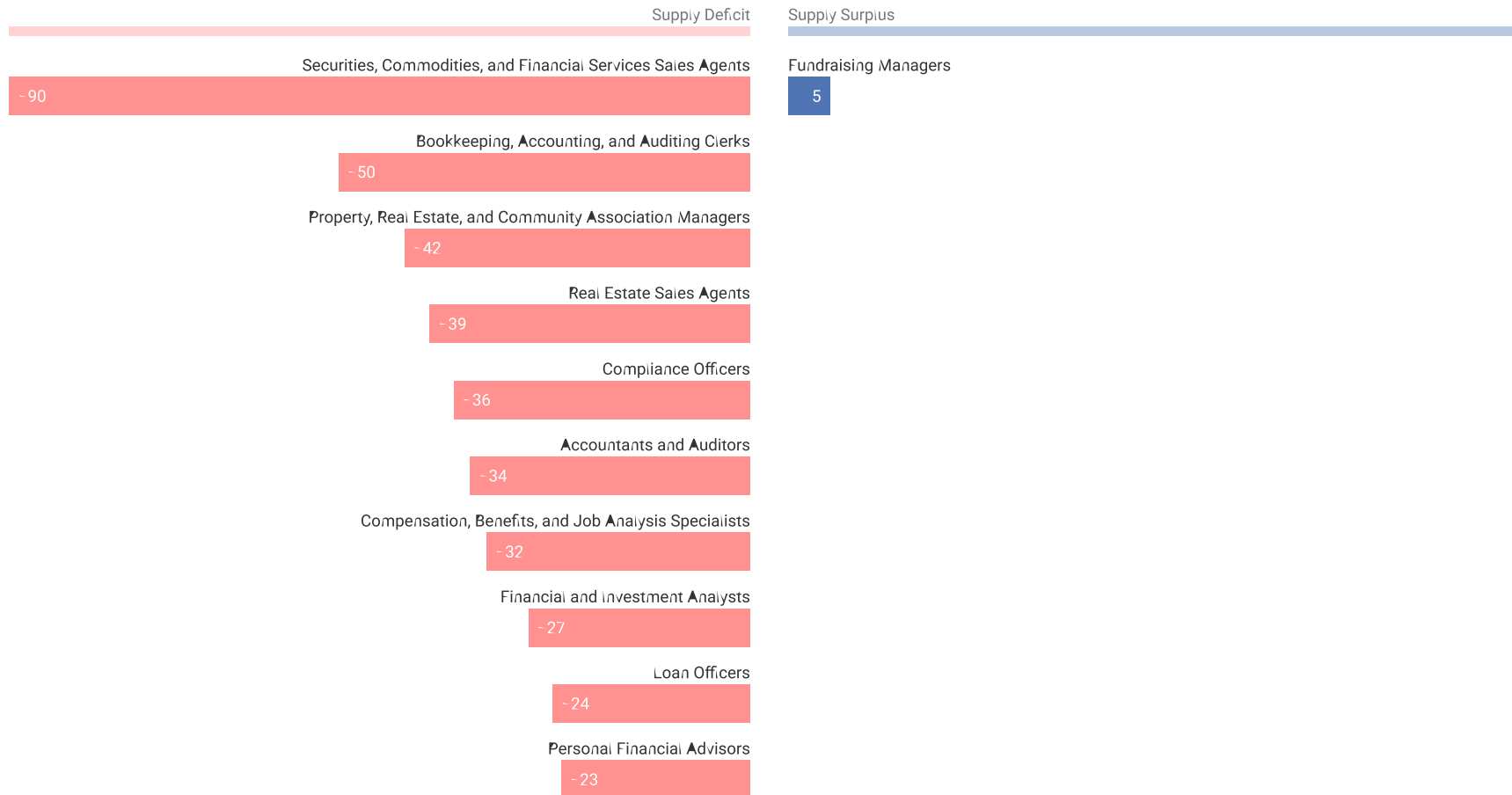
3.6% Hispanic/Latine



Investing in the Future

Minnesota

Award Gaps in Investing in the Future, Minnesota, 2025Q2



Educational Attainment

- The workforce is slightly overqualified for roles
- Regional educational attainments vary in terms of workers with some college or a two-year degree
 - The MSP Metro has the smallest share, followed by the Southeast
 - These regions also have the highest percentage of workers with a bachelor's degree or higher



Investing in the Future

Minnesota

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|-------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| Mdn. Wage | Field: \$79,200 | Field: \$65,700 | Field: \$63,900 | Field: \$65,700 | Field: \$67,200 | Field: \$71,600 |
| Unempl Rate | Region: 3.0% Field: 2.0% | Region: 4.0% Field: 2.6% | Region: 3.8% Field: 2.4% | Region: 3.6% Field: 2.2% | Region: 3.3% Field: 2.2% | Region: 2.7% Field: 1.9% |



Investing in the Future

Minnesota

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|---------------------|---|---|---|--|---|---|
| Gateway Occupations | <ul style="list-style-type: none"> • Bookkeeping, Accounting, & Auditing Clerks • Billing & Posting Clerks • Real Estate Sales Agents • Insurance Claims & Policy Processing Clerks • Loan Interviewers & Clerks | <ul style="list-style-type: none"> • Bookkeeping, Accounting, & Auditing Clerks • Billing & Posting Clerks • Insurance Claims & Policy Processing Clerks • Loan Interviewers & Clerks • New Account Clerks | <ul style="list-style-type: none"> • Bookkeeping, Accounting, & Auditing Clerks • Billing & Posting Clerks • Loan Interviewers & Clerks • Title Examiners, Abstractors, & Searchers • Credit Authorizers, Checkers, & Clerks | <ul style="list-style-type: none"> • Billing & Posting Clerks • Loan Interviewers & Clerks • New Accounts Clerks • Title Examiners, Abstractors, & Searchers • Credit Authorizers, Checkers, & Clerks | <ul style="list-style-type: none"> • Bookkeeping, Accounting, & Auditing Clerks • Billing & Posting Clerks • Loan Interviewers & Clerks • New Accounts Clerks • Credit Authorizers, Checkers, & Clerks | <ul style="list-style-type: none"> • Bookkeeping, Accounting, & Auditing Clerks • Loan Interviewers & Clerks • New Accounts Clerks • Title Examiners, Abstractors, & Searchers • Correspondence Clerks |

