

## Northeast Minnesota – Health Care & Social Assistance Overview



According to DEED’s [Quarterly Census of Employment and Wages](#) (QCEW) data, the 7-county Northeast Minnesota region was home to 895 health care and social assistance establishments providing 33,659 jobs in 2016. The industry accounted for 23.8 percent of total employment in the region, making it easily the largest in the region, well ahead of retail trade (17,550 jobs) and accommodation and food services (14,843 jobs). Statewide, 16.9 percent of jobs are in health care and social assistance, giving Northeast the second highest regional share, behind only Southeast.

These health care and social assistance providers paid out \$1.57 billion in total payroll in 2016, making it the largest industry payroll as well. Average annual wages in health care and social assistance were \$46,544 in 2016, which was 11.5 percent higher than the total of all industries (see Table 1).

**Table 1. Northeast Minnesota Health Care & Social Assistance Industry Employment Statistics, 2016**

NAICS Code	NAICS Industry Title	Number of Firms, 2016	Number of Jobs, 2016	Location Quotient	Industry Payroll, 2016	Avg. Annual Wages, 2016
<b>0</b>	<b>Total, All Industries</b>	<b>8,426</b>	<b>141,683</b>	<b>1.0</b>	<b>\$5,916,014,961</b>	<b>\$41,755</b>
<b>62</b>	<b>Health Care &amp; Social Assistance</b>	<b>895</b>	<b>33,659</b>	<b>1.4</b>	<b>\$1,566,613,007</b>	<b>\$46,544</b>
<b>621</b>	<b>Ambulatory Health Care Services</b>	<b>370</b>	<b>5,427</b>	<b>0.7</b>	<b>\$386,838,878</b>	<b>\$71,280</b>
6211	Offices of Physicians	64	1,791	0.5	\$255,922,387	\$142,894
6212	Offices of Dentists	104	898	1.1	\$38,057,687	\$42,380
6213	Offices of Other Health Practitioners	130	741	0.9	\$24,756,488	\$33,410
6214	Outpatient Care Centers	36	1,052	1.8	\$42,957,274	\$40,834
6215	Medical & Diagnostic Laboratories*	3*	6*	0.0*	\$36,088*	\$24,024*
6216	Home Health Care Services	18	680	0.6	\$16,687,335	\$24,540
6219	Other Ambulatory Health Care Services*	15*	278*	0.8*	\$2,283,489*	\$32,812*
<b>622</b>	<b>Hospitals</b>	<b>26</b>	<b>13,179</b>	<b>2.1</b>	<b>\$792,703,874</b>	<b>\$60,149</b>
6221	General Medical & Surgical Hospitals	22	12,638	2.1	\$763,476,056	\$60,411
6222	Psychiatric & Substance Abuse Hospitals	1	529	4.0	\$28,398,720	\$53,684
6223	Specialty Hospitals	3	13	0.1	\$829,098	\$63,777
<b>623</b>	<b>Nursing &amp; Residential Care Facilities</b>	<b>283</b>	<b>10,613</b>	<b>1.9</b>	<b>\$272,927,450</b>	<b>\$25,716</b>
6231	Nursing Care Facilities (Skilled Nursing Facilities)	29	2,876	1.2	\$84,359,109	\$29,332
6232	Residential Intell. Developmental Disability, Mental Health & Substance Abuse Facilities	93	3,636	2.3	\$89,054,723	\$24,492
6233	Continuing Care Retirement Communities & Assisted Living Facilities for the Elderly	77	2,408	2.2	\$55,843,270	\$23,191
6239	Other Residential Care Facilities	84	1,693	3.0	\$43,670,348	\$25,795
<b>624</b>	<b>Social Assistance</b>	<b>216</b>	<b>4,439</b>	<b>0.9</b>	<b>\$114,142,805</b>	<b>\$25,714</b>
6241	Individual & Family Services	123	2,958	1.0	\$76,497,144	\$25,861
6242	Community Food, Housing & Emergency Svcs.	15	186	1.2	\$6,332,179	\$34,044
6243	Vocational Rehabilitation Services*	33*	825*	1.2*	\$15,537,339*	\$25,081*
6244	Child Day Care Services	46	470	0.6	\$10,884,534	\$23,159

Source: DEED [Quarterly Census of Employment & Wages \(QCEW\)](#) program, \* - not annual data

Hospitals was easily the largest health care sector in Northeast Minnesota, with 13,179 jobs at 26 establishments. This included 12,638 jobs at 22 general medical and surgical hospitals, and 529 jobs at the 1 psychiatric and substance abuse hospital in the region. Average annual wages at hospitals topped \$60,000 in 2016. Northeast Minnesota’s location quotient of 2.1 means that employment at hospitals is just over twice as concentrated in the region as the rest of the state, showing the vital importance of these hospitals in the regional health care network.

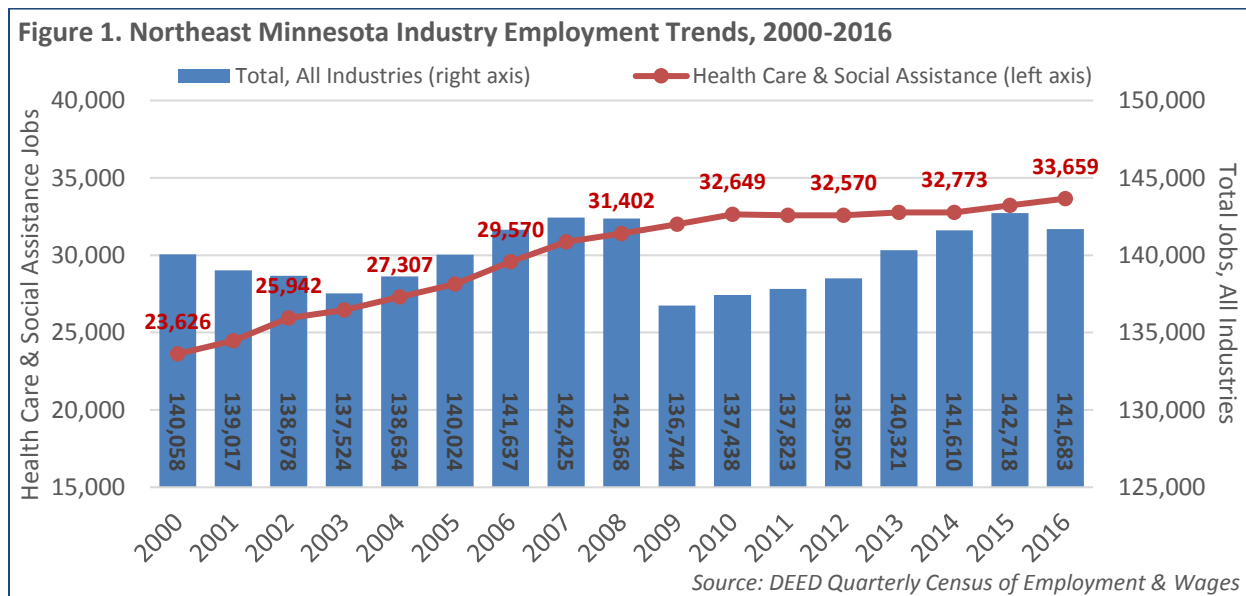
The next largest employing sector is nursing and residential care facilities, which had 10,613 jobs at 283 establishments. Average annual wages hovered at \$25,716 in 2016, making it the second lowest-paying health care sector. The region had just over 3,600 jobs at 93 residential intellectual and developmental disability, mental health, and substance abuse facilities, as well as 2,876 jobs at 29 skilled nursing care facilities, and just over 2,400 jobs at retirement care and assisted living facilities for the elderly. The region also has a high number of other residential care facilities, including group homes, foster homes, and home for delinquents or ex-offenders.

