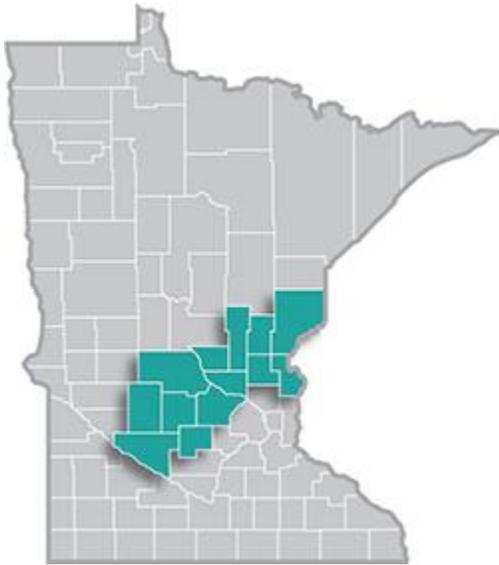


Central Minnesota – Health Care & Social Assistance Overview



According to DEED’s [Quarterly Census of Employment and Wages](#) (QCEW) data, the 13-county Central Minnesota region was home to 1,559 health care and social assistance establishments providing 49,677 jobs in the second quarter of 2017. The sector accounted for 17.9 percent of total employment in the region, making it easily the largest in the region, well ahead of manufacturing (41,678 jobs) and retail trade (36,222 jobs). Statewide, 17 percent of jobs are in health care and social assistance, meaning health care is slightly more concentrated in Central Minnesota.

These health care and social assistance providers paid out \$528 million in quarterly payroll in 2017, making it the second largest sector payroll, just behind manufacturing. Average annual wages in health care and social assistance were \$42,484 in 2017, which was slightly higher than the total of all industries, but varied widely based on the subsector and industry (see Table 1).

Table 1. Central Minnesota Health Care & Social Assistance Industry Employment Statistics, Qtr. 2 2017

NAICS Code	NAICS Industry Title	Number of Firms, Q2 2017	Number of Jobs, Q2 2017	Location Quotient	Industry Payroll, Q2 2017	Avg. Annual Wages, Q2 2017
0	Total, All Industries	17,316	278,132	1.0	\$2,839,619,258	\$40,820
62	Health Care & Social Assistance	1,559	49,677	1.1	\$528,083,897	\$42,484
621	Ambulatory Health Care Services	767	14,058	1.0	\$193,641,863	\$55,068
6211	Offices of Physicians	160	5,225	0.8	\$103,073,791	\$78,884
6212	Offices of Dentists	185	1,650	1.0	\$20,544,918	\$49,764
6213	Offices of Other Health Practitioners	296	1,674	1.0	\$14,610,665	\$34,892
6214	Outpatient Care Centers	47	701	0.6	\$8,661,145	\$49,400
6215	Medical & Diagnostic Laboratories	9	1,443	4.1	\$22,953,185	\$63,596
6216	Home Health Care Services	49	2,990	1.2	\$19,757,049	\$26,416
6219	Other Ambulatory Health Care Services	21	374	0.5	\$4,041,110	\$43,212
622	Hospitals	32	13,815	1.1	\$192,867,619	\$55,796
6221	General Medical & Surgical Hospitals*	5*	3,265*	2.5*	\$53,539,782*	\$65,572*
6222	Psychiatric & Substance Abuse Hospitals*	8*	185*	0.7*	\$2,443,583*	\$52,832*
623	Nursing & Residential Care Facilities	319	13,778	1.3	\$98,009,567	\$28,444
6231	Nursing Care Facilities (Skilled Nursing Facilities)	48	5,725	1.3	\$40,863,658	\$28,548
6232	Residential Intellectual Developmental Disability, Mental Health & Substance Abuse Facilities	165	4,508	1.5	\$36,918,231	\$32,708
6233	Continuing Care Retirement Communities & Assisted Living Facilities for the Elderly	60	2,287	1.0	\$13,427,446	\$23,452
6239	Other Residential Care Facilities	46	1,257	1.2	\$6,800,232	\$21,632
624	Social Assistance	441	8,025	0.9	\$43,564,848	\$21,684
6241	Individual & Family Services	260	5,177	0.8	\$28,511,665	\$21,996
6242	Community Food, Housing & Emergency Svcs.	22	184	0.6	\$1,204,754	\$26,156
6243	Vocational Rehabilitation Services	27	1,113	0.9	\$6,745,780	\$24,232
6244	Child Day Care Services	132	1,550	1.0	\$7,102,649	\$18,304

* - Government sector employment only

Source: DEED [Quarterly Census of Employment & Wages \(QCEW\)](#) program

Ambulatory health care services is the largest employing subsector in Central Minnesota, with 767 firms providing 14,058 jobs and \$194 million in quarterly payroll. This subsector includes the offices of physicians, home health care services, offices of dentists and other healthcare practitioners, outpatient care centers, and medical and diagnostic laboratories industries. Average annual wages were relatively high in most of these industries, led by offices of physicians at \$78,884 and medical and diagnostic laboratories at \$63,596. In contrast, average wages were lower in the home health care services industry, at \$26,416.

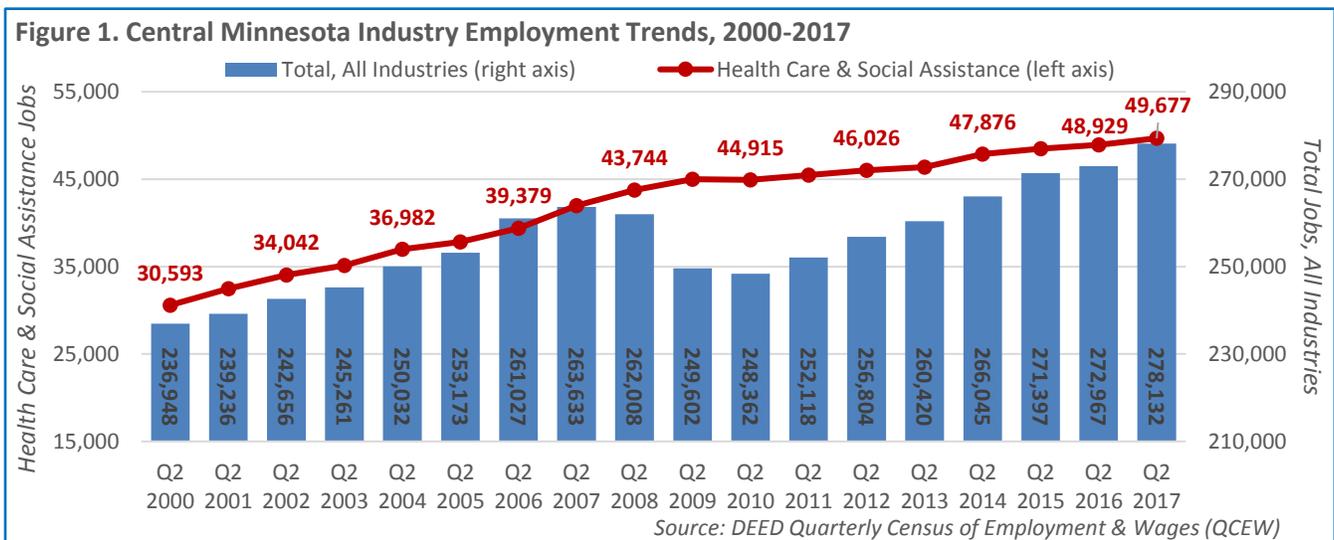
With 13,815 jobs at 32 establishments, hospitals was the second largest health care subsector. The vast majority of these jobs were at general medical and surgical hospitals, though only government owned hospital data is discloseable in the region, leaving out the private sector employment. Average annual wages at hospitals were \$55,796 in the second quarter of 2017. Central Minnesota’s location quotient of 2.5 means that employment at government owned hospitals is two and a half times as concentrated in the region as the rest of the state, showing the vital importance of these hospitals in the regional health care network.