Investing in the Future

Minnesota

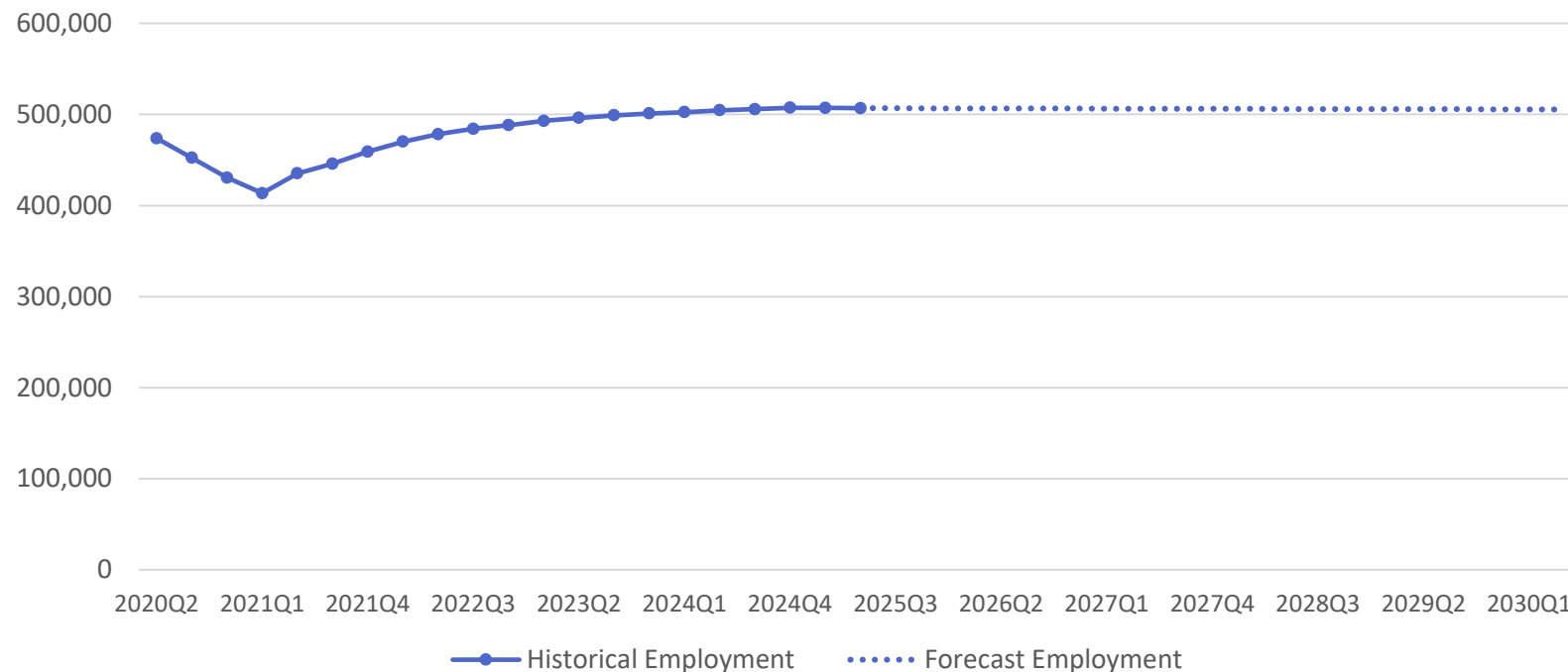
High Location Quotient (LQ) Occupations for Investing in the Future, By Region 2025Q2

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|-----------|---|--|-----------|---------|---|--|
| LQ > 1.20 | <ul style="list-style-type: none">• Actuaries• Statisticians• Brokerage Clerks• New Accounts Clerks• Insurance Underwriters | <ul style="list-style-type: none">• Appraisers of Personal & Business Property• Statisticians | | | <ul style="list-style-type: none">• New Accounts Clerks | <ul style="list-style-type: none">• Billing & Posting Clerks |

Creating & Experiencing

Minnesota

5-Year Employment History and Forecast for Creating and Experiencing Careers in Minnesota (2020Q3 – 2030Q2)



2025Q2 Employment: 506,872
(16% of MN employment)

Median Wage: \$52,500

Location Quotient: 0.92

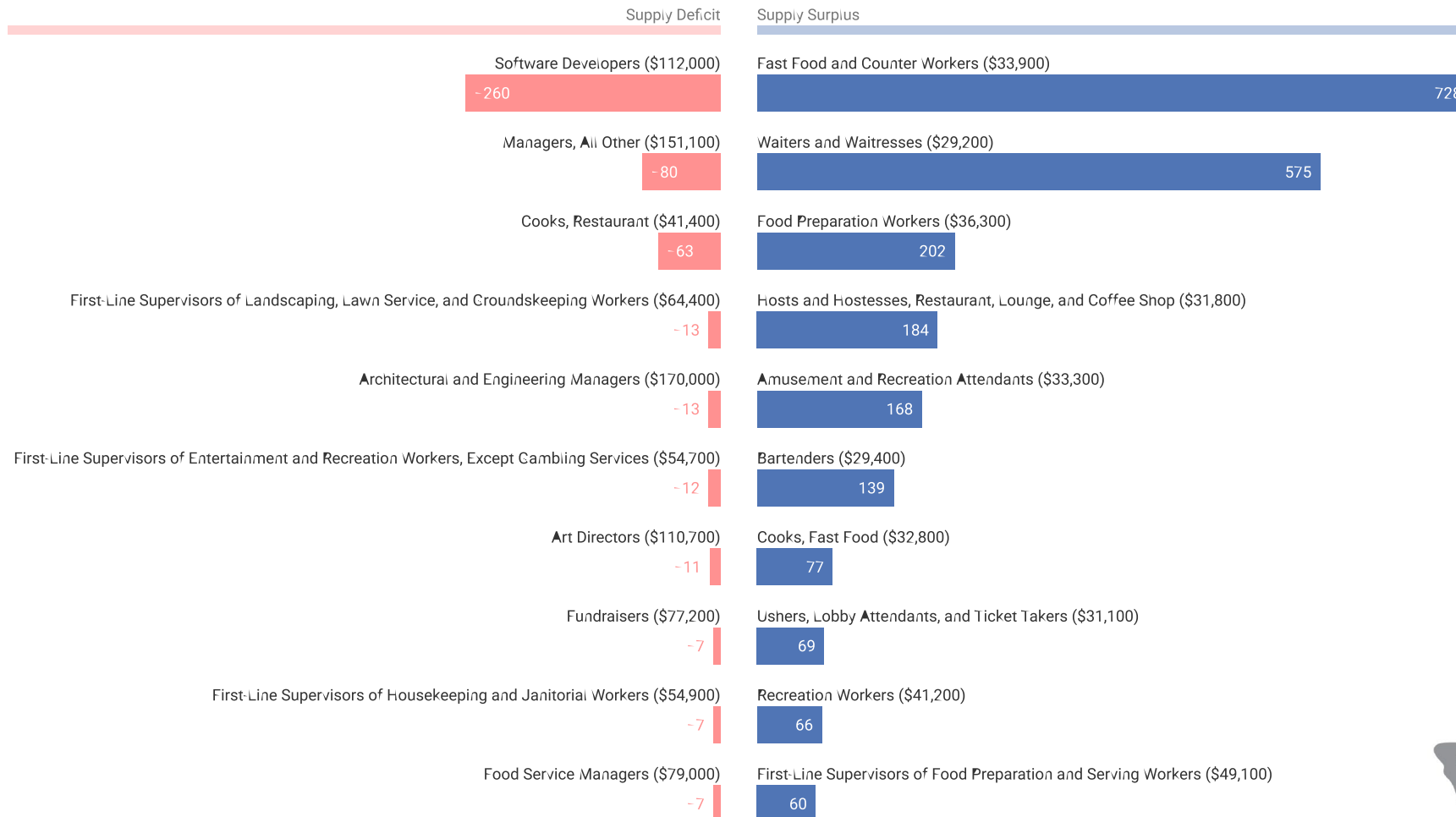
Chmura Economics JobsEQ, 2025Q2 dataset.