The region has a relatively small concentration of employment in ambulatory health care services, which includes offices of physicians, outpatient care centers, offices of dentists and other healthcare practitioners, and home health care services. Northeast Minnesota is home to 370 establishments, providing 5,427 jobs, with annual average wages of \$71,280 in 2016.

With 4,439 jobs at 216 establishments, social assistance is the smallest employing sector. This includes 2,958 jobs in individual and family services, such as community action services agencies, adult day care centers, and child and youth services; and 825 jobs in vocational rehabilitation services.

### Industry Trends

Despite economic fluctuations in the region across other industries, health care and social assistance providers in Northeast Minnesota continually added jobs over the past 16 years. Health care and social assistance accounted for 16.9 percent of total jobs in 2000, but after gaining just over 10,000 jobs from 2000 to 2016, the industry now comprises 23.8 percent of total employment, the highest share it has ever provided. While the number of jobs across the total of all industries has expanded 1.2 percent from 2000 to 2016, the health care and social assistance industry has jumped 42.5 percent (see Figure 1).



Health care and social assistance has become an increasingly important part of Northeast Minnesota’s economy over the past decade, adding just over 4,000 jobs from 2006 to 2016, a 13.8 percent rise. That was enough to compensate for losses across all other industries in the region, which saw a decline in the past 10 years. And though the region saw a decline of 1,035 jobs in the past year, health care continued expanding and added 436 net new jobs, a 1.3 percent increase.

Already the largest employing sector, hospitals also saw the largest and fastest increase in jobs over the past decade, though some of that was due to acquisitions in the region, where hospitals took over offices of physicians, which appeared to lose jobs from 2006 to 2016. The region also saw significant job growth in nursing and residential care facilities, especially at other residential care facilities, which nearly tripled in size, and community care and assisted living facilities for the elderly, which jumped over 45 percent. Individual and family services gained over 600 net new jobs from 2006 to 2016, and residential developmental disability, mental health, and substance abuse facilities added over 450 jobs.

The biggest job gain in the past year occurred at general medical and surgical hospitals, which expanded by 440 jobs since 2015, followed by strong gains in offices of other health practitioners, nursing care facilities, other residential care facilities, and outpatient care centers (see Table 2).

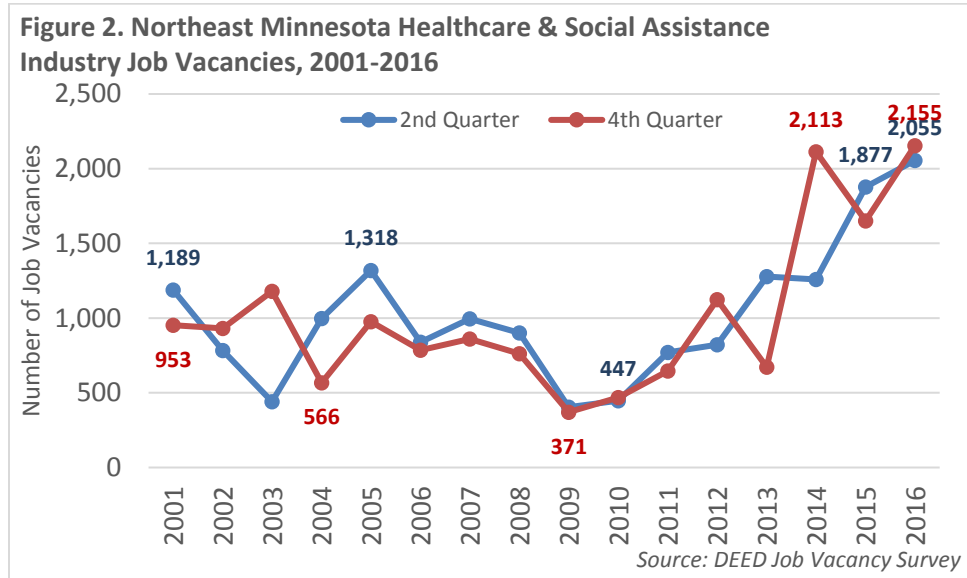
**Table 2. Northeast Minnesota Health Care & Social Assistance Industry Trends, 2006-2016**