The third largest employing subsector is nursing and residential care facilities, which had 13,778 jobs at 319 establishments, with average annual wages hovering at \$28,444 in 2017. Serving the region’s aging population, Central Minnesota had 5,725 jobs at 48 nursing care facilities, as well as 2,287 jobs at 60 continuing care retirement communities and assisted living facilities. The region also had just over 4,500 jobs at 165 residential developmental disability, mental health, and substance abuse facilities, and just over 1,250 jobs at 46 other residential care facilities, including group homes, foster homes, and home for delinquents or ex-offenders.

With 8,025 jobs at 441 establishments, social assistance is the smallest employing sector. This includes 5,177 jobs in individual and family services, such as community action services agencies, adult day care centers, and child and youth services; 1,550 jobs at 132 child day care services centers, and 1,113 jobs in vocational rehabilitation services.

Industry Trends

Despite economic fluctuations in the region across other industries, health care and social assistance providers in Central Minnesota have continually added jobs over the past 17 years. Health care and social assistance accounted for 12.9 percent of total jobs in the second quarter of 2000, but after gaining just over 19,000 jobs from 2000 to 2017, the industry now comprises 17.9 percent of total employment. While the number of jobs across the total of all industries expanded 17.4 percent from 2000 to 2017, the health care and social assistance industry jumped 62.4 percent (see Figure 1).



Health care and social assistance has become an increasingly important part of Central Minnesota’s economy over the past decade, adding 7,705 net new jobs from the second quarter of 2007 to the second quarter of 2017, an 18.4 percent rise. That was just over half of the total new jobs added in the region over the past 10 years across all industries. And though the health care industry saw slower growth than the total of all industries in the past year, it has still been the largest job contributor in the region since 2000.

Despite a loss of 544 jobs in the past year, ambulatory health care services experienced the largest and fastest increase in jobs over the past decade, adding 4,043 net new jobs from the second quarter of 2007 to the second quarter of 2017. Home health care services saw the biggest jump, adding 1,045 jobs, a 54 percent increase, followed by offices of physicians, which gained 824 jobs, and medical and diagnostic laboratories, which expanded by more than 1,000 jobs since 2012.

Social assistance providers added almost 1,500 jobs over the past decade, primarily at individual and family services, while vocational rehabilitation services actually lost 516 jobs. The region’s nursing and residential care facilities gained 1,111 net new jobs, with huge gains at both continuing care retirement communities and other residential care facilities offsetting job losses at nursing care facilities and developmental disability, mental health, and substance abuse facilities. The region’s hospitals also gained 1,060 net new jobs since 2007, including a huge increase in the past year (see Table 2).

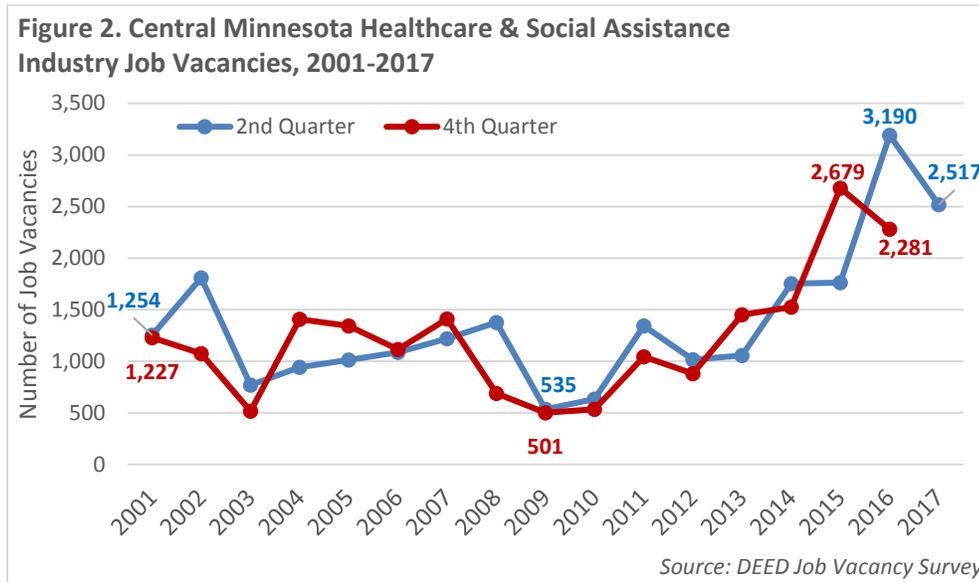
Table 2. Central Minnesota Health Care & Social Assistance Industry Trends, Q2 2007 – Q2 2017