Employment by occupation data are estimates as of 2025Q2, based on a four quarter moving average. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Creating & Experiencing

Minnesota

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Creating and Experiencing, Minnesota, 2025Q2



Demographic Highlight

18.5% Age 55 or older

51.3% Male

79.8% White

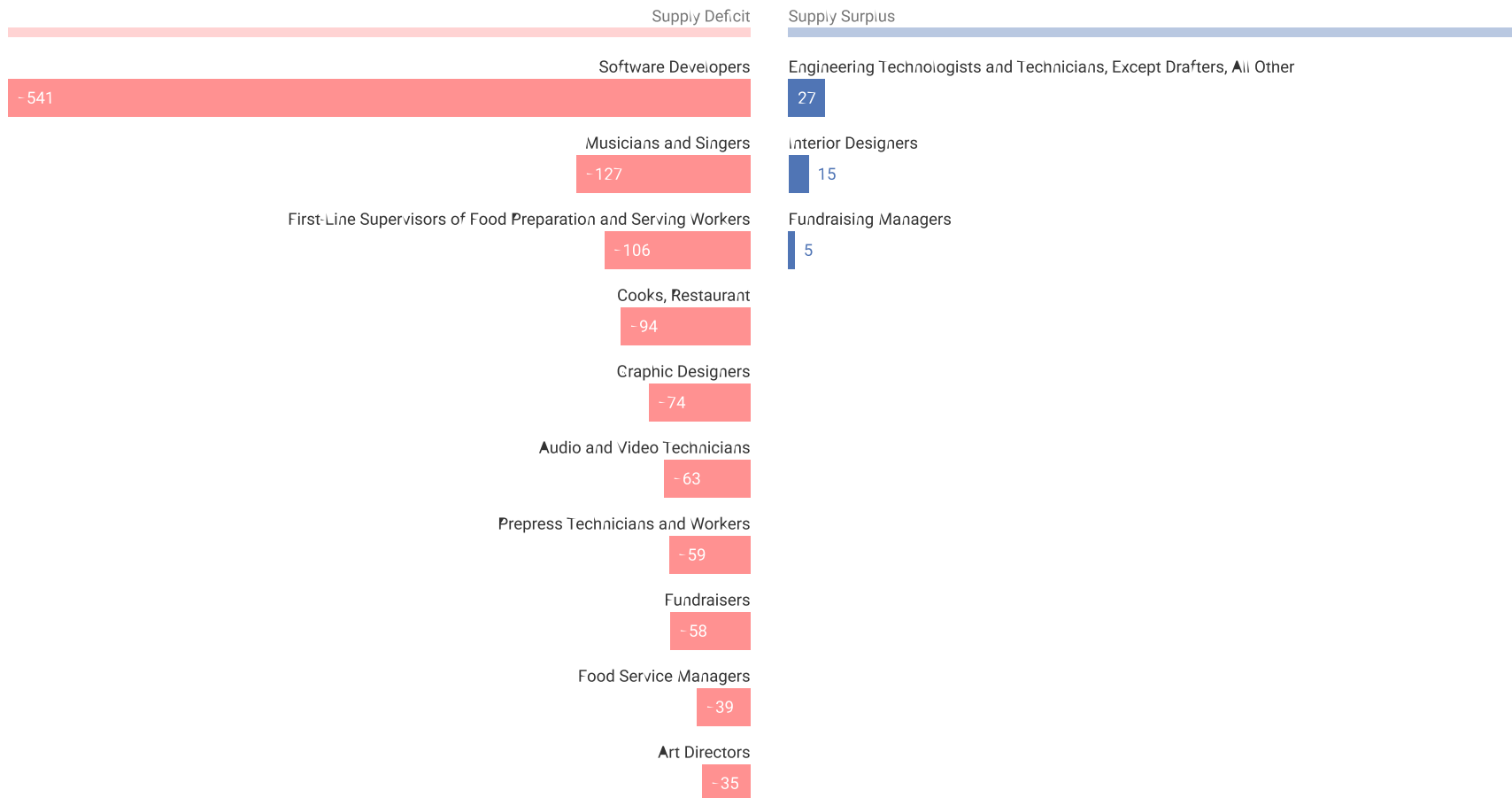
8.0% Hispanic/Latine



Creating & Experiencing

Minnesota

Award Gaps in Creating and Experiencing, Minnesota, 2025Q2



Educational Attainment

- Over half of roles require no more than short term, on the job training.
- The MSP Metro region has a significantly larger percentage of with at least a four-year degree (23.4%)
- Southwest Minnesota workforce is most closely aligned with regional education requirements

Creating & Experiencing

Minnesota, 2025Q2

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|-------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| Mdn. Wage | Field: \$56,900 | Field: \$41,100 | Field: \$43,400 | Field: \$43,000 | Field: \$43,500 | Field: \$46,200 |
| Unempl Rate | Region: 3.0% Field: 4.2% | Region: 4.0% Field: 5.8% | Region: 3.8% Field: 5.2% | Region: 3.6% Field: 5.1% | Region: 3.3% Field: 4.6% | Region: 2.7% Field: 4.0% |

Creating & Experiencing

Minnesota

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|---------------------|--|---|--|---|--|---|
| Gateway Occupations | <ul style="list-style-type: none"> Supervisors of Preparation & Serving Workers Landscaping & Groundskeeping Workers Coaches & Scouts Printing Press Operators Supervisors of Housekeeping & Janitorial Workers | <ul style="list-style-type: none"> Supervisors of Housekeeping & Janitorial Workers Coaches & Scouts Graphic Designers Supervisors of Entertainment & Recreation Workers Meeting, Convention, & Event Planners | <ul style="list-style-type: none"> Supervisors of Housekeeping & Janitorial Workers Graphic Designers Supervisors of Gambling Services Workers Data Entry Keyers Coin, Vending, & Amusement Machine Servicers & Repairers | <ul style="list-style-type: none"> Printing Press Operators Editors Actors Umpires, Referees, & Other Sports Officials Broadcast Technicians | <ul style="list-style-type: none"> Printing Press Operators Graphic Designers First-Line Supervisors of Housekeeping & Janitorial Workers Photographers Editors | <ul style="list-style-type: none"> Supervisors of Housekeeping & Janitorial Workers Graphic Designers Printing Press Operators Supervisors of Entertainment & Recreation Workers Producers & Directors |