NAICS Industry Title	Number of Jobs, 2016	1-Year Trend, 2015-2016		5-Year Trend, 2011-2016		10-Year Trend, 2006-2016	
		Numeric Change	Percent Change	Numeric Change	Percent Change	Numeric Change	Percent Change
<b>Total, All Industries</b>	<b>141,683</b>	<b>-1,035</b>	<b>-0.7%</b>	<b>+3,860</b>	<b>+2.8%</b>	<b>+46</b>	<b>0.0%</b>
<b>Health Care &amp; Social Assistance</b>	<b>33,659</b>	<b>+436</b>	<b>+1.3%</b>	<b>+1,082</b>	<b>+3.3%</b>	<b>+4,089</b>	<b>+13.8%</b>
<b>Ambulatory Health Care Services</b>	<b>5,427</b>	<b>+141</b>	<b>+2.7%</b>	<b>+527</b>	<b>+10.8%</b>	<b>-1,220</b>	<b>-18.4%</b>
Offices of Physicians	1,791	+15	+0.8%	+253	+16.4%	-1,792	-50.0%
Offices of Dentists	898	+12	+1.4%	+14	+1.6%	NA	NA
Offices of Other Health Practitioners	741	+98	+15.2%	+223	+43.1%	+287	+63.2%
Outpatient Care Centers	1,052	+40	+4.0%	+194	+22.6%	+244	+30.2%
Home Health Care Services	680	-39	-5.4%	-80	-10.5%	+79	+13.1%
Other Ambulatory Health Care Svcs.*	278*	NA	NA	-50	-15.2%	-17	-5.8%
<b>Hospitals</b>	<b>13,179</b>	<b>+448</b>	<b>+3.5%</b>	<b>+378</b>	<b>+3.0%</b>	<b>+2,978</b>	<b>+29.2%</b>
General Medical & Surgical Hospitals	12,638	+440	+3.6%	NA	NA	NA	NA
Psychiatric & Substance Abuse Hospitals	529	+5	+1.0%	NA	NA	NA	NA
Specialty Hospitals	13	+4	+44.4%	NA	NA	NA	NA
<b>Nursing &amp; Residential Care Facilities</b>	<b>10,613</b>	<b>-77</b>	<b>-0.7%</b>	<b>+203</b>	<b>+2.0%</b>	<b>+1,954</b>	<b>+22.6%</b>
Nursing Care Facilities	2,876	+89	+3.2%	-213	-6.9%	-475	-14.2%
Residential Developmental Disability, Mental Health & Substance Abuse Facs.	3,636	-76	-2.0%	+172	+5.0%	+452	+14.2%
Continuing Care Retirement Community & Assisted Living Facilities	2,408	-132	-5.2%	-106	-4.2%	+757	+45.9%
Other Residential Care Facilities	1,693	+52	+3.2%	+351	+26.2%	+1,045	+161.3%
<b>Social Assistance</b>	<b>4,439</b>	<b>-76</b>	<b>-1.7%</b>	<b>-26</b>	<b>-0.6%</b>	<b>+655</b>	<b>+17.3%</b>
Individual & Family Services	2,958	-82	-2.7%	-156	-5.0%	+617	+26.4%
Community Food, Housing & Emrg. Svc.	186	+6	+3.3%	+44	+31.0%	-16	-7.9%
Vocational Rehabilitation Services*	825*	+16	+2.0%	+65	+8.6%	-42	-4.8%
Child Day Care Services	470	-16	-3.3%	+22	+4.9%	NA	NA

Source: DEED [Quarterly Census of Employment & Wages \(QCEW\)](#) program, \* - not annual data

### 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 Northeast 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 2,155 job vacancies reported by health care and social assistance employers in the fourth quarter of 2016 was the highest number ever posted, besting the record set just two years earlier in 2014. It was also nearly a 500 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 \$13.24 per hour in the fourth quarter of 2016, which was about \$0.75 above the median wage offer across all industries. However, almost two-thirds 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. Northeast Minnesota Health Care & Social Assistance Job Vacancy Survey, 4<sup>th</sup> Quarter 2016**

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	6,007	\$12.47	56%	33%	32%	30%
Health Care & Social Assistance	2,155	\$13.24	62%	46%	38%	55%

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 requirements, with over 90 percent requiring postsecondary education or a certificate or license, but also the highest wage offers, at \$28.37. 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 around \$11 an hour, and over 75 percent were part-time (see Table 4).

**Table 4. Northeast Minnesota Health Care & Social Assistance Job Vacancy Survey, 4<sup>th</sup> Quarter 2016**

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
<b>Total, All Occupations</b>	<b>6,007</b>	<b>\$12.47</b>	<b>56%</b>	<b>33%</b>	<b>32%</b>	<b>32%</b>
<b>Healthcare Practitioners &amp; Technical Occs.</b>	<b>690</b>	<b>\$28.37</b>	<b>48%</b>	<b>90%</b>	<b>48%</b>	<b>93%</b>
Health Diagnosing & Treating Practitioners	419	\$33.44	38%	100%	66%	94%
Health Technologists & Technicians	272	\$17.24	64%	76%	20%	92%
<b>Healthcare Support Occupations</b>	<b>523</b>	<b>\$11.09</b>	<b>75%</b>	<b>31%</b>	<b>37%</b>	<b>48%</b>
Nursing, Psych. & Home Health Aides	440	\$11.00	76%	29%	42%	47%
Occupational & Physical Therapy Assts.	8	\$16.60	NA	NA	NA	NA
Other Healthcare Support Occupations	75	\$12.11	71%	41%	9%	48%
<b>Personal Care &amp; Service Occupations</b>	<b>810</b>	<b>\$11.70</b>	<b>72%</b>	<b>7%</b>	<b>6%</b>	<b>42%</b>
Other Personal Care & Services Workers	598	\$11.46	79%	0%	5%	53%
<b>Community &amp; Social Service Occupations</b>	<b>314</b>	<b>\$16.53</b>	<b>27%</b>	<b>68%</b>	<b>76%</b>	<b>26%</b>
Counselors, Social Workers, & Other	313	\$16.52	27%	68%	76%	26%

*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 25,880 people working in health care and social assistance-related occupations in Northeast Minnesota, accounting for about 18 percent of total employment in the region. Due to the region’s high concentration of employment in the field, most health care and social assistance-related occupations have a high location quotient compared to the state. While wages were relatively high for these occupations, they were often lower in the region than the state, especially the Twin Cities metro area and Southeast Minnesota.

The largest healthcare occupations in the region include personal care aides (4,460 jobs), registered nurses (4,240 jobs), home health aides (2,320 jobs), nursing assistants (2,150 jobs), social and human service assistants (1,610 jobs), and licensed practical nurses (1,320 jobs). The region also has higher than expected concentrations of mental health and substance abuse social workers, surgical technologists; child, family, and school social workers; mental health counselors, rehabilitation counselors; educational guidance, school, and vocational counselors; emergency medical technicians and paramedics, and pharmacy technicians.

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, nurse anesthetists and anesthesiologists, family and general practitioners, and psychiatrists all were making above \$200,000 per year at the median, making them among the highest-earning occupations in the region. Seventeen different occupations had median wages above \$30 per hour in the region, representing 1,890 filled jobs. In contrast, 11 other health care and social assistance-related occupations earned median hourly wages below \$15, but they represented 12,520 workers. In fact, four of the largest health care and social assistance occupations – personal care aides, home health aides, nursing assistants, and social and human service assistants – paid below that threshold, with median annual wages hovering between \$22,000 and \$30,000 in those occupations. The other 37 occupations earned between \$15 and \$30 per hour at the median, including registered nurses at \$28.47, licensed practical nurses at \$18.78, and child, family, and school social workers at \$29.02 per hour (see Table 5).



