

## Health Care & Social Assistance Industry Profile

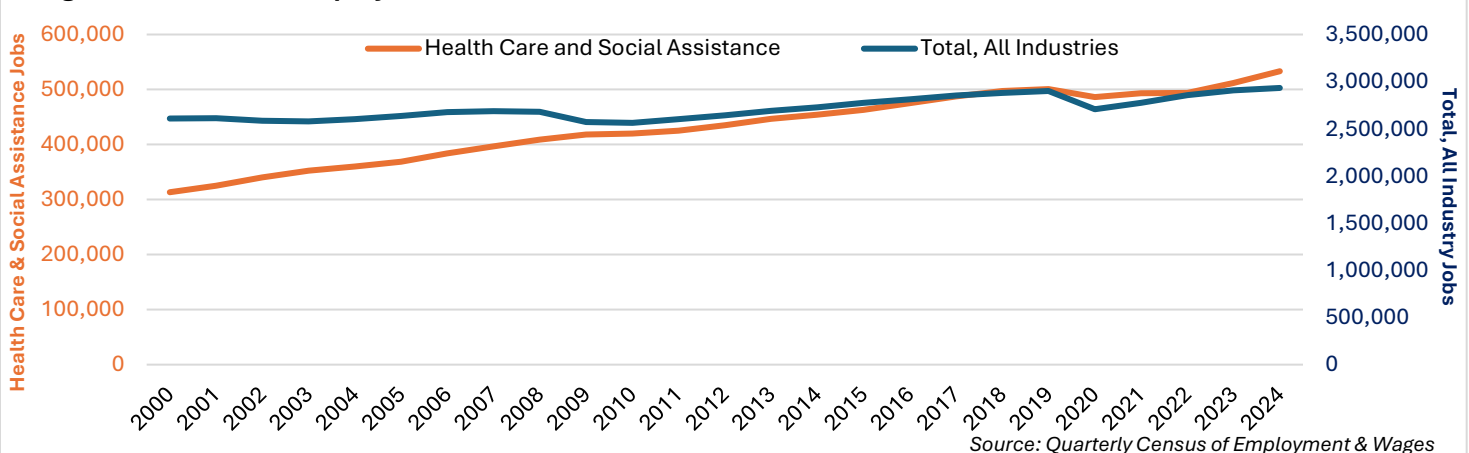
With just over 533,000 jobs, Health Care & Social Assistance is easily the largest employing industry in the state, accounting for 18.2% of total jobs. Some subsectors are high wage, including Ambulatory Health Care Services (\$91,572) and Hospitals (\$85,436); while others are low wage, including Nursing & Residential Care Facilities (\$42,588) and Social Assistance (\$36,296). The Health Care & Social Assistance industry has the largest payroll of all industries in the state.

Over the past 10 years, Health Care & Social Assistance has grown the most jobs and is projected to be one of the fastest growing over the next 10 years as well. All subsectors have surpassed pre-pandemic levels with Social Assistance experiencing the most growth since 2019 (+18.3%), and Hospitals experiencing the least (+0.2%).