NAICS Industry Title	Number of Jobs, Q2 2017	1-Year Trend, Q2 2016 - Q2 2017		5-Year Trend, Q2 2012 - Q2 2017		10-Year Trend, Q2 2007 - Q2 2017	
		Numeric Change	Percent Change	Numeric Change	Percent Change	Numeric Change	Percent Change
Total, All Industries	278,132	+5,165	+1.9%	+21,328	+8.3%	+14,499	+5.5%
Health Care & Social Assistance	49,677	+748	+1.5%	+3,651	+7.9%	+7,705	+18.4%
Ambulatory Health Care Services	14,058	-544	-3.7%	+2,228	+18.8%	+4,043	+40.4%
Offices of Physicians	5,225	-615	-10.5%	+90	+1.8%	+824	+18.7%
Offices of Dentists	1,650	+16	+1.0%	+52	+3.3%	+36	+2.2%
Offices of Other Health Practitioners	1,674	+40	+2.4%	+289	+20.9%	+451	+36.9%
Outpatient Care Centers	701	+16	+2.3%	-37	-5.0%	+106	+17.8%
Medical & Diagnostic Laboratories	1,443	+137	+10.5%	+1,021	+241.9%	N/A	N/A
Home Health Care Services	2,990	-184	-5.8%	+711	+31.2%	+1,045	+53.7%
Other Ambulatory Health Care Svcs.	374	+47	+14.4%	+104	+38.5%	N/A	N/A
Hospitals	13,815	+1,004	+7.8%	+1,270	+10.1%	+1,060	+8.3%
General Medical & Surgical Hospitals	3,265	N/A	N/A	N/A	N/A	N/A	N/A
Psychiatric & Substance Abuse Hospitals	185	N/A	N/A	N/A	N/A	N/A	N/A
Nursing & Residential Care Facilities	13,778	+107	+0.8%	-244	-1.7%	+1,111	+8.8%
Nursing Care Facilities	5,725	+76	+1.3%	-257	-4.3%	-206	-3.5%
Residential Developmental Disability, Mental Health & Substance Abuse Facs.	4,508	+289	+6.8%	-764	-14.5%	-227	-4.8%
Continuing Care Retirement Community & Assisted Living Facilities	2,287	-236	-9.4%	-57	-2.4%	+703	+44.4%
Other Residential Care Facilities	1,257	-22	-1.7%	+835	+197.9%	+842	+202.9%
Social Assistance	8,025	+180	+2.3%	+397	+5.2%	+1,491	+22.8%
Individual & Family Services	5,177	+175	+3.5%	+748	+16.9%	+1,874	+56.7%
Community Food, Housing & Emrg. Svc.	184	+8	+4.5%	+39	+26.9%	-31	-14.4%
Vocational Rehabilitation Services	1,113	-81	-6.8%	-585	-34.5%	-516	-31.7%
Child Day Care Services	1,550	+78	+5.3%	+195	+14.4%	+164	+11.8%

Source: DEED [Quarterly Census of Employment & Wages \(QCEW\)](#) program

Industry Demand

The steady increase in health care and social assistance employment since 2000 has led to a growing number of [job vacancies](#) across the Central Minnesota region as well, with the exception of a brief decline in hiring activity during the Great Recession from 2008 to 2010. In fact, the 2,517 job vacancies reported by health care and social assistance employers in the second quarter of 2017 was the third highest number ever posted, below the record set just one year earlier in the second quarter of 2016, and the peak it passed from the fourth quarter of 2015. It was also a 370 percent increase in job postings compared to the low point set in 2009 (see Figure 2).



The median wage offer for these vacancies dropped to \$14.08 per hour in the second quarter of 2017, which was \$0.30 above the median wage offer across all industries, but was down over \$1 an hour compared to the previous year. About half of the region’s health care and social assistance job postings were part-time, which was also slightly higher than the total of all industries. Not surprisingly, health care postings were also more likely to require postsecondary education, a certificate or license, and prior work experience (see Table 3).

Table 3. Central Minnesota Health Care & Social Assistance, Job Vacancy Survey, 2nd Quarter 2017

NAICS Industry Title	Number of Job Vacancies	Median Wage Offer	Percent Part-time	Percent Requiring Postsecondary Education	Percent Requiring 1+ Years Work Experience	Percent Requiring Certificate or License
Total, All Industries	11,010	\$13.78	41%	24%	35%	31%
Health Care & Social Assistance	2,517	\$14.08	50%	47%	39%	66%

Source: DEED [Job Vacancy Survey](#)

The largest number of health care and social assistance vacancies were for healthcare practitioners and technical occupations, such as registered nurses, family and general practitioners, physicians and surgeons, and physical therapists. These positions had the highest education requirements, with over 95 percent requiring postsecondary education or a certificate or license, but also the highest wage offers, at \$25.55. The region also had high demand for lower-skilled and lower wage healthcare support and personal care and service occupations, such as nursing assistants, home health aides, and personal care aides. Median wage offers hovered between \$10 and \$13 an hour for these jobs, and over two-thirds were part-time, while less than one-third required postsecondary education or training (see Table 4).

Table 4. Central Minnesota Health Care Occupations, Job Vacancy Survey, 2nd Quarter 2017

SOC Occupational Title	Number of Job Vacancies	Median Wage Offer	Percent Part-time	Percent Requiring Postsecondary Education	Percent Requiring 1+ Years Work Experience	Percent Requiring Certificate or License
Total, All Occupations	11,010	\$13.78	41%	24%	35%	31%
Healthcare Practitioners & Technical Occs.	1,120	\$25.55	46%	95%	31%	96%
Health Diagnosing & Treating Practitioners	442	\$30.21	31%	100%	59%	97%
Health Technologists & Technicians	673	\$22.62	56%	92%	12%	96%
Other Healthcare Practitioners	5	\$16.55	N/A	N/A	N/A	N/A
Healthcare Support Occupations	825	\$13.14	63%	32%	7%	57%
Nursing, Psych. & Home Health Aides	773	\$13.18	62%	30%	7%	56%
Occupational & Physical Therapy Assts.	8	\$15.06	86%	86%	14%	86%
Other Healthcare Support Occupations	44	\$11.97	68%	58%	6%	55%
Personal Care & Service Occupations	577	\$10.18	71%	7%	12%	5%
Other Personal Care & Services Workers	370	\$10.83	60%	11%	16%	6%
Community & Social Service Occupations	220	\$18.24	20%	82%	76%	47%
Counselors, Social Workers, & Other	219	\$18.24	20%	83%	76%	46%

Source: DEED [Job Vacancy Survey](#)

Industry Occupational Employment

DEED's Occupational Employment Statistics (OES) program provides detailed employment and wage data for a wide range of occupations involved in health care and social assistance. In sum, there were an estimated 41,780 people working in health care and social assistance-related occupations in Central Minnesota, accounting for about 15 percent of total employment in the region. While wages were relatively high for these occupations, they were often lower in the region than the state, especially in comparison to the Twin Cities metro area and Southeast Minnesota.

The largest healthcare occupations in the region include personal care aides (7,570 jobs), registered nurses (5,470 jobs), home health aides (4,070 jobs), nursing assistants (3,830 jobs), licensed practical nurses (2,390 jobs), social and human service assistants (1,210 jobs), and recreation workers (1,180 jobs). Looking at location quotients, the region has higher than expected concentrations of several health care workers, including magnetic resonance imaging technologists and radiologic technologists, home health aides, podiatrists, speech-language pathologists, occupational health and safety technicians, diagnostic medical sonographers, recreation workers, and licensed practical nurses.