Table 5. Northeast Minnesota Health Care & Social Assistance Occupational Wage & Employment, 2016		Northeast Minnesota			Minnesota
SOC Code	SOC Title	Estimated Regional Employment	Median Hourly Wage	Location Quotient	Median Hourly Wage
<b>00-0000</b>	<b>Total, All Occupations</b>	<b>142,870</b>	<b>\$16.61</b>	<b>1.0</b>	<b>\$18.88</b>
<b>21-0000</b>	<b>Community &amp; Social Service Occupations</b>	<b>4,290</b>	<b>\$18.55</b>	<b>1.7</b>	<b>\$20.99</b>
21-1093	Social & Human Service Assistants	1,610	\$14.28	2.3	\$15.70
21-1021	Child, Family, & School Social Workers	600	\$29.02	1.8	\$27.26
21-1014	Mental Health Counselors	330	\$18.05	1.8	\$21.65
21-1012	Educational, Guidance, School, & Voc. Counselors	320	\$22.25	1.6	\$24.63
21-1023	Mental Health & Substance Abuse Social Workers	250	\$22.33	2.2	\$22.50
21-1015	Rehabilitation Counselors	240	\$13.95	1.6	\$16.41
21-1099	Community & Social Service Specialists, All Other	240	\$18.64	1.2	\$20.48
21-1011	Substance Abuse & Behavioral Disorder Counselors	180	\$19.80	1.5	\$22.04
21-1091	Health Educators	120	\$22.47	1.3	\$23.30
21-1022	Healthcare Social Workers	110	\$25.23	0.7	\$26.66
21-1094	Community Health Workers	100	\$17.46	1.6	\$17.69
21-1019	Counselors, All Other	70	\$17.75	2.6	\$18.53
21-1013	Marriage & Family Therapists	40	\$19.64	1.3	\$23.60
21-1029	Social Workers, All Other	10	\$21.24	0.3	\$26.91
<b>29-0000</b>	<b>Healthcare Practitioners &amp; Technical Occupations</b>	<b>10,970</b>	<b>\$27.22</b>	<b>1.3</b>	<b>\$31.65</b>
29-1141	Registered Nurses	4,240	\$28.47	1.4	\$34.96
29-2061	Licensed Practical & Licensed Vocational Nurses	1,320	\$18.78	1.4	\$20.68
29-2052	Pharmacy Technicians	540	\$15.09	1.4	\$16.07
29-2041	Emergency Medical Technicians & Paramedics	350	\$14.34	1.6	\$17.28
29-1051	Pharmacists	340	\$61.96	1.2	\$61.58
29-1123	Physical Therapists	270	\$35.54	1.3	\$37.45
29-2034	Radiologic Technologists	260	\$29.37	1.2	\$30.47
29-2071	Medical Records & Health Information Technicians	260	\$20.38	1.3	\$21.41
29-2021	Dental Hygienists	240	\$29.88	1.0	\$34.86
29-2055	Surgical Technologists	220	\$24.02	2.1	\$24.58
29-2012	Medical & Clinical Laboratory Technicians	190	\$22.48	1.1	\$21.51
29-1069	Physicians & Surgeons, All Other	140	>\$100.00	0.7	>\$100.00
29-1122	Occupational Therapists	140	\$32.73	1.2	\$34.67
29-9011	Occupational Health & Safety Specialists	130	\$34.37	1.6	\$35.97
29-1062	Family & General Practitioners	120	\$92.90	0.9	\$87.19
29-1127	Speech-Language Pathologists	120	\$30.31	1.0	\$32.83
29-2081	Opticians, Dispensing	120	\$13.96	1.3	\$17.25
29-2011	Medical & Clinical Laboratory Technologists	110	\$28.98	0.6	\$31.33
29-1021	Dentists, General	100	\$75.44	1.1	\$80.72
29-1151	Nurse Anesthetists	100	>\$100.00	1.3	\$84.12
29-2056	Veterinary Technologists & Technicians	90	\$14.51	0.7	\$15.83
29-2099	Health Technologists & Technicians, All Other	90	\$27.39	1.3	\$26.21
29-1041	Optometrists	80	\$51.93	2.3	\$52.90
29-1031	Dietitians & Nutritionists	70	\$28.37	1.1	\$28.32
29-1071	Physician Assistants	70	\$53.95	0.7	\$51.22
29-1126	Respiratory Therapists	70	\$31.25	0.9	\$31.82
29-1131	Veterinarians	70	\$24.06	0.9	\$39.47
29-2032	Diagnostic Medical Sonographers	70	\$34.75	1.0	\$36.51

29-2035	Magnetic Resonance Imaging Technologists	60	\$30.31	2.0	\$34.32
29-1011	Chiropractors	40	\$24.02	0.8	\$26.81
29-1067	Surgeons	40	>\$100.00	0.6	>\$100.00
29-1125	Recreational Therapists	40	\$22.40	1.4	\$21.33
29-9099	Healthcare Practitioners & Technical, All Other	40	\$19.17	1.4	\$30.39
29-1128	Exercise Physiologists	30	\$27.05	2.2	\$28.07
29-1066	Psychiatrists	20	\$92.23	1.0	>\$100.00
29-1181	Audiologists	20	\$37.73	2.2	\$36.09
<b>31-0000</b>	<b>Healthcare Support Occupations</b>	<b>6,140</b>	<b>\$13.30</b>	<b>1.4</b>	<b>\$13.96</b>
31-1011	Home Health Aides	2,320	\$12.01	1.6	\$11.99
31-1014	Nursing Assistants	2,150	\$13.08	1.3	\$13.52
31-9092	Medical Assistants	450	\$16.73	1.0	\$17.44
31-9091	Dental Assistants	300	\$19.03	1.1	\$21.38
31-9099	Healthcare Support Workers, All Other	160	\$12.57	1.3	\$16.05
31-9097	Phlebotomists	110	\$15.60	1.3	\$16.53
31-2021	Physical Therapist Assistants	90	\$22.09	1.5	\$24.74
31-9011	Massage Therapists	80	\$16.74	0.6	\$19.89
31-1015	Orderlies	70	\$16.18	5.0	\$16.24
31-2011	Occupational Therapy Assistants	40	\$20.44	1.4	\$21.85
31-2022	Physical Therapist Aides	40	\$15.50	2.1	\$15.70
<b>39-0000</b>	<b>Personal Care &amp; Service Occupations</b>	<b>7,910</b>	<b>\$10.74</b>	<b>1.2</b>	<b>\$11.29</b>
39-9021	Personal Care Aides	4,460	\$10.67	1.3	\$11.26
39-9011	Childcare Workers	530	\$10.58	1.1	\$10.92
39-9032	Recreation Workers	490	\$10.88	1.1	\$11.73
39-9031	Fitness Trainers & Aerobics Instructors	160	\$15.05	0.7	\$17.37

*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 \$75 per hour. In contrast, 93 percent of personal care aides in Minnesota have a high school diploma or less, with a median hourly wage of \$10.67 in Northeast Minnesota.