Creating & Experiencing

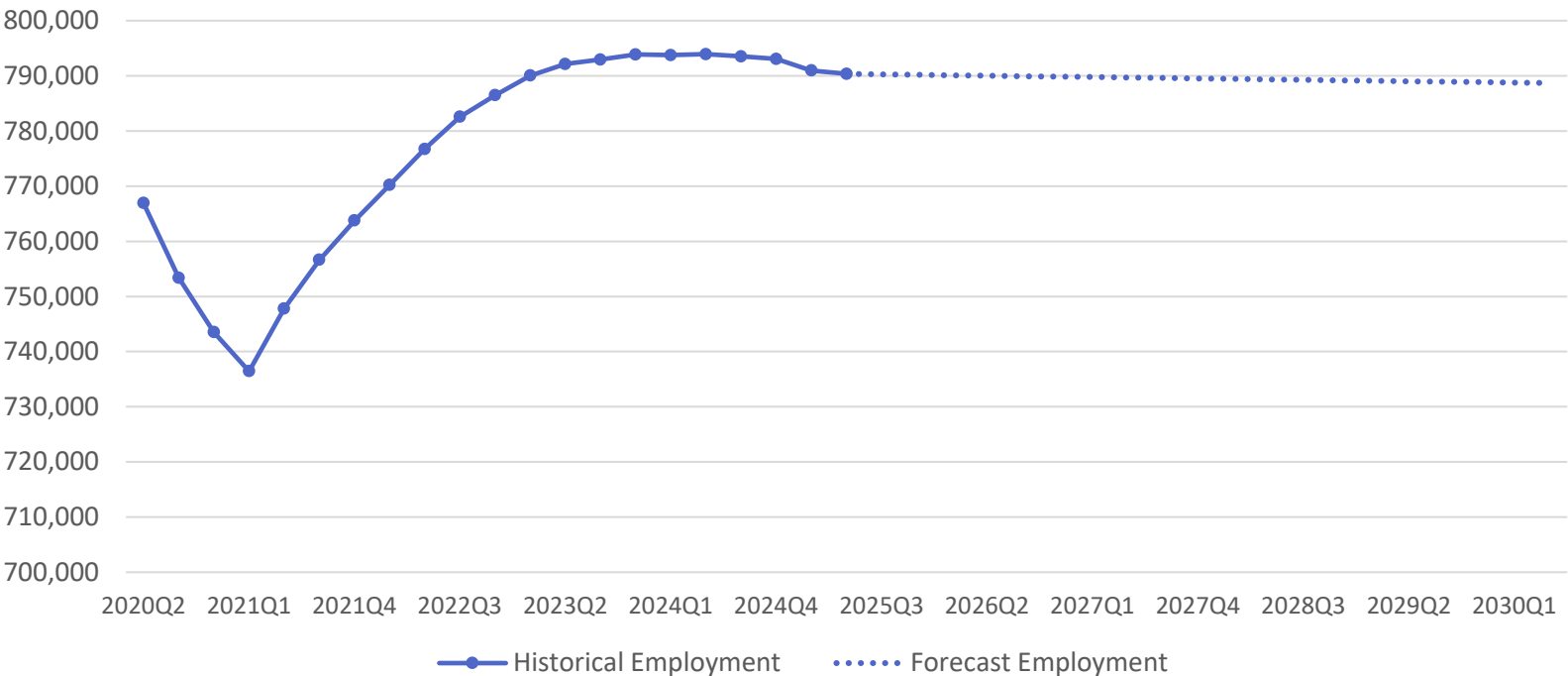
High Location Quotient (LQ) Occupations for Creating and Experiencing, By Region 2025Q2

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|-----------|---|--|---|---|--|---|
| LQ > 1.20 | <ul style="list-style-type: none"> Gambling Service Workers, All Other Prepress Technicians & Workers Printing Press Operators Locker Room, Coatroom, & Dressing Room Attendants Athletes & Sports Competitors | <ul style="list-style-type: none"> Gambling Service Workers, All Other Gambling & Sports Book Writers & Runners Gambling Cage Workers Hotel, Motel, & Resort Desk Clerks | <ul style="list-style-type: none"> Gambling Service Workers, All Other Gambling & Sports Book Writers & Runners Gambling Cage Workers Gambling Change Persons & Booth Cashiers Broadcast Announcers & Radio Disk Jockeys | <ul style="list-style-type: none"> Gambling Service Workers, All Other First-Line Supervisors of Gambling Services Workers Gambling Cage Workers Prepress Technicians & Workers Gambling & Sports Book Writers & Runners | <ul style="list-style-type: none"> Gambling Service Workers, All Other Gambling & Sports Book Writers & Runners Prepress Technicians & Workers Gambling Cage Workers Printing Press Operators | <ul style="list-style-type: none"> Athletic Trainers Gambling Service Workers, All Other Receptionists & Information Clerks Locker Room, Coatroom, & Dressing Room Attendants Bartenders |

Building & Moving

Minnesota

5-Year Employment History and Forecast for Building and Moving Careers in Minnesota
(2020Q3 – 2030Q2)



2025Q2 Employment: 790,376
(25% of MN employment)