Median hourly wages for health care and social assistance occupations ranged from around \$11 an hour at the low end to more than \$100 an hour at the high end. Physicians and surgeons, obstetricians and gynecologists, family and general practitioners, pediatricians, and psychiatrists all were making above \$180,000 per year at the median, making them among the highest-earning occupations in the region. Over 30 different healthcare occupations had median wages above \$30 per hour in the region, representing 27,690 filled jobs.

In contrast, only 9 health care and social assistance-related occupations earned median hourly wages below \$15, but they represented 19,370 filled jobs. In fact, six of the 10 largest health care and social assistance occupations – personal care aides, home health aides, nursing assistants, social and human service assistants, recreation workers, and childcare workers – paid below that threshold, with median annual wages hovering between \$22,000 and \$30,000 for full-time workers in those occupations. The remaining health care occupations earned between \$15 and \$30 per hour at the median, including registered nurses at \$38.42, licensed practical nurses at \$20.25, and medical assistants at \$17.44 per hour (see Table 5).

Table 5. Central Minnesota Health Care & Social Assistance-related Occupational Wage & Employment Statistics, 2017		Central Minnesota			Minnesota
SOC Code	SOC Title	Estimated Regional Employment	Median Hourly Wage	Location Quotient	Median Hourly Wage
00-0000	Total, All Occupations	280,910	\$17.45	1.0	\$19.62
11-9111	Medical & Health Services Managers	590	\$43.95	0.8	\$47.00
21-0000	Community & Social Service Occupations	4,780	\$20.46	0.9	\$21.32
21-1011	Substance Abuse & Behavioral Disorder Counselors	190	\$23.12	0.8	\$22.43
21-1012	Educational, Guidance, School & Vocational Counselors	460	\$26.88	1.1	\$25.71
21-1013	Marriage & Family Therapists	40	\$21.74	0.4	\$22.31
21-1014	Mental Health Counselors	350	\$23.50	0.8	\$22.67
21-1015	Rehabilitation Counselors	300	\$15.81	0.8	\$16.83
21-1019	Counselors, All Other	50	\$20.06	0.8	\$19.06
21-1021	Child, Family, & School Social Workers	710	\$25.18	1.0	\$26.47
21-1022	Healthcare Social Workers	240	\$26.42	0.8	\$27.94
21-1023	Mental Health & Substance Abuse Social Workers	300	\$20.64	1.0	\$22.41
21-1029	Social Workers, All Other	100	\$29.13	1.1	\$26.02
21-1091	Health Educators	80	\$25.56	0.5	\$24.24
21-1093	Social & Human Service Assistants	1,210	\$14.36	0.9	\$15.43
21-1094	Community Health Workers	50	\$18.54	0.4	\$17.07
21-1099	Community & Social Service Specialists, All Other	410	\$19.70	1.1	\$21.13
29-0000	Healthcare Practitioners & Technical Occupations	16,770	\$31.68	1.0	\$32.85
29-1011	Chiropractors	90	\$36.19	1.1	\$32.85
29-1021	Dentists, General	60	\$81.87	0.4	\$88.38
29-1031	Dietitians & Nutritionists	110	\$30.13	0.9	\$29.06
29-1041	Optometrists	70	\$44.94	1.0	\$56.31
29-1051	Pharmacists	580	\$63.24	1.0	\$62.19
29-1062	Family & General Practitioners	220	\$91.54	0.8	\$91.72
29-1063	Internists, General	70	>\$100.00	0.5	>\$100.00
29-1064	Obstetricians & Gynecologists	40	>\$100.00	0.7	>\$100.00
29-1065	Pediatricians, General	60	\$91.78	0.7	\$96.16
29-1066	Psychiatrists	40	\$99.17	0.9	>\$100.00
29-1067	Surgeons	160	>\$100.00	1.3	>\$100.00
29-1069	Physicians & Surgeons, All Other	370	>\$100.00	0.9	>\$100.00
29-1071	Physician Assistants	200	\$50.22	1.0	\$51.95
29-1081	Podiatrists	20	\$82.91	1.5	\$92.80
29-1122	Occupational Therapists	240	\$36.27	1.0	\$35.26
29-1123	Physical Therapists	400	\$40.74	1.0	\$38.38
29-1125	Recreational Therapists	60	\$26.46	1.1	\$22.62
29-1126	Respiratory Therapists	110	\$32.33	0.7	\$32.25
29-1127	Speech-Language Pathologists	380	\$32.23	1.5	\$33.14
29-1129	Therapists, All Other	50	\$31.96	1.1	\$29.64
29-1131	Veterinarians	140	\$34.37	0.9	\$40.15
29-1141	Registered Nurses	5,470	\$38.42	0.9	\$36.25
29-1171	Nurse Practitioners	220	\$49.83	0.6	\$52.03
29-1181	Audiologists	10	\$37.67	0.5	\$38.48
29-1199	Health Diagnosing & Treating Practitioners, All	60	\$33.47	0.4	\$36.54
29-2011	Medical & Clinical Laboratory Technologists	190	\$31.50	0.5	\$32.02
29-2012	Medical & Clinical Laboratory Technicians	210	\$22.24	0.6	\$21.86
29-2021	Dental Hygienists	280	\$36.13	0.6	\$35.19