However, there are exceptions to the rule. Marriage and family therapists require a graduate or professional degree, but are earning less than \$20 per hour at the median; while diagnostic medical sonographers, magnetic resonance imaging technologists, radiologic technologists, and dental hygienists all require just an associate’s degree but pay about \$30 an hour or above at the median.

The data show that over two-thirds (63 of 92) of health care and social assistance-related occupations 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 55 percent of total filled jobs. There are 24 occupations that can be entered with a high school diploma or less, representing about one-fourth of the occupational list, but about 43.5 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 as noted above. About 5 percent of occupations fall into the “All Other” categories, which are too broad to assign an educational requirement, and they represent about 1 percent of total filled jobs (see Table 6).

**Table 6. Education & Training Requirements for Healthcare Occupations in Northeast Minnesota**

Occupation Title	Current Educational Attainment for Minnesota Workers						Northeast Minnesota	
	No Formal Educ. Req.	High School	Vocat. Training	Associate Degree	Bachelor Degree	Graduate or Prof. Degree	Median Hourly Wage	Estimated Regional Employment
<b>GRADUATE OR PROFESSIONAL DEGREE</b>								
Child, Family, & School Social Workers	0%	4%	0%	2%	81%	13%	\$29.02	600
Pharmacists		0%	1%	1%	52%	46%	\$61.96	340
Physical Therapists	0%		0%	3%	74%	23%	\$35.54	270
Mental Health & Substance Abuse Social Workers	0%	2%		1%	50%	47%	\$22.33	250
Physicians & Surgeons, All Other	0%	0%	1%	0%	4%	95%	>\$100.00	140
Occupational Therapists	0%	0%	1%	4%	77%	17%	\$32.73	140
Family & General Practitioners	0%		0%		1%	99%	\$92.90	120
Speech-Language Pathologists	0%		0%	1%	25%	74%	\$30.31	120
Healthcare Social Workers	0%	1%		1%	61%	36%	\$25.23	110
Dentists, General	0%				1%	99%	\$75.44	100
Nurse Anesthetists			2%	4%	27%	67%	N/A	100
Optometrists					12%	88%	\$51.93	80
Physician Assistants	0%	0%	2%	5%	20%	73%	\$53.95	70
Veterinarians		0%	7%		2%	90%	\$24.06	70
Marriage & Family Therapists	0%		0%	0%	37%	62%	\$19.64	40
Chiropractors		6%	7%		36%	51%	\$24.02	40
Surgeons		1%	0%		3%	95%	>\$100.00	40
Psychiatrists				1%	6%	93%	\$92.23	20
Audiologists	1%				8%	91%	\$37.73	20
Internists, General					1%	99%	N/A	
Obstetricians & Gynecologists					2%	98%	N/A	
Pediatricians, General					3%	97%	N/A	
Genetic Counselors					4%	96%	N/A	
Nurse Practitioners		0%	0%	3%	10%	86%	N/A	
Anesthesiologists			11%		7%	82%	N/A	
Nurse Midwives			2%	11%	22%	66%	N/A	
Dentists, All Other Specialists								
Oral & Maxillofacial Surgeons								
Orthodontists								
Orthotists & Prosthetists							N/A	
Podiatrists							N/A	
<b>BACHELOR'S DEGREE</b>								
Medical & Health Services Managers	0%	2%	1%	9%	65%	23%	\$39.61	540
Mental Health Counselors	0%	11%	2%	1%	62%	25%	\$18.05	330
Substance Abuse & Behavioral Disorder Counselors	5%	11%	6%	12%	59%	7%	\$19.80	180
Occupational Health & Safety Specialists	2%	26%	1%	8%	58%	5%	\$34.37	130
Health Educators	0%	5%	14%	21%	54%	5%	\$22.47	120
Medical & Clinical Lab. Technologists	1%	7%	12%	19%	59%	1%	\$28.98	110
Dietitians & Nutritionists	2%	5%	2%	5%	81%	5%	\$28.37	70
Recreational Therapists	2%	7%	8%	32%	49%	1%	\$22.40	40
Exercise Physiologists							\$27.05	30
Athletic Trainers	2%	2%	1%	2%	90%	4%	N/A	



ASSOCIATE DEGREE								
Registered Nurses	0%	1%	2%	54%	41%	1%	\$28.47	4,240
Radiologic Technologists	0%	6%	20%	69%	4%	1%	\$29.37	260
Dental Hygienists	0%		0%	61%	36%	1%	\$29.88	240
Surgical Technologists	1%	13%	33%	51%	3%	0%	\$24.02	220
Medical & Clinical Lab. Technicians	6%	34%	18%	32%	9%	1%	\$22.48	190
Veterinary Technologists & Technicians	24%	7%	10%	57%	2%	0%	\$14.51	90
Physical Therapist Assistants		2%	6%	79%	11%	1%	\$22.09	90
Respiratory Therapists		1%	7%	38%	52%	2%	\$31.25	70
Diagnostic Medical Sonographers		4%	28%	63%	4%	1%	\$34.75	70
Magnetic Resonance Imaging (MRI) Technicians		5%	13%	76%	3%	2%	\$30.31	60
Occupational Therapy Assistants		1%	9%	74%	12%	3%	\$20.44	40
Radiation Therapists							N/A	
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%	\$13.08	2,150
Licensed Practical Nurses	0%	1%	28%	60%	10%	0%	\$18.78	1,320
Emergency Medical Technicians (EMT) & Paramedics	1%	15%	75%	8%	0%	0%	\$14.34	350
Dental Assistants	1%	5%	77%	14%	1%	2%	\$19.03	300
Medical Records & Health Information Technicians	3%	29%	21%	32%	14%	1%	\$20.38	260
Massage Therapists	0%	3%	75%	18%	3%	1%	\$16.74	80
Medical Transcriptionists	7%	12%	60%	16%	5%		N/A	
HIGH SCHOOL OR LESS								
Personal Care Aides (PCA)	30%	63%	5%	1%	0%	0%	\$10.67	4,460
Home Health Aides (HHA)	24%	66%	10%	0%	1%	0%	\$12.01	2,320
Social & Human Service Assistants	5%	64%	4%	16%	11%	0%	\$14.28	1,610
Medical Secretaries	4%	61%	24%	8%	4%	0%	\$17.15	700
Pharmacy Technicians	15%	51%	19%	13%	2%	1%	\$15.09	540
Childcare Workers	14%	57%	11%	10%	9%	0%	\$10.58	530
Medical Assistants	3%	24%	48%	23%	2%	0%	\$16.73	450
Fitness Trainers & Aerobics Instructors	17%	40%	18%	6%	19%	0%	\$15.05	160
Opticians, Dispensing	1%	78%	7%	4%	0%	9%	\$13.96	120
Phlebotomists	2%	54%	41%	3%	1%		\$15.60	110
Community Health Workers	4%	18%	16%	46%	17%		\$17.46	100
Orderlies	32%	44%	21%	1%	1%		\$16.18	70
Physical Therapist Aides	4%	58%	4%	27%	5%	2%	\$15.50	40
Dietetic Technicians	25%	46%	11%	18%	1%		N/A	
Psychiatric Technicians	3%	56%	8%	12%	19%	1%	N/A	
Respiratory Therapy Technicians							N/A	
Ophthalmic Medical Technicians	4%	38%	34%	19%	3%	2%	N/A	
Hearing Aid Specialists								
Occupational Health & Safety Technicians		30%	20%	19%	27%	4%	N/A	
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%	N/A	
Veterinary Assts. & Animal Caretakers	1%	26%	23%	51%			N/A	