Median Wage: \$64,900

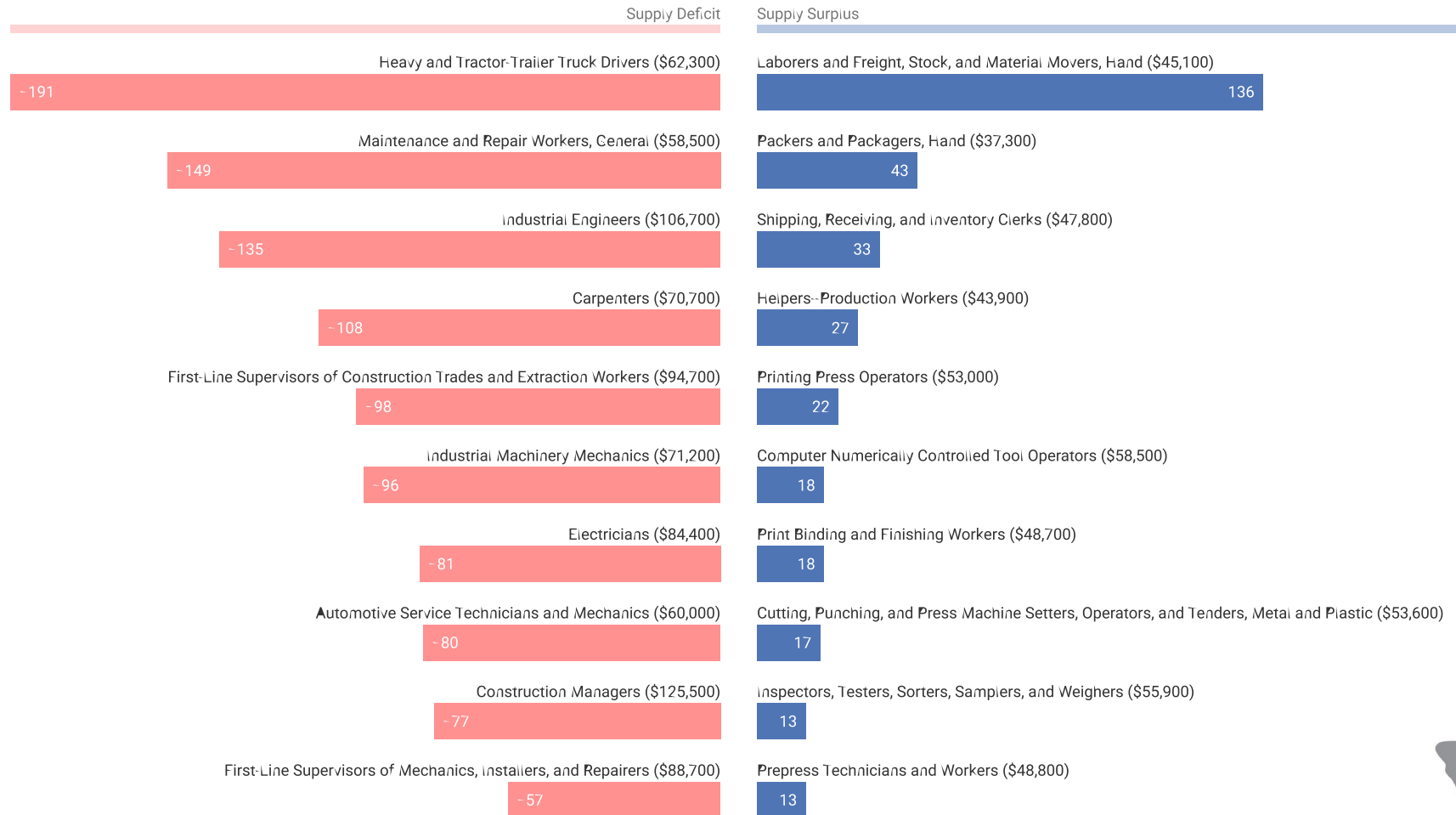
Location Quotient: 1.00

Chmura Economics JobsEQ, 2025Q2 dataset.
Employment by occupation data are estimates as of 2025Q2, based on a four quarter moving average. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Building & Moving

Minnesota

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Building and Moving, Minnesota, 2025Q2



Demographic Highlight

25.0% Age 55 or older

80.2% Male

83.3% White

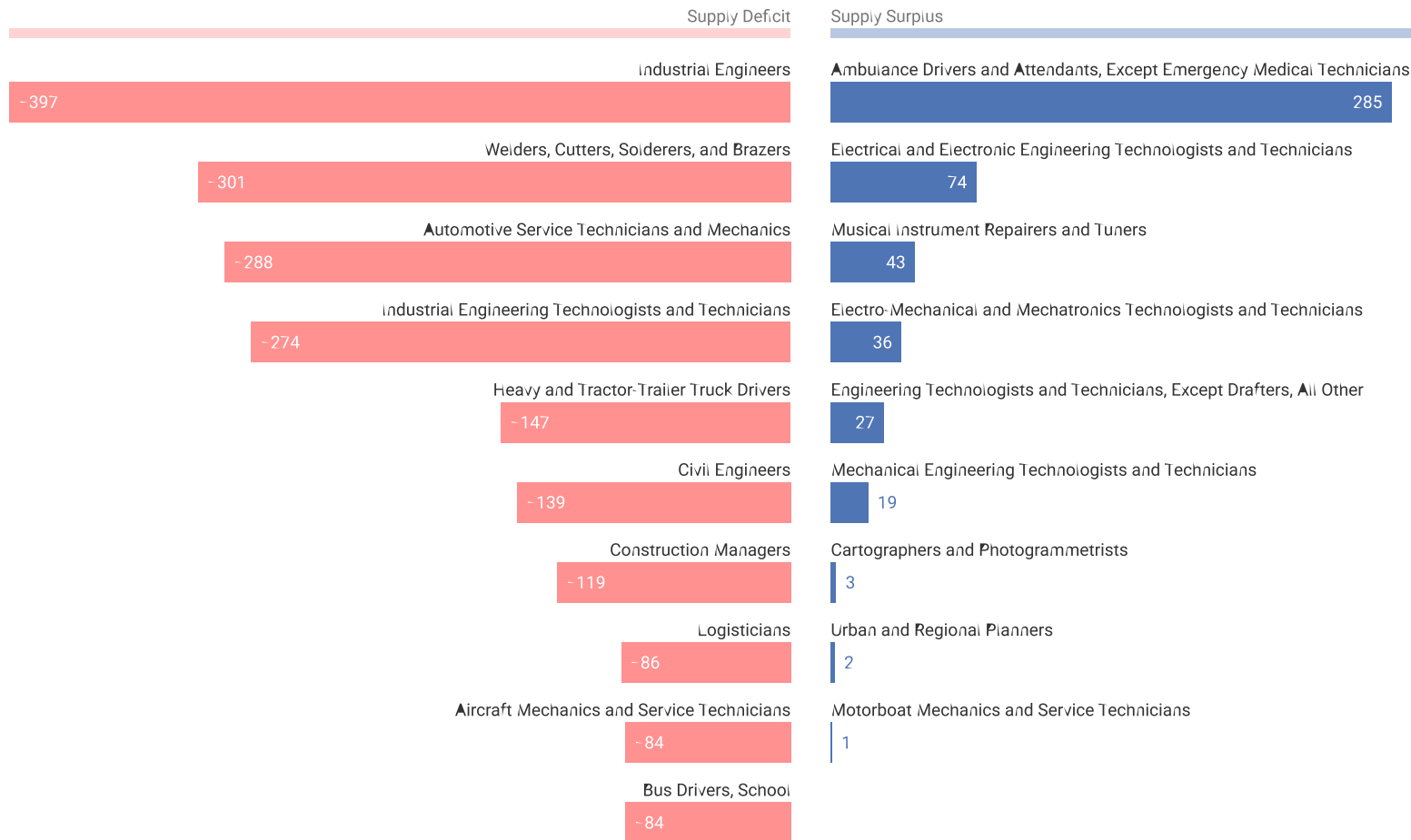
8.2% Hispanic/Latine



Building & Moving

Minnesota

Award Gaps in Building and Moving, Minnesota, 2025Q2



Educational Attainment

- A high percentage of the workforce has obtained a high school diploma or less in every region.
- A majority of the jobs this career field (over 75%) require no degree or award.
- With the exception of the MSP Metro, less than 10% of local roles typically require a 4-year degree of higher

Building & Moving

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|-------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| Mdn. Wage | Field: \$68,800 | Field: \$63,500 | Field: \$57,100 | Field: \$60,000 | Field: \$57,900 | Field: \$61,300 |
| Unempl Rate | Region: 3.0% Field: 3.6% | Region: 4.0% Field: 4.8% | Region: 3.8% Field: 4.4% | Region: 3.6% Field: 4.2% | Region: 3.3% Field: 3.8% | Region: 2.7% Field: 3.3% |