29-2032	Diagnostic Medical Sonographers	230	\$37.76	1.5	\$37.56
29-2034	Radiologic Technologists	740	\$27.97	1.6	\$30.92
29-2035	Magnetic Resonance Imaging Technologists	300	\$35.67	4.5	\$35.40
29-2041	Emergency Medical Technicians & Paramedics	520	\$16.57	1.0	\$17.80
29-2052	Pharmacy Technicians	840	\$16.15	1.1	\$17.13
29-2055	Surgical Technologists	160	\$24.74	0.8	\$25.66
29-2056	Veterinary Technologists & Technicians	220	\$15.59	0.9	\$16.56
29-2057	Ophthalmic Medical Technicians	70	\$16.80	0.8	\$20.78
29-2061	Licensed Practical & Licensed Vocational Nurses	2,390	\$20.25	1.4	\$21.34
29-2071	Medical Records & Health Information Technicians	330	\$19.30	0.8	\$22.07
29-2081	Opticians, Dispensing	210	\$16.34	1.0	\$18.25
29-2099	Health Technologists & Technicians, All Other	160	\$24.96	1.3	\$26.36
29-9011	Occupational Health & Safety Specialists	160	\$39.15	1.0	\$36.57
29-9012	Occupational Health & Safety Technicians	30	\$19.39	1.5	\$24.02
29-9091	Athletic Trainers	80	\$42,910	1.1	\$42,910
29-9099	Healthcare Practitioners & Technical Workers, All Other	30	N/A	0.5	\$29.67
31-0000	Healthcare Support Occupations	10,300	\$14.17	1.2	\$15.11
31-1011	Home Health Aides	4,070	\$11.96	1.6	\$12.79
31-1014	Nursing Assistants	3,830	\$14.55	1.2	\$14.77
31-2011	Occupational Therapy Assistants	50	\$24.28	1.0	\$23.48
31-2021	Physical Therapist Assistants	160	\$24.12	1.1	\$26.37
31-2022	Physical Therapist Aides	40	\$18.85	1.3	\$17.47
31-9011	Massage Therapists	140	\$18.00	0.6	\$21.43
31-9091	Dental Assistants	320	\$21.65	0.6	\$23.02
31-9092	Medical Assistants	880	\$17.44	0.9	\$18.38
31-9094	Medical Transcriptionists	180	\$21.32	1.3	\$20.90
31-9095	Pharmacy Aides	60	\$11.11	1.3	\$11.89
31-9096	Veterinary Assistants & Laboratory Animal Caretakers	60	\$12.99	0.6	\$14.49
31-9097	Phlebotomists	50	\$17.43	0.3	\$17.41
31-9099	Healthcare Support Workers, All Other	340	\$15.62	1.5	\$16.90
39-0000	Personal Care & Service Occupations	13,280	\$11.85	1.0	\$11.77
39-9011	Childcare Workers	850	\$11.08	0.8	\$11.36
39-9021	Personal Care Aides	7,570	\$12.12	1.1	\$11.69
39-9031	Fitness Trainers & Aerobics Instructors	540	\$14.46	1.1	\$18.28
39-9032	Recreation Workers	1,180	\$10.98	1.5	\$12.72
43-6013	Medical Secretaries	1,050	\$19.57	0.9	\$19.96

Source: DEED Occupational Employment Statistics (OES) program

Not surprisingly, wage levels are commensurate with educational attainment in health care and social assistance occupations. According to DEED’s [Educational Requirements for Occupations](#) data, the highest paying occupations tend to have the highest educational requirements, while the lowest paying occupations have the lowest entry requirements. For example, 99 percent of the family and general practitioners and dentists in Minnesota have professional degrees, and they have median wages above \$80 per hour in the region. In contrast, 93 percent of personal care aides in Minnesota have a high school diploma or less, with a median hourly wage of \$12.12 in Central Minnesota.

However, there are exceptions to the rule. Marriage and family therapists require a graduate or professional degree, but are earning \$21.74 per hour at the median in Central Minnesota; while diagnostic medical sonographers, dental hygienists, magnetic resonance imaging technologists, and radiologic technologists all require just an associate’s degree but pay well above \$25 an hour at the median.

The data show that over two-thirds of health care and social assistance-related occupations (56 of 81) do require postsecondary training, ranging from vocational training – including nursing assistants and licensed practical nurses – to graduate or professional degrees – including social workers and pharmacists. These occupations represent about 56 percent of total filled jobs. There were also 22 occupations that can be entered with a high school diploma or less, representing about one-fourth of the occupational list, but about 43.7 percent of total filled jobs, due to large numbers of people employed as personal care aides, home health aides, and social and human service assistants (see Table 6).

Table 6. Education & Training Requirements for Healthcare Occupations in Central Minnesota								
Occupation Title	Education & Training Requirements in Minnesota						Central Minnesota	
	No Formal Educ. Req.	High School	Vocat. Training	Associate Degree	Bachelor Degree	Graduate or Prof. Degree	Median Hourly Wage	Estimated Regional Employment
GRADUATE OR PROFESSIONAL DEGREE								
Child, Family, & School Social Workers	0%	4%	0%	2%	81%	13%	\$25.18	710
Pharmacists		0%	1%	1%	52%	46%	\$63.24	580
Physical Therapists	0%		0%	3%	74%	23%	\$40.74	400
Speech-Language Pathologists	0%		0%	1%	25%	74%	\$32.23	380
Physicians & Surgeons, All Other	0%	0%	1%	0%	4%	95%	>\$100.00	370
Mental Hlth./Subs. Abuse Social Workers	0%	2%		1%	50%	47%	\$20.64	300
Occupational Therapists	0%	0%	1%	4%	77%	17%	\$36.27	240
Healthcare Social Workers	0%	1%		1%	61%	36%	\$26.42	240
Family & General Practitioners	0%		0%		1%	99%	\$91.54	220
Nurse Practitioners		0%	0%	3%	10%	86%	\$49.83	220
Physician Assistants	0%	0%	2%	5%	20%	73%	\$50.22	200
Surgeons		1%	0%		3%	95%	>\$100.00	160
Veterinarians		0%	7%		2%	90%	\$34.37	140
Chiropractors		6%	7%		36%	51%	\$36.19	90
Optometrists					12%	88%	\$44.94	70
Internists, General					1%	99%	>\$100.00	70
Dentists, General	0%				1%	99%	\$81.87	60
Pediatricians, General					3%	97%	\$91.78	60
Marriage & Family Therapists	0%		0%	0%	37%	62%	\$21.74	40
Psychiatrists				1%	6%	93%	\$99.17	40
Obstetricians & Gynecologists					2%	98%	>\$100.00	40
Audiologists	1%				8%	91%	\$37.67	10
Nurse Anesthetists			2%	4%	27%	67%	N/A	N/A
Genetic Counselors					4%	96%	N/A	N/A
Anesthesiologists			11%		7%	82%	N/A	N/A
Nurse Midwives			2%	11%	22%	66%	N/A	N/A
BACHELOR'S DEGREE								
Medical & Health Services Managers	0%	2%	1%	9%	65%	23%	\$43.95	590
Mental Health Counselors	0%	11%	2%	1%	62%	25%	\$23.50	350
Subs. Abuse & Beh. Disorder Counselors	5%	11%	6%	12%	59%	7%	\$23.12	190
Occupational Health & Safety Specialists	2%	26%	1%	8%	58%	5%	\$39.15	160
Health Educators	0%	5%	14%	21%	54%	5%	\$25.56	80
Medical & Clinical Lab. Technologists	1%	7%	12%	19%	59%	1%	\$31.50	190
Dietitians & Nutritionists	2%	5%	2%	5%	81%	5%	\$30.13	110
Recreational Therapists	2%	7%	8%	32%	49%	1%	\$26.46	60
Athletic Trainers	2%	2%	1%	2%	90%	4%	\$20.63	80