NO CLEAR EDUCATIONAL ASSIGNMENT								
Healthcare Support Workers, All Other	15%	62%	17%	2%	3%	1%	\$12.57	160
Health Technologists, All Other	3%	22%	25%	45%	5%	1%	\$27.39	90
Healthcare Practitioners, All Other		9%	11%	15%	53%	12%	\$19.17	40
Therapists, All Other							N/A	
Health Diagnosing Practitioners, All Other							N/A	

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

### Occupations in Demand

Because of the steady growth in health care and social assistance, these occupations are in high demand in Northeast Minnesota. According to DEED’s [Occupations in Demand](#) tool, six of the top 10 occupations in highest demand in the region are health care related, including the top three in the list. Of the 273 occupations that have exhibited high demand in the region – having three, four, or five stars in the current demand indicator – 66 are health care and social assistance-related occupations (see Table 7).

SOC Code	SOC Occupational Title	Current Demand Rank	Current Demand Indicator	Median Annual Wage	Projected 10-year Growth Rate	Projected 10-year Total Openings
291141	Registered Nurses	1	Five Stars	\$59,219	+5.7%	+1,110
399021	Personal Care Aides	2	Five Stars	\$22,213	+22.4%	+1,190
311014	Nursing Assistants	3	Five Stars	\$27,209	+10.0%	+680
292041	Emergency Medical Technicians & Paramedics	6	Five Stars	\$29,843	+6.5%	+60
311011	Home Health Aides	9	Five Stars	\$24,966	+28.5%	+1,140
211093	Social & Human Service Assistants	10	Five Stars	\$29,707	+11.1%	+510
292061	Licensed Practical & Licensed Vocational Nurses	15	Five Stars	\$39,057	+7.2%	+520
319092	Medical Assistants	25	Five Stars	\$34,812	+5.1%	+140
436013	Medical Secretaries	34	Five Stars	\$35,676	+5.2%	+100
292052	Pharmacy Technicians	38	Five Stars	\$31,395	+0.1%	+50
291171	Nurse Practitioners	42	Five Stars	\$101,701	+7.2%	+80
399031	Fitness Trainers & Aerobics Instructors	44	Five Stars	\$31,290	+3.5%	+40
119111	Medical & Health Services Managers	45	Five Stars	\$82,378	+7.6%	+170
211021	Child, Family, & School Social Workers	57	Five Stars	\$60,365	+0.7%	+90
291021	Dentists, General	60	Five Stars	\$156,927	+4.6%	+30
291051	Pharmacists	63	Five Stars	\$128,885	-6.8%	+80
291131	Veterinarians	67	Five Stars	\$50,053	+26.7%	+20
291123	Physical Therapists	68	Five Stars	\$73,934	+8.7%	+80
211014	Mental Health Counselors	71	Five Stars	\$37,552	+20.4%	+120
211015	Rehabilitation Counselors	73	Five Stars	\$29,018	-1.9%	+60
399011	Childcare Workers	74	Five Stars	\$22,018	-0.6%	+440
291063	Internists, General	78	Five Stars	NA	0.0%	0
291062	Family & General Practitioners	81	Five Stars	\$193,227	-8.9%	+30
292034	Radiologic Technologists	84	Five Stars	\$61,102	+2.6%	+40
292071	Medical Records & Health Information Technicians	92	Four Stars	\$42,389	+3.5%	+80
292055	Surgical Technologists	96	Four Stars	\$49,970	+6.2%	+30
292011	Medical & Clinical Laboratory Technologists	97	Four Stars	\$60,287	+4.3%	+20
211012	Educ., Guidance, School, & Vocational Counselors	100	Four Stars	\$46,279	+5.5%	+60
193031	Clinical, Counseling, & School Psychologists	102	Four Stars	\$68,754	+7.0%	+70