Table 1. Minnesota Employment Trends in the Educational Services Industry, 2024	Annual Data 2024				Change in Jobs 2023-2024		Change in Jobs 2019-2024	
	Number of Jobs	Number of Establishments	Total Payroll	Avg. Annual Wage	Numeric	Percent	Numeric	Percent
<b>Total, All Industries</b>	<b>2,933,358</b>	<b>212,382</b>	<b>\$217,725,964,312</b>	<b>\$74,204</b>	<b>+25,489</b>	<b>+0.9%</b>	<b>+31,726</b>	<b>+1.1%</b>
<b>Health Care &amp; Social Assistance</b>	<b>533,275</b>	<b>25,928</b>	<b>\$35,717,922,932</b>	<b>\$66,924</b>	<b>+21,542</b>	<b>+4.2%</b>	<b>+32,279</b>	<b>+6.4%</b>
<b>Ambulatory Health Care Services</b>	<b>165,613</b>	<b>8,816</b>	<b>\$15,171,229,163</b>	<b>\$91,572</b>	<b>+5,131</b>	<b>+3.2%</b>	<b>+9,398</b>	<b>+6.0%</b>
Offices of Physicians	76,622	1,932	\$9,571,892,835	\$124,852	+2,072	+2.8%	+2,664	+3.6%
Offices of Dentists	18,057	1,841	\$1,377,952,813	\$76,284	+370	+2.1%	+1,253	+7.5%
Offices of Other Health Practitioners	20,330	2,994	\$1,104,946,952	\$54,288	+804	+4.1%	+2,504	+14.0%
Outpatient Care Centers	12,790	551	\$1,142,210,251	\$89,284	+33	+0.3%	+571	+4.7%
Medical & Diagnostic Laboratories	3,316	173	\$270,955,284	\$81,692	+24	+0.7%	+860	+35.0%
Home Health Care Services	26,660	918	\$1,068,113,406	\$40,040	+1,591	+6.3%	+835	+3.2%
Other Ambulatory Health Care Services	7,836	408	\$635,157,622	\$81,016	+235	+3.1%	+710	+10.0%
<b>Hospitals</b>	<b>131,545</b>	<b>505</b>	<b>\$11,243,894,482</b>	<b>\$85,436</b>	<b>+2,066</b>	<b>+1.6%</b>	<b>+246</b>	<b>+0.2%</b>
General Medical & Surgical Hospitals	126,180	407	\$10,756,271,876	\$85,228	+1,794	+1.4%	+392	+0.3%
Psychiatric & Substance Abuse Hospitals	3,624	35	\$317,898,490	\$87,620	+192	+5.6%	+577	+18.9%
Specialty (ex. Psych. & Substance Abuse) Hospitals	1,740	63	\$169,724,116	\$97,552	+80	+4.8%	-723	-29.4%
<b>Nursing &amp; Residential Care Facilities</b>	<b>115,676</b>	<b>3,629</b>	<b>\$4,930,194,828</b>	<b>\$42,588</b>	<b>+8,852</b>	<b>+8.3%</b>	<b>+3,996</b>	<b>+3.6%</b>
Nursing Care Facilities	41,820	595	\$1,887,107,226	\$45,136	+3,372	+8.8%	-3,497	-7.7%
Residential Intellectual & Developmental Disability, Mental Health & Substance Abuse Facilities	31,894	1,423	\$1,445,272,929	\$45,292	+2,463	+8.4%	+1,383	+4.5%
Continuing Care Retirement Communities & Assisted Living Facilities for the Elderly	29,045	892	\$1,099,317,600	\$37,804	+1,958	+7.2%	+4,082	+16.4%
Other Residential Care Facilities	12,915	719	\$498,497,073	\$38,532	+1,058	+8.9%	+2,027	+18.6%
<b>Social Assistance</b>	<b>120,441</b>	<b>12,978</b>	<b>\$4,372,604,459</b>	<b>\$36,296</b>	<b>+5,494</b>	<b>+4.8%</b>	<b>+18,640</b>	<b>+18.3%</b>
Individual & Family Services	88,399	11,035	\$3,172,884,015	\$35,880	+5,275	+6.3%	+19,037	+27.4%
Community Food & Housing, & Emergency & Other Relief Services	4,474	352	\$239,647,700	\$53,560	+331	+8.0%	+1,030	+29.9%
Vocational Rehabilitation Services	9,025	324	\$352,356,449	\$39,000	-998	-10.0%	-2,874	-24.2%
Child Day Care Services	18,543	1,268	\$607,716,295	\$32,760	+887	+5.0%	+1,448	+8.5%