ASSOCIATE DEGREE								
Registered Nurses	0%	1%	2%	54%	41%	1%	\$38.42	5,470
Radiologic Technologists	0%	6%	20%	69%	4%	1%	\$27.97	740
Dental Hygienists	0%		0%	61%	36%	1%	\$36.13	280
Surgical Technologists	1%	13%	33%	51%	3%	0%	\$24.74	160
Medical & Clinical Lab. Technicians	6%	34%	18%	32%	9%	1%	\$22.24	210
Veterinary Technologists & Technicians	24%	7%	10%	57%	2%	0%	\$15.59	220
Physical Therapist Assistants		2%	6%	79%	11%	1%	\$24.12	160
Respiratory Therapists		1%	7%	38%	52%	2%	\$32.33	110
Diagnostic Medical Sonographers		4%	28%	63%	4%	1%	\$37.76	230
Magnetic Resonance Imaging (MRI) Tech.		5%	13%	76%	3%	2%	\$35.67	300
Occupational Therapy Assistants		1%	9%	74%	12%	3%	\$24.28	50
Cardiovascular Technologists	5%	19%	23%	43%	8%	2%	N/A	
Nuclear Medicine Technologists	10%			78%	11%		N/A	
VOCATIONAL TRAINING								
Nursing Assistants	13%	29%	55%	3%	0%	0%	\$14.55	3,830
Licensed Practical Nurses	0%	1%	28%	60%	10%	0%	\$20.25	2,390
Emrgcy. Medical Tech. (EMT) Paramedics	1%	15%	75%	8%	0%	0%	\$16.57	520
Dental Assistants	1%	5%	77%	14%	1%	2%	\$21.65	320
Medical Records & Health Info. Techs.	3%	29%	21%	32%	14%	1%	\$19.30	330
Massage Therapists	0%	3%	75%	18%	3%	1%	\$18.00	140
Medical Transcriptionists	7%	12%	60%	16%	5%		\$21.32	180
HIGH SCHOOL OR LESS								
Personal Care Aides (PCA)	30%	63%	5%	1%	0%	0%	\$12.12	7,570
Home Health Aides (HHA)	24%	66%	10%	0%	1%	0%	\$11.96	4,070
Social & Human Service Assistants	5%	64%	4%	16%	11%	0%	\$14.36	1,210
Medical Secretaries	4%	61%	24%	8%	4%	0%	\$19.57	1,050
Pharmacy Technicians	15%	51%	19%	13%	2%	1%	\$16.15	840
Childcare Workers	14%	57%	11%	10%	9%	0%	\$11.08	850
Medical Assistants	3%	24%	48%	23%	2%	0%	\$17.44	880
Fitness Trainers & Aerobics Instructors	17%	40%	18%	6%	19%	0%	\$14.46	540
Opticians, Dispensing	1%	78%	7%	4%	0%	9%	\$16.34	210
Phlebotomists	2%	54%	41%	3%	1%		\$17.43	50
Community Health Workers	4%	18%	16%	46%	17%		\$18.54	50
Orderlies	32%	44%	21%	1%	1%		N/A	
Physical Therapist Aides	4%	58%	4%	27%	5%	2%	\$18.85	40
Dietetic Technicians	25%	46%	11%	18%	1%		N/A	
Psychiatric Technicians	3%	56%	8%	12%	19%	1%	N/A	
Ophthalmic Medical Technicians	4%	38%	34%	19%	3%	2%	\$16.80	70
Occupational Health & Safety Technicians		30%	20%	19%	27%	4%	\$19.39	30
Psychiatric Aides	4%	88%	3%	2%	2%	0%	N/A	
Occupational Therapy Aides		58%	24%	10%	8%		N/A	
Medical Equipment Preparers	5%	55%	23%	14%	2%	1%	N/A	
Pharmacy Aides	28%	47%	12%	10%	2%	1%	\$11.11	60
Veterinary Assts. & Animal Caretakers	1%	26%	23%	51%			\$12.99	60
NO CLEAR EDUCATIONAL ASSIGNMENT								
Healthcare Support Workers, All Other	15%	62%	17%	2%	3%	1%	\$15.62	340
Health Technologists, All Other	3%	22%	25%	45%	5%	1%	\$24.96	160
Healthcare Practitioners, All Other		9%	11%	15%	53%	12%	\$29.67	30

Source: DEED [Educational Requirements for Occupations](#), [Occupational Employment Statistics](#)

Occupations in Demand

Because of the steady growth in health care and social assistance, many of these occupations are in high demand in Central Minnesota. According to DEED’s [Occupations in Demand](#) tool, 10 of the top 50 occupations in highest demand in the region are healthcare-related, including three in the top 10. Of the 189 occupations that have exhibited the highest level of demand in the region – having four or five stars in the current demand indicator – about 20 percent are health care and social assistance-related occupations (see Table 7).

Table 7. Central Minnesota Health Care & Social Assistance-Related Occupations in Demand