119151	Social & Community Service Managers	107	Four Stars	\$62,755	+10.0%	+80
292021	Dental Hygienists	117	Four Stars	\$62,153	+4.7%	+40
291071	Physician Assistants	121	Four Stars	\$112,214	+3.2%	+20
319011	Massage Therapists	125	Four Stars	\$34,836	+10.9%	+20
291067	Surgeons	128	Four Stars	NA	+3.3%	0
292081	Opticians, Dispensing	129	Four Stars	\$29,043	+8.9%	+50
292012	Medical & Clinical Laboratory Technicians	132	Four Stars	\$46,753	+3.3%	+40
292031	Cardiovascular Technologists & Technicians	136	Four Stars	\$67,524	+7.1%	0
211023	Mental Health & Substance Abuse Social Workers	139	Four Stars	\$46,443	+14.5%	+150
299011	Occupational Health & Safety Specialists	142	Four Stars	\$71,505	-2.0%	+30
291065	Pediatricians, General	144	Four Stars	NA	0.0%	0
211011	Substance Abuse & Behavioral Disorder Counselors	146	Four Stars	\$41,188	+17.6%	+50
319096	Veterinary Assistants & Lab. Animal Caretakers	150	Four Stars	\$27,410	+20.0%	+20
292053	Psychiatric Technicians	153	Four Stars	\$34,425	+2.0%	0
291151	Nurse Anesthetists	159	Four Stars	\$174,978	+5.3%	+20
319091	Dental Assistants	161	Four Stars	\$39,582	+5.1%	+80
311015	Orderlies	162	Four Stars	\$33,643	+3.9%	+10
291041	Optometrists	167	Four Stars	\$108,029	+6.1%	+20
299091	Athletic Trainers	171	Four Stars	\$44,778	+2.3%	+10
291064	Obstetricians & Gynecologists	172	Four Stars	NA	0.0%	0
291066	Psychiatrists	177	Four Stars	\$191,838	0.0%	0
291126	Respiratory Therapists	178	Four Stars	\$65,008	+4.2%	+10
211013	Marriage & Family Therapists	184	Three Stars	\$40,850	+20.5%	+10
211022	Healthcare Social Workers	195	Three Stars	\$52,483	+3.3%	+30
291061	Anesthesiologists	214	Three Stars	NA	+2.7%	+10
291122	Occupational Therapists	215	Three Stars	\$68,078	+5.6%	+30
291011	Chiropractors	216	Three Stars	\$49,965	+1.4%	+10
292032	Diagnostic Medical Sonographers	218	Three Stars	\$72,276	+2.5%	+10
292054	Respiratory Therapy Technicians	236	Three Stars	\$52,671	0.0%	0
291128	Exercise Physiologists	238	Three Stars	\$56,256	+7.6%	0
291125	Recreational Therapists	241	Three Stars	\$46,588	+2.3%	+10
299012	Occupational Health & Safety Technicians	242	Three Stars	\$50,423	0.0%	0
292057	Ophthalmic Medical Technicians	250	Three Stars	\$42,667	0.0%	0
319097	Phlebotomists	265	Three Stars	\$32,448	+10.0%	+40
312021	Physical Therapist Assistants	268	Three Stars	\$45,933	+11.8%	+30
319093	Medical Equipment Preparers	269	Three Stars	\$40,081	+6.8%	+10
292035	Magnetic Resonance Imaging Technologists	270	Three Stars	\$63,052	+1.3%	+10

Source: DEED [Occupations in Demand](#)

### Industry Outlook

According to DEED’s [2014 to 2024 Employment Outlook](#) data, the Northeast Minnesota health care and social assistance industry is projected to gain another 3,500 jobs over the next decade, an 11.7 percent increase. That is much faster than the projected growth rate in the region, which is expected to grow just 2.0 percent across all industries. In fact, the job growth in health care is projected to be more than the gain in the total of all industries, meaning that the region would be expected to show a job decline if it weren’t for the growth in health care and social assistance. In both cases, the region is expected to lag 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 industry.

Nursing and residential care facilities is projected to be the fastest growing sector in the region, jumping by nearly 25 percent, or nearly 2,400 net new jobs. The job growth is expected to be split between community care and assisted living facilities for the elderly, which may gain almost 1,200 jobs, and residential mental health facilities, which could add about 950 new jobs. The region may also gain 372 net new jobs in other residential care facilities.

Despite the job losses in the region over the past decade, ambulatory health care services is expected to see strong job growth in the next decade, rising over 12 percent. This includes another drop in jobs at offices of physicians, but it also features huge job gains at outpatient care centers, home health care services, and offices of other health practitioners.

Both hospitals and social assistance are expected to see much slower job growth through the next ten years, with both expanding about 3.5 percent. Hospitals may gain around 430 net new jobs, a 3.7 percent increase. In social assistance, the region is projected to see about 240 new jobs at individual and family services, but job declines in both vocational rehabilitation services and child day care services (see Table 8).

**Table 8. Northeast Minnesota Industry Employment Projections, 2014-2024**

NAICS Code	Industry	Estimated Employment 2014	Projected Employment 2024	Percent Change 2014-2024	Numeric Change 2014-2024
<b>0</b>	<b>Total, All Industries</b>	<b>159,860</b>	<b>163,078</b>	<b>+2.0%</b>	<b>+3,218</b>
<b>62</b>	<b>Health Care &amp; Social Assistance</b>	<b>30,558</b>	<b>34,141</b>	<b>+11.7%</b>	<b>+3,583</b>
<b>621</b>	<b>Ambulatory Health Care Services</b>	<b>5,114</b>	<b>5,751</b>	<b>+12.4%</b>	<b>+637</b>
6211	Offices of Physicians	1,770	1,723	-2.6%	-47
6212	Offices of Dentists	872	909	+4.2%	+37
6213	Offices of Other Health Practitioners	608	721	+18.5%	+113
6214	Outpatient Care Centers	930	1,234	+32.6%	+304
6216	Home Health Care Services	681	862	+26.5%	+181
<b>622</b>	<b>Hospitals</b>	<b>11,477</b>	<b>11,907</b>	<b>+3.7%</b>	<b>+430</b>
<b>623</b>	<b>Nursing &amp; Residential Care Facilities</b>	<b>10,171</b>	<b>12,558</b>	<b>+23.4%</b>	<b>+2,387</b>
6232	Residential Mental Health Facilities	3,838	4,789	+24.7%	+951
6233	Community Care Facilities for the Elderly	2,471	3,648	+47.6%	+1,177
6239	Other Residential Care Facilities	1,425	1,797	+26.1%	+372
<b>624</b>	<b>Social Assistance</b>	<b>3,796</b>	<b>3,925</b>	<b>+3.3%</b>	<b>+129</b>
6241	Individual & Family Services	2,359	2,602	+10.3%	+243
6242	Emergency & Other Relief Services	171	173	+1.1%	+2
6243	Vocational Rehabilitation Services	796	753	-5.4%	-43
6244	Child Day Care Services	470	397	-15.5%	-73

Source: DEED [Employment Outlook](#)

### Occupational Outlook

The projected job gains in the health care and social assistance industry are expected to carry over into health care and social assistance-related occupations as well, with many of these occupations expected to rank among the fastest growing in Northeast Minnesota through 2024. In addition to new jobs being created, the region is also expected to have significant demand for health care and social assistance-related workers over the next ten years due to a large number of replacement openings – jobs that become available because the existing worker retires out of the labor force or changes careers. There may be as many as 9,500 total openings in the region, with over two-thirds being replacement openings.

All but five of the health care and social assistance-related occupations are expected to see new job growth from 2014 to 2024, led by personal care aides, home health aides, nursing assistants, registered nurses, social and human service assistants, and licensed practical nurses, which are all projected to add more than 100 new jobs. Seven occupations are expected to grow more than 20 percent, with the fastest growth pegged for veterinarians.