Building & Moving

Minnesota

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|---------------------|--|---|---|--|--|---|
| Gateway Occupations | <ul style="list-style-type: none"> • Laborers & Freight, Stock & Material Movers, Hand • Team Assemblers • Light Truck Drivers • Shipping, Receiving, & Inventory Clerks • Inspectors, Testers, Sorters, Samplers, & Weighers | <ul style="list-style-type: none"> • Shipping, Receiving, & Inventory Clerks • School Bus Drivers • Industrial Truck & Tractor Operators • Logging Equipment Operators • Production Workers, All Other | <ul style="list-style-type: none"> • Automotive Service Technicians & Mechanics • Shipping, Receiving, & Inventory Clerks • School Bus Drivers • Industrial Truck & Tractor Operators • Electrical, Electronic, & Electromechanical Equipment Assemblers | <ul style="list-style-type: none"> • School Bus Drivers • Industrial Truck & Tractor Operators • Printing Press Operators • Mixing & Blending Machine Setters, Operators, & Tenders • Print Binding & Finishing Workers | <ul style="list-style-type: none"> • School Bus Drivers • Shipping, Receiving, & Inventory Clerks • Industrial Truck & Tractor Operators • Printing Press Operators • Production Workers, All Other | <ul style="list-style-type: none"> • Maintenance & Repair Workers, General • Automotive Service Technicians & Mechanics • Light Truck Drivers • Shipping, Receiving, & Inventory Clerks • School Bus Drivers |

Building & Moving

Minnesota

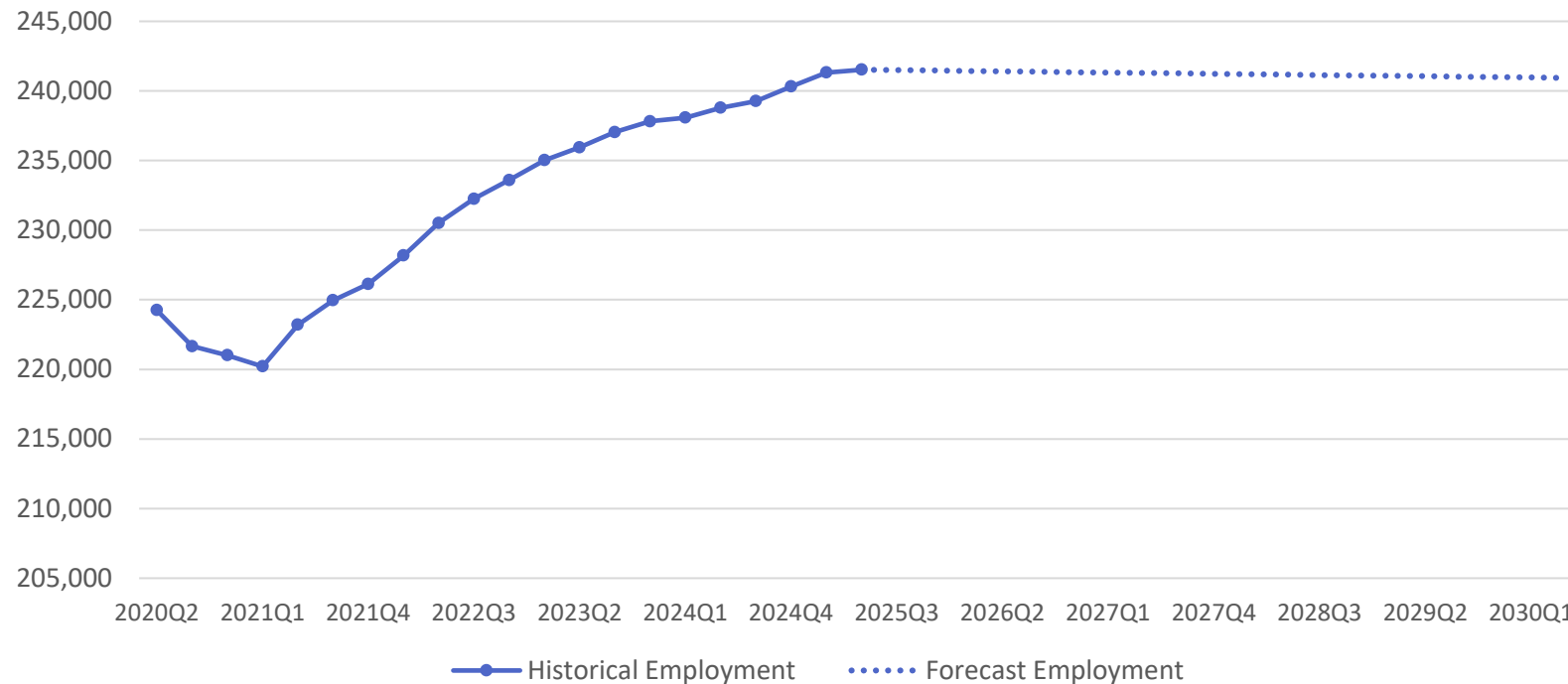
High Location Quotient (LQ) Occupations for Building and Moving, By Region 2025Q2

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|-----------|---|--|--|---|---|---|
| LQ > 1.20 | <ul style="list-style-type: none"> Timing Device Assemblers & Adjusters Industrial Engineering Technologists & Technicians Industrial Engineers Print Binding & Finishing Workers Prepress Technicians & Workers | <ul style="list-style-type: none"> Underground Mining Machine Operators, All Other Continuous Mining Machine Operators Logging Equipment Operators Extraction Workers, All Other Locomotive Engineers | <ul style="list-style-type: none"> Fiberglass Laminators & Fabricators Food Batchmakers Food & Tobacco Roasting, Baking, & Drying Machine Operators & Tenders Woodworkers, All Other Sawing Machine Setters, Operators, & Tenders, Wood | <ul style="list-style-type: none"> Nuclear Technicians Cabinetmakers & Bench Carpenters Motorcycle Mechanics CNC Tool Programmers Machinists | <ul style="list-style-type: none"> Shoe Machine Operators & Tenders Shoe & Leather Workers & Repairers Nuclear Technicians Food & Tobacco Roasting, Baking, & Drying Machine Operators & Tenders Food Processing Workers | <ul style="list-style-type: none"> Food Processing Workers Industrial Engineering Technologists & Technicians Ambulance Drivers & Attendants Food & Tobacco Roasting, Baking, & Drying Machine Operators & Tenders Stationary Engineers & Boiler Operators |

Cultivating Resources

Minnesota

5-Year Employment History and Forecast for Cultivating Resources Careers in Minnesota (2020Q3 – 2030Q2)



2025Q2 Employment: 241,515

(8% of MN employment)