Source: Quarterly Census of Employment & Wages

Figure 1. Minnesota Employment Trends, 2000-2024



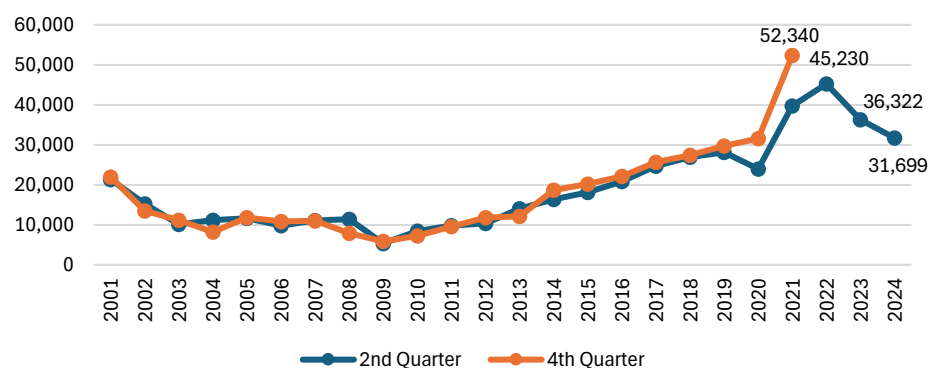
Several healthcare occupations are in high demand in Minnesota. Each of the top 25 occupations employed in the Health Care & Social Assistance industry rank within the top 180 Occupations in Demand in the state, with many in the top quintile. These occupations have a wide range of educational requirements, with some support occupations allowing for a high school diploma and on-the-job training, whereas most professional occupations require an advanced degree and extensive training (see Table 2).

SOC Code	Occupational Title	Current Demand Indicator	Median Annual Wage	2022-2032 Percent Growth	2022-2032 Total Openings	Typical Educational Requirement
31-1120	Home health & personal care aides	★★★★★	\$36,814/yr	13.90%	194,236	High school diploma or equiv.
29-1141	Registered nurses	★★★★★	\$102,303/yr	5.30%	41,139	Associate's degree
31-1131	Nursing assistants	★★★★★	\$46,353/yr	2.40%	40,057	Postsecondary non-degree award
31-9092	Medical assistants	★★★★★	\$50,217/yr	13.10%	18,112	Postsecondary non-degree award
43-6013	Medical secretaries & admin. assistants	★★★★★	\$49,388/yr	5.10%	16,088	High school diploma or equiv.
29-2061	Licensed practical & licensed vocational nurses	★★★★★	\$61,735/yr	3.50%	11,546	Postsecondary non-degree award
11-9111	Medical & health services managers	★★★★★	\$115,511/yr	26.10%	11,384	Bachelor's degree
43-4171	Receptionists & information clerks	★★★★★	\$37,340/yr	0.20%	20,105	High school diploma or equiv.
21-1018	Substance abuse, behavioral disorder, & mental health counselors	★★★★★	\$59,554/yr	18%	7,760	Postsecondary non-degree award
31-9091	Dental assistants	★★★★★	\$65,725/yr	6.20%	8,766	Postsecondary non-degree award
39-9011	Childcare workers	★★★★★	\$34,180/yr	2.60%	28,100	High school diploma or equiv.
21-1093	Social & human service assistants	★★★★★	\$49,554/yr	7.30%	13,925	High school diploma or equiv.
29-1171	Nurse practitioners	★★★★★	\$130,397/yr	43.80%	5,448	Doctoral or professional degree
29-2010	Clinical laboratory technologists & technicians	★★★★★	\$75,903/yr	4.80%	3,172	Bachelor's degree
43-9061	Office clerks, general	★★★★★	\$47,578/yr	-3.90%	65,933	High school diploma or equiv.
29-1229	Physicians, all other	★★★★	NA	3.70%	1,584	Doctoral or professional degree
43-1011	First-line supervisors of office & administrative support workers	★★★★★	\$75,023/yr	-4.30%	21,956	High school diploma or equiv.
29-1123	Physical therapists	★★★★★	\$100,275/yr	10.70%	2,261	Doctoral or professional degree
37-2012	Maids & housekeeping cleaners	★★★★★	\$37,251/yr	2.70%	26,920	High school diploma or equiv.
29-1292	Dental hygienists	★★★★★	\$100,376/yr	6.60%	3,651	Associate's degree
29-2034	Radiologic technologists & technicians	★★★★★	\$82,110/yr	5.40%	2,515	Associate's degree
11-1021	General & operations managers	★★★★★	\$97,140/yr	6.80%	66,950	Bachelor's degree
25-9045	Teaching assistants, except postsecondary	★★★★★	\$38,702/yr	3.50%	42,230	High school diploma or equiv.
35-2012	Cooks, institution & cafeteria	★★★★★	\$42,895/yr	4.10%	12,373	High school diploma or equiv.
21-1022	Healthcare social workers	★★★★	\$73,358/yr	5.80%	2,559	Master's degree