Most health care and social assistance-related occupations in the region will have more replacement openings than new jobs created, requiring new workers to replace existing workers. For example, the largest number of replacement openings is for registered nurses, who could have 890 openings, which would be more than four times as many new jobs created (see Table 9).

**Table 9. Northeast Minnesota Occupational Employment Projections, 2014-2024**

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**
<b>0</b>	<b>Total, All Occupations</b>	<b>159,860</b>	<b>163,078</b>	<b>+2.0%</b>	<b>+3,218</b>	<b>+38,200</b>	<b>+44,660</b>
119111	Medical & Health Services Managers	521	561	+7.6%	+40	+130	+170
<b>210000</b>	<b>Community &amp; Social Service Occupations</b>	<b>4,754</b>	<b>5,170</b>	<b>+8.7%</b>	<b>+416</b>	<b>+1,000</b>	<b>+1,420</b>
211093	Social & Human Service Assistants	1,666	1,852	+11.1%	+186	+320	+510
211023	Mntl. Hlth. & Subs. Abuse Social Workers	391	448	+14.5%	+57	+90	+150
211021	Child, Family, & School Social Workers	377	380	+0.7%	+3	+90	+90
211014	Mental Health Counselors	299	360	+20.4%	+61	+60	+120
211099	Community & Social Svcs., All Other	315	328	+4.1%	+13	+60	+70
211015	Rehabilitation Counselors	308	302	-1.9%	-6	+60	+60
211012	Educ., Guid., School, & Voc. Counselors	251	265	+5.5%	+14	+50	+60
211011	Subs. Abuse & Beh. Disorder Counselors	136	160	+17.6%	+24	+20	+50
211022	Healthcare Social Workers	118	122	+3.3%	+4	+20	+30
211091	Health Educators	93	111	+19.3%	+18	+10	+30
211094	Community Health Workers	80	96	+20.0%	+16	+10	+30
211013	Marriage & Family Therapists	39	47	+20.5%	+8		+10
211019	Counselors, All Other	22	25	+13.6%	+3		
<b>290000</b>	<b>Healthcare Practitioners &amp; Technical</b>	<b>10,671</b>	<b>11,208</b>	<b>+5.0%</b>	<b>+537</b>	<b>+2,360</b>	<b>+2,940</b>
291141	Registered Nurses	3,791	4,010	+5.7%	+219	+890	+1,110
292061	Licensed Practical Nurses	1,472	1,579	+7.2%	+107	+410	+520
292052	Pharmacy Technicians	504	505	+0.1%	+1	+50	+50
292071	Medical Records & Health Info Techs.	314	325	+3.5%	+11	+70	+80
291051	Pharmacists	348	324	-6.8%	-24	+80	+80
292041	Emergency Medical Techs & Paramedics	274	292	+6.5%	+18	+40	+60
291123	Physical Therapists	228	248	+8.7%	+20	+60	+80
292021	Dental Hygienists	234	245	+4.7%	+11	+30	+40
292034	Radiologic Technologists	229	235	+2.6%	+6	+40	+40
292055	Surgical Technologists	208	221	+6.2%	+13	+20	+30
292012	Medical & Clinical Lab. Technicians	178	184	+3.3%	+6	+40	+40
292081	Opticians, Dispensing	157	171	+8.9%	+14	+40	+50
291069	Physicians & Surgeons, All Other	169	170	+0.5%	+1	+40	+40
291021	Dentists, General	152	159	+4.6%	+7	+30	+30
292056	Veterinary Technologists & Technicians	114	157	+37.7%	+43	+10	+50



299011	Occupational Health & Safety Specialists	148	145	-2.0%	-3	+30	+30
291122	Occupational Therapists	124	131	+5.6%	+7	+20	+30
291127	Speech-Language Pathologists	115	127	+10.4%	+12	+20	+40
291062	Family & General Practitioners	134	122	-8.9%	-12	+30	+30
291071	Physician Assistants	93	96	+3.2%	+3	+20	+20
292011	Medical & Clinical Lab. Technologists	91	95	+4.3%	+4	+20	+20
292032	Diagnostic Medical Sonographers	77	79	+2.5%	+2	+10	+10
291031	Dietitians & Nutritionists	74	77	+4.0%	+3		
292035	Magnetic Resonance Imaging Techs.	73	74	+1.3%	+1	+10	+10
291011	Chiropractors	71	72	+1.4%	+1	+10	+10
291131	Veterinarians	56	71	+26.7%	+15		+20
291041	Optometrists	49	52	+6.1%	+3	+10	+20
291125	Recreational Therapists	43	44	+2.3%	+1	+10	+10
299099	Healthcare Practitioners, All Other	38	39	+2.6%	+1		
291181	Audiologists	34	37	+8.8%	+3		+10
291067	Surgeons	30	31	+3.3%	+1		
<b>310000</b>	<b>Healthcare Support Occupations</b>	<b>6,130</b>	<b>7,085</b>	<b>+15.5%</b>	<b>+955</b>	<b>+1,360</b>	<b>+2,320</b>
311011	Home Health Aides	2,236	2,875	+28.5%	+639	+500	+1,140
311014	Nursing Assistants	2,097	2,307	+10.0%	+210	+470	+680
319092	Medical Assistants	558	587	+5.1%	+29	+110	+140
319091	Dental Assistants	291	306	+5.1%	+15	+70	+80
319011	Massage Therapists	137	152	+10.9%	+15	+10	+20
319097	Phlebotomists	130	143	+10.0%	+13	+20	+40
319099	Healthcare Support Workers, All Other	107	117	+9.3%	+10	+20	+30
312021	Physical Therapist Assistants	93	104	+11.8%	+11	+20	+30
312011	Occupational Therapy Assistants	44	50	+13.6%	+6	+10	+10
<b>390000</b>	<b>Personal Care &amp; Service Occupations</b>	<b>8,938</b>	<b>9,948</b>	<b>+11.3%</b>	<b>+1,010</b>	<b>+1,680</b>	<b>+2,730</b>
399021	Personal Care Aides	3,912	4,791	+22.4%	+879	+310	+1,190
399011	Childcare Workers	1,491	1,482	-0.6%	-9	+440	+440
399032	Recreation Workers	423	449	+6.1%	+26	+70	+100
399031	Fitness Trainers & Aerobics Instructors	199	206	+3.5%	+7	+30	+40

\* 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/northeast-lmi.jsp>

published: June 22, 2017