SOC Occupational Title	Current Demand Rank	Current Demand Indicator	Median Annual Wage	Projected 10-year Growth Rate	Projected 10-year Total Openings	Typical Education Requirement
Personal Care Aides	6	Five Stars	\$25,505	+37.1%	+3,320	Less than high school
Licensed Practical Nurses	8	Five Stars	\$42,660	+12.0%	+970	Postsec. non-degree award
Nursing Assistants	10	Five Stars	\$30,581	+8.2%	+1,010	Postsec. non-degree award
Registered Nurses	11	Five Stars	\$83,164	+11.7%	+1,710	Associate's degree
Pharmacy Technicians	27	Five Stars	\$33,198	+7.9%	+130	High school diploma or equiv.
Home Health Aides	32	Five Stars	\$24,207	+36.7%	+2,410	Less than high school
Ophthalmic Laboratory Technicians	34	Five Stars	\$30,236	+32.7%	+390	High school diploma or equiv.
Psychiatric Aides	46	Five Stars	NA	0.0%	0	High school diploma or equiv.
Social & Human Service Assistants	47	Five Stars	\$30,246	+16.3%	+620	High school diploma or equiv.
Medical Secretaries	48	Five Stars	\$41,403	+14.0%	+140	High school diploma or equiv.
Radiologic Technologists	54	Five Stars	\$57,374	+11.3%	+130	Associate's degree
Family & General Practitioners	60	Five Stars	\$63,936	+12.0%	+100	Doctoral or prof. degree
Medical Assistants	69	Five Stars	\$37,899	+16.7%	+370	High school diploma or equiv.
Nurse Practitioners	70	Five Stars	\$107,387	+33.1%	+120	Master's degree
Pharmacists	76	Five Stars	\$130,779	-0.7%	+120	Doctoral or prof. degree
Physical Therapists	79	Five Stars	\$86,574	+32.1%	+290	Doctoral or prof. degree
Child, Family, & School Social Workers	85	Five Stars	\$53,632	+5.8%	+210	Master's degree
Sub. Abuse & Beh. Disorder Counselors	90	Five Stars	\$47,304	+9.0%	+60	Bachelor's degree
Physician Assistants	92	Five Stars	\$101,029	+27.7%	+90	Master's degree
Mental Health Counselors	96	Four Stars	\$47,511	+10.7%	+70	Bachelor's degree
Clinical, Cnslng. & School Psychologists	101	Four Stars	\$70,764	+7.7%	+90	Doctoral or prof. degree
Medical & Health Services Managers	113	Four Stars	\$95,862	+14.4%	+200	Bachelor's degree
Medical Records & Health Info. Techs.	117	Four Stars	\$40,103	+9.2%	+100	Postsec. non-degree award
Magnetic Resonance Imaging Techs.	122	Four Stars	\$73,962	+23.7%	+30	Associate's degree
Occupational Therapists	124	Four Stars	\$76,896	+30.2%	+130	Master's degree
Childcare Workers	139	Four Stars	\$23,237	+5.0%	+1,210	High school diploma or equiv.
Healthcare Social Workers	152	Four Stars	\$54,493	+10.6%	+80	Master's degree
Diagnostic Medical Sonographers	156	Four Stars	\$79,382	+20.0%	+50	Associate's degree
Opticians, Dispensing	161	Four Stars	\$37,974	+18.2%	+220	High school diploma or equiv.
Surgeons	162	Four Stars	NA	+23.6%	+150	Doctoral or prof. degree
Surgical Technologists	164	Four Stars	\$50,998	+10.9%	+30	Associate's degree
Pediatricians, General	165	Four Stars	\$200,006	+10.1%	+20	Doctoral or prof. degree
Internists, General	166	Four Stars	NA	+9.6%	+20	Doctoral or prof. degree
Veterinarians	168	Four Stars	\$71,554	+15.9%	+70	Doctoral or prof. degree
Medical & Clinical Laboratory Techs.	174	Four Stars	\$46,896	+21.5%	+140	Associate's degree
Cardiovascular Technologists & Techs.	187	Four Stars	\$66,935	+15.6%	+40	Associate's degree

Source: DEED [Occupations in Demand](#)

Industry Outlook

According to DEED’s [2014 to 2024 Employment Outlook](#) data, the Central Minnesota health care and social assistance sector is projected to gain another 10,500 jobs over the next decade, a 23.5 percent increase. That is much faster than the projected growth rate in the region, which is expected to grow 7.7 percent across all industries. In fact, the projected job growth in health care would account for 45 percent of total job growth in the region. In both cases, the region is expected to outpace the statewide growth rate, which is expected to expand 4.3 percent overall and by 17.4 percent in the health care and social assistance sector.

Ambulatory health care services is projected to be the fastest growing subsector in the region, jumping by over 33 percent, or 4,630 net new jobs through 2024. The job growth is expected to be spread across several industries, but is expected to be largest and fastest in home health care services, which may grow nearly 60 percent, or 1,838 additional jobs. Offices of physicians are also expected to gain nearly 1,300 jobs, while offices of other health practitioners are projected to grow nearly 50 percent.

Job growth at nursing and residential care facilities is expected to be split between community care and assisted living facilities for the elderly, which may gain almost 1,750 jobs, and residential mental health facilities, which could add about 1,825 new jobs. In contrast, the region is expected to lose jobs at nursing care facilities and other residential care facilities. Hospitals are projected to see above average growth, adding just over 1,000 jobs from 2014 to 2024.

Social assistance is expected to see steady job growth, led by gains at individual and family services and vocational rehabilitation services. Despite great need, child day care services are not expected to see much job growth (see Table 8).

Table 8. Central Minnesota Industry Employment Projections, 2014-2024

NAICS Code	Industry	Estimated Employment 2014	Projected Employment 2024	Percent Change 2014-2024	Numeric Change 2014-2024
0	Total, All Industries	302,055	325,393	+7.7%	+23,338
62	Health Care & Social Assistance	44,510	54,997	+23.5%	+10,487
621	Ambulatory Health Care Services	13,750	18,380	+33.6%	+4,630
6211	Offices of Physicians	5,840	7,119	+21.9%	+1,279
6212	Offices of Dentists	1,596	1,853	+16.1%	+257
6213	Offices of Other Health Practitioners	1,569	2,318	+47.7%	+749
6214	Outpatient Care Centers	672	831	+23.6%	+159
6215	Medical Diagnostic Laboratories	615	886	+44.0%	+271
6216	Home Health Care Services	3,126	4,964	+58.7%	+1,838
6219	Other Ambulatory Health Care Services	332	409	+23.1%	+77
622	Hospitals	9,629	10,660	+10.7%	+1,031
623	Nursing & Residential Care Facilities	13,750	17,071	+24.1%	+3,321
6231	Nursing Care Facilities	5,636	5,452	-3.2%	-184
6232	Residential Mental Health Facilities	5,199	7,027	+35.1%	+1,828
6233	Community Care Facilities for the Elderly	2,495	4,251	+70.3%	+1,756
6239	Other Residential Care Facilities	420	341	-18.8%	-79
624	Social Assistance	7,381	8,886	+20.3%	+1,505
6241	Individual & Family Services	4,626	5,637	+21.8%	+1,011
6242	Emergency & Other Relief Services	166	176	+6.0%	+10
6243	Vocational Rehabilitation Services	1,216	1,608	+32.2%	+392
6244	Child Day Care Services	1,373	1,465	+6.7%	+92

Source: DEED 2014-2024 [Employment Outlook](#)

Occupational Outlook

Many healthcare-related occupations are expected to rank among the fastest growing in Central Minnesota through 2024. In addition to new jobs being created, the region is also expected to have significant demand due to a large number of replacement openings – jobs that become available because the existing workers retire out of the labor force or change careers. There may be as many as 16,640 total healthcare-related openings in the region, with over half being replacement openings. All but three of the health care and social assistance-related occupations are expected to see new job growth from 2014 to 2024. The largest growth will be experienced by personal care aides, home health aides, registered nurses, child care workers, and nursing assistants, which are all projected to add more than 1,000 total openings (see Table 9).