Median Wage: \$83,500

Location Quotient: 1.03

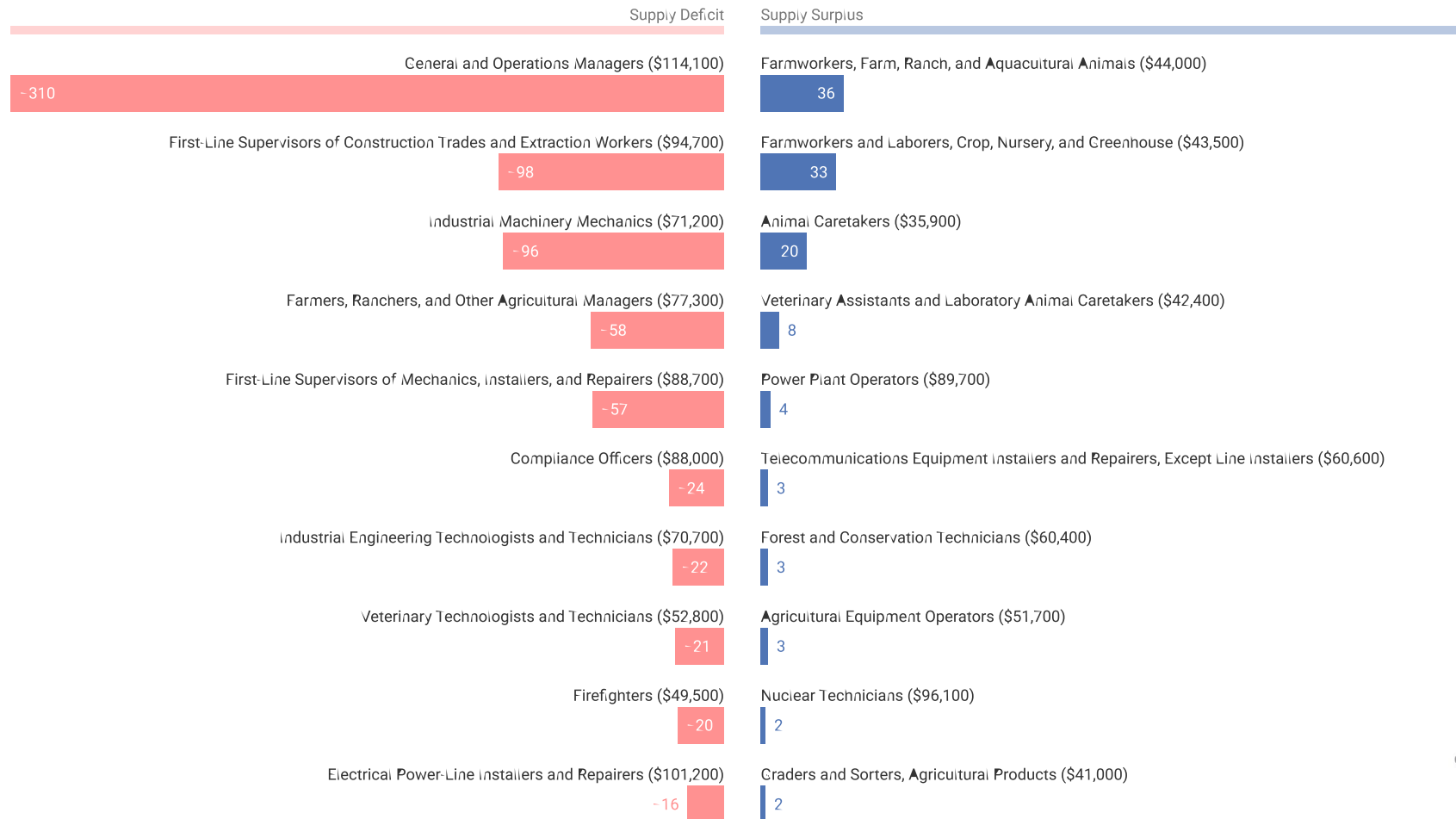
Chmura Economics JobsEQ, 2025Q2 dataset.

Employment by occupation data are estimates as of 2025Q2, based on a four quarter moving average. Forecast employment growth uses national projections from the Bureau of Labor Statistics adapted for regional growth patterns.

Cultivating Resources

Minnesota

Annual Average Occupation Gaps (i.e. Talent Shortages) for the next 10 Years in Cultivating Resources, Minnesota, 2025Q2