SOC Code	Occupation	Estimated Employment 2014	Projected Employment 2024	Percent Change 2014-2024	Numeric Change 2014-2024	2014-2024 Replacement Openings*	2014-2024 Total Openings**
0	Total, All Occupations	302,055	325,393	+7.7%	+23,338	+70,740	+97,320
119111	Medical & Health Services Managers	513	587	+14.4%	+74	+130	+200
210000	Community & Social Service Occupations	6,002	6,651	+10.8%	+649	+1,280	+1,930
211093	Social & Human Service Assistants	1,747	2,032	+16.3%	+285	+340	+620
211021	Child, Family, & School Social Workers	722	764	+5.8%	+42	+170	+210
211099	Community & Social Service, All Other	453	515	+13.6%	+62	+80	+150
211023	Mental Hlth & Subs. Abuse Social Workers	268	320	+19.4%	+52	+60	+110
211015	Rehabilitation Counselors	196	237	+20.9%	+41	+40	+80
211022	Healthcare Social Workers	245	271	+10.6%	+26	+50	+80
211012	Educ., Guidance, School & Voc. Counselors	331	340	+2.7%	+9	+60	+70
211014	Mental Health Counselors	232	257	+10.7%	+25	+40	+70
211011	Subs. Abuse & Beh. Disorder Counselors	209	228	+9.0%	+19	+40	+60
211029	Social Workers, All Other	68	63	-7.3%	-5	+10	+10
211091	Health Educators	47	51	+8.5%	+4		+10
211094	Community Health Workers	48	52	+8.3%	+4		+10
290000	Healthcare Practitioners & Technical Occs	16,717	19,153	+14.5%	+2,436	+3,720	+6,160
291141	Registered Nurses	4,858	5,429	+11.7%	+571	+1,140	+1,710
292061	Licensed Practical Nurses	2,395	2,684	+12.0%	+289	+680	+970
291123	Physical Therapists	491	649	+32.1%	+158	+130	+290
292081	Opticians, Dispensing	492	582	+18.2%	+90	+130	+220
292056	Veterinary Technologists & Technicians	476	622	+30.6%	+146	+40	+190
292021	Dental Hygienists	507	589	+16.1%	+82	+80	+160
291067	Surgeons	304	376	+23.6%	+72	+80	+150
292012	Medical & Clinical Lab. Technicians	325	395	+21.5%	+70	+70	+140
292041	Emergency Medical Techs. & Paramedics	482	543	+12.6%	+61	+70	+140
291122	Occupational Therapists	271	353	+30.2%	+82	+50	+130
292034	Radiologic Technologists	439	489	+11.3%	+50	+80	+130
292052	Pharmacy Technicians	781	843	+7.9%	+62	+70	+130
291051	Pharmacists	523	519	-0.7%	-4	+120	+120
291171	Nurse Practitioners	214	285	+33.1%	+71	+50	+120
291127	Speech-Language Pathologists	254	305	+20.0%	+51	+60	+110
291062	Family & General Practitioners	265	297	+12.0%	+32	+70	+100
292071	Medical Records & Health Info. Techs.	346	378	+9.2%	+32	+70	+100
291071	Physician Assistants	198	253	+27.7%	+55	+40	+90
291041	Optometrists	115	144	+25.2%	+29	+40	+70

291131	Veterinarians	245	284	+15.9%	+39	+30	+70
292011	Medical & Clinical Lab. Technologists	173	196	+13.2%	+23	+40	+60
292032	Diagnostic Medical Sonographers	130	156	+20.0%	+26	+20	+50
291011	Chiropractors	127	149	+17.3%	+22	+20	+40
291064	Obstetricians & Gynecologists	81	97	+19.7%	+16	+20	+30
291126	Respiratory Therapists	111	119	+7.2%	+8	+20	+30
291181	Audiologists	41	63	+53.6%	+22	+10	+30
292035	Magnetic Resonance Imaging Techs.	80	99	+23.7%	+19	+10	+30
292055	Surgical Technologists	165	183	+10.9%	+18	+10	+30
299091	Athletic Trainers	66	83	+25.7%	+17	+10	+30
291063	Internists, General	62	68	+9.6%	+6	+10	+20
291065	Pediatricians, General	69	76	+10.1%	+7	+10	+20
291066	Psychiatrists	52	64	+23.0%	+12	+10	+20
292057	Ophthalmic Medical Technicians	52	69	+32.6%	+17		+20
292099	Health Technologists & Techs., All Other	104	115	+10.5%	+11	+10	+20
291031	Dietitians & Nutritionists	109	116	+6.4%	+7		+10
291125	Recreational Therapists	41	40	-2.4%	-1	+10	+10
310000	Healthcare Support Occupations	10,373	12,695	+22.3%	+2,322	+2,310	+4,630
311011	Home Health Aides	4,063	5,558	+36.7%	+1,495	+910	+2,410
311014	Nursing Assistants	3,296	3,567	+8.2%	+271	+740	+1,010
319092	Medical Assistants	997	1,164	+16.7%	+167	+200	+370
319091	Dental Assistants	548	636	+16.0%	+88	+130	+220
312021	Physical Therapist Assistants	199	286	+43.7%	+87	+50	+140
312011	Occupational Therapy Assistants	123	201	+63.4%	+78	+30	+110
319099	Healthcare Support Workers, All Other	338	377	+11.5%	+39	+70	+100
319011	Massage Therapists	217	260	+19.8%	+43	+10	+50
319094	Medical Transcriptionists	278	279	+0.3%	+1	+50	+50
312022	Physical Therapist Aides	57	78	+36.8%	+21	+10	+30
319097	Phlebotomists	70	80	+14.2%	+10	+10	+20
319095	Pharmacy Aides	61	63	+3.2%	+2	+10	+10
390000	Personal Care & Service Occupations	17,727	21,184	+19.5%	+3,457	+3,450	+6,920
399021	Personal Care Aides	7,347	10,073	+37.1%	+2,726	+590	+3,320
399011	Childcare Workers	3,521	3,700	+5.0%	+179	+1,030	+1,210
399032	Recreation Workers	842	946	+12.3%	+104	+150	+250
399031	Fitness Trainers & Aerobics Instructors	272	286	+5.1%	+14	+50	+60

* Replacement Openings: Net replacement openings is an estimate of the need for new work force entrants to replace workers who leave an occupation. It estimates the net movement of

- 1) experienced workers who leave an occupation and start working in another occupation, stop working altogether, or leave the geographic area, minus
- 2) experienced workers who move into such an opening. It thus does not represent the total number of jobs to be filled due to the need to replace workers.

** Total Openings: Total job openings represent the sum of employment increases and net replacements. If employment change is negative, job openings due to growth are zero and total job openings equals net replacements.

Source: DEED [Employment Outlook](#)

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<http://www.mn.gov/deed/data/regional-lmi/central-lmi.jsp>

published: January 18, 2018