Demographic Highlight

26.5% Age 55 or older

72.4% Male

85.9% White

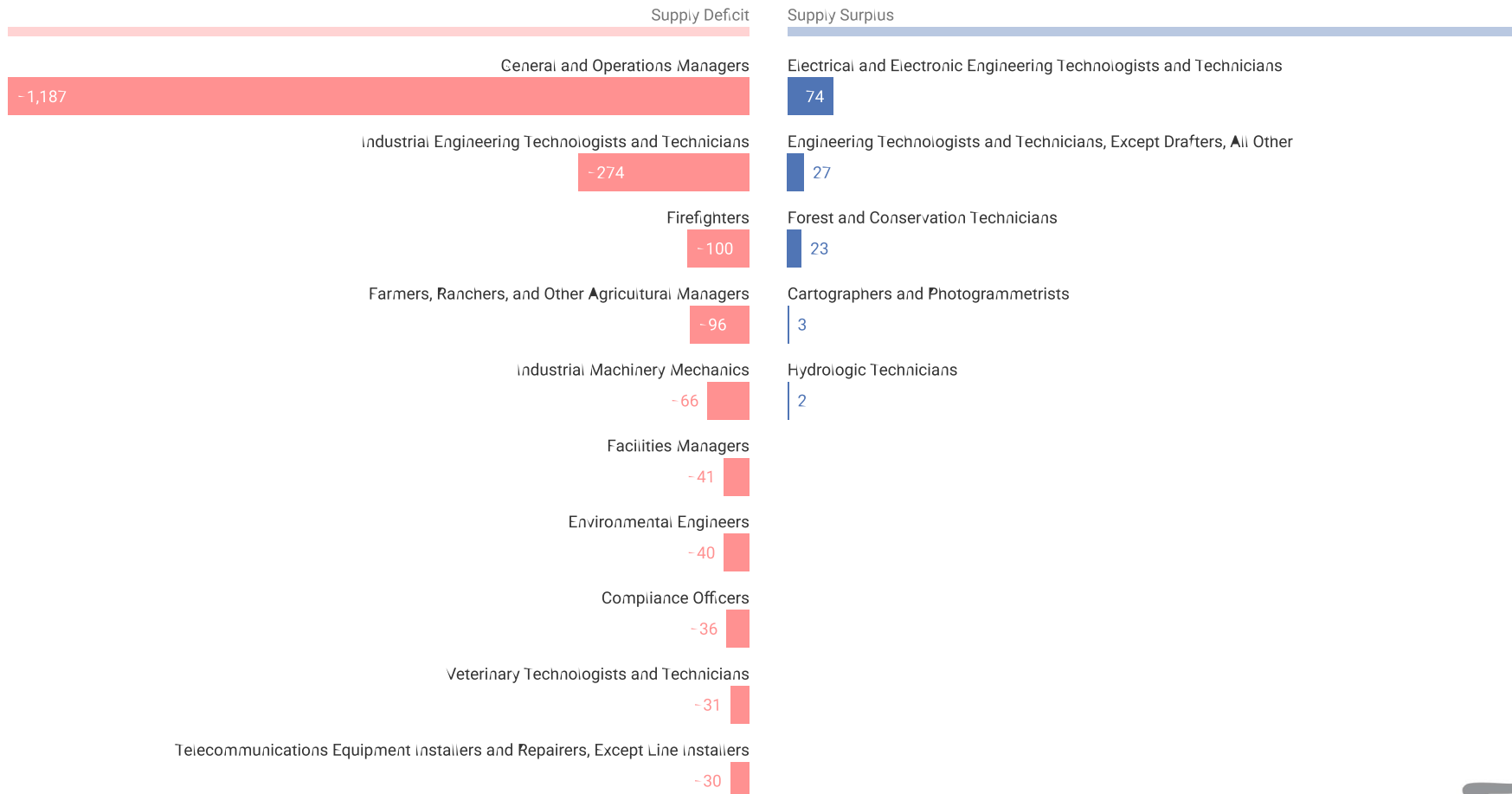
5.5% Hispanic/Latine



Cultivating Resources

Minnesota

Award Gaps in Cultivating Resources, Minnesota, 2025Q2



Educational Attainment

- Educational attainment and job requirements for this field are fairly well matched.
- 44.1% of positions require a bachelor's degree or higher and 20.5% require previous work experience (higher than any other field)



Cultivating Resources

Minnesota

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|-------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| Mdn. Wage | Field: \$94,800 | Field: \$76,200 | Field: \$67,300 | Field: \$74,000 | Field: \$69,100 | Field: \$74,200 |
| Unempl Rate | Region: 3.0% Field: 1.9% | Region: 4.0% Field: 3.3% | Region: 3.8% Field: 2.7% | Region: 3.6% Field: 2.4% | Region: 3.3% Field: 2.4% | Region: 2.7% Field: 2.0% |

Cultivating Resources

Minnesota

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|---------------------|---|--|--|--|--|--|
| Gateway Occupations | <ul style="list-style-type: none"> • Veterinary Technologists & Technicians • Butchers & Meat Cutters • Pest Control Workers • Pesticide Handlers, Sprayers, & Applicators, Vegetation • Outdoor Power Equipment Mechanics | <ul style="list-style-type: none"> • Veterinary Technologists & Technicians • Logging Equipment Operators • Outdoor Power Equipment Mechanics • Pesticide Handlers, Sprayers, & Applicators, Vegetation • Geological Technicians, Except Hydrologic Technicians | <ul style="list-style-type: none"> • Agricultural Equipment Operators • Veterinary Technologists & Technicians • Pesticide Handlers, Sprayers, & Applicators, Vegetation • Outdoor Power Equipment & Other Small Engine Mechanics • Forest & Conservation Workers | <ul style="list-style-type: none"> • Veterinary Technologists & Technicians • Agricultural Equipment Operators • Outdoor Power Equipment & Other Small Engine Mechanics • Pesticide Handlers, Sprayers, & Applicators, Vegetation • Forest & Conservation Workers | <ul style="list-style-type: none"> • Farmworkers & Laborers, Crop, Nursery, & Greenhouse • Veterinary Technologists & Technicians • Agricultural Equipment Operators • Pesticide Handlers, Sprayers, & Applicators, Vegetation • Outdoor Power Equipment & Other Small Engine Mechanics | <ul style="list-style-type: none"> • Firefighters • Veterinary Technologists & Technicians • Butchers & Meat Cutters • Refuse & Recyclable Material Collectors • Agricultural Equipment Operators |

Cultivating Resources

Minnesota

High Location Quotient (LQ) Occupations for Cultivating Resources, By Region 2025Q2

| | MSP Metro | Northeast | Northwest | Central | Southwest | Southeast |
|-----------|--|---|--|---|---|--|
| LQ > 1.20 | <ul style="list-style-type: none"> Industrial Engineering Technologists & Technicians Life Scientists, All Other Hydrologists Agricultural Technicians Pesticide Handles, Sprayers, & Applicators, Vegetation | <ul style="list-style-type: none"> Underground Mining Machine Operators, All Other Continuous Mining Machine Operators Loading & Moving Machine Operators, Underground Mining Logging Equipment Operators Logging Workers, All Other | <ul style="list-style-type: none"> Farmers, Ranchers, & Other Agricultural Managers Farm Equipment Mechanics & Service Technicians Slaughterers & Meat Packers Agriculture Equipment Operators Farming, Fishing, & Forestry Workers Supervisors | <ul style="list-style-type: none"> Nuclear Power Reactor Operators Nuclear Technicians Farmworkers, Farm, Ranch, & Aquacultural Animals Animal Breeders Farmers, Ranchers, & Other Agricultural Managers | <ul style="list-style-type: none"> Slaughterers & Meat Packers Farmworkers, Farm, Ranch, & Aquacultural Animals Animal Breeders Nuclear Power Reactor Operators Farm Equipment Mechanics & Service Technicians | <ul style="list-style-type: none"> Slaughterers & Meat Packers Meat, Poultry, & Fish Cutters & Trimmers Farmworkers, Farm, Ranch, & Aquacultural Animals Animal Breeders Food Processing Workers, All Other |

Summary and Discussion



Join at menti.com | use code **6166 7892**

 **Mentimeter**

Menti

2025 Regional Career Tr...



Reflect

What insights from today's presentation stood out to you?

All responses to your question will be shown here

Each response can be up to 200 characters long

Turn on voting to let participants vote for their favorites

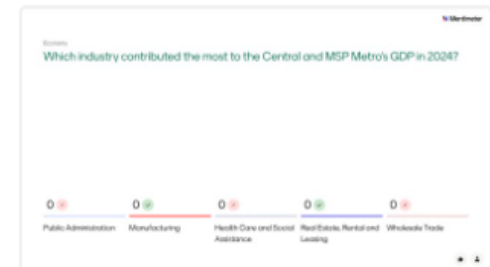


0/2

Choose a slide to present

Introduction

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



What insights shared today made you think of **your own consortium/community**?

5 responses

Thank you for this. I loved the insights about Medical secretaries/business secretaries

Understanding new career clusters new demands and shifts in career placements.

How to grow health care career programs in my consortium in the next 5-10 years.

The OGT charts are always a helpful visual. Thanks!

The Industrial Engineering taking over the welding I found very interesting...thank you for sharing...



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Q/A

All responses to your question will be shown here

Each response can be up to 200 characters long



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Help &
Feedback

Thank you!

Erin Olson, Senior Director of Strategic Research

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Catherine Jett, Research Strategist

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Melinda Fierro, Research Strategist

Melinda@realtimentalentmn.org



Appendix

The National Career Clusters® Framework

The Career Clusters Framework serves as the foundation for designing consistent, high-quality Career Technical Education (CTE) and career pathway programs.

- Released in October 2024
- 5 Cluster Groupings
 - 14 Clusters (11 aligned to groupings, 3 cross-cutting)
 - 72 Sub-Clusters