Source: DEED Occupations in Demand & Employment Outlook

Health Care & Social Assistance continues to experience significant workforce demand across Minnesota. The industry reported 31,699 job vacancies in 2024, down from 36,322 in 2023 and 45,230 in the second quarter of 2022. Despite the decline from the 2022 peak, Health Care & Social Assistance remains one of the largest sources of job vacancies in the state. The Health Care & Social Assistance industry has consistently accounted for 20% or more of total vacancies since 2013.

**Figure 2. Minnesota Health Care & Social Assistance Job Vacancies, 2001-2024**



The median wage offer for these vacancies increased to \$23.07 per hour in 2024, up about \$1.75 compared to the same survey in 2023. Over half (56%) of the Health Care & Social Assistance vacancies required postsecondary education and three-fourths (78%) required a certificate or license, compared to just 36% and 49% of all vacancies, respectively. Health Care & Social Assistance employers continue to place a high premium on relevant training and licensure, especially in comparison to other industries. Just under a third (32%) of the openings were part-time, as compared to 28% of vacancies across all industries (see Table 3).

**Table 3. Minnesota Job Vacancy Survey, 2024**

NAICS Industry	Number of Job Vacancies	Median Wage Offer	Percent Part-Time	Percent Requiring Postsecondary Education	Percent Requiring 1+ Years of Work Exp.	Percent Requiring Certificate or License
<b>Total, All Industries</b>	<b>120,448</b>	<b>\$20.67</b>	<b>28%</b>	<b>36%</b>	<b>44%</b>	<b>49%</b>
Health Care & Social Assistance	31,669	\$23.07	32%	56%	44%	78%

Source: Job Vacancy Survey

The largest number of vacancies were for Healthcare Practitioners & Technical occupations, including Registered Nurses, Licensed Practical Nurses, and Psychiatric Technicians; followed closely by Healthcare Support occupations, such as Nursing Assistants, Personal Care Aides, Home Health Aides, and Medical Assistants. The median wage offer for these positions ranged from \$14.25 an hour up to more than \$80 per hour. In many cases, 100% of the vacancies required postsecondary education, including professional degrees (see Table 4).

**Table 4. Minnesota Healthcare & Social Assistance Job Vacancies, 2024**

SOC Code	Occupation	Number of Job Vacancies	Median Wage Offer	Percent Part-Time	Percent Requiring Postsecondary Education	Percent Requiring 1+ Years of Work Exp.
0	Total, All Occupations	120,448	\$20.67	28%	36%	49%
<b>290000</b>	<b>Healthcare Practitioners &amp; Technical Occupations</b>	<b>13,700</b>	<b>\$35.25</b>	29%	90%	97%
<b>310000</b>	<b>Healthcare Support Occupations</b>	<b>9,949</b>	<b>\$18.52</b>	39%	22%	77%
<b>210000</b>	<b>Community &amp; Social Service Occupations</b>	<b>4,181</b>	<b>\$23.94</b>	25%	57%	69%
311131	Nursing Assistants	3,896	\$18.62	48%	16%	81%
311122	Personal Care Aides	3,403	\$18.17	38%	8%	76%
291141	Registered Nurses	3,295	\$38.31	39%	99%	99%
211093	Social & Human Service Assistants	1,794	\$20.81	17%	31%	42%
292061	Licensed Practical & Licensed Vocational Nurses	1,677	\$27.14	34%	97%	99%
<b>190000</b>	<b>Life, Physical, and Social Science Occupations</b>	<b>1,104</b>	<b>\$31.60</b>	9%	76%	57%
311121	Home Health Aides	780	\$18.37	62%	4%	30%
211011	Substance Abuse & Behavioral Disorder Counselors	765	\$24.29	54%	51%	87%
292053	Psychiatric Technicians	687	\$20.52	18%	32%	99%
291123	Physical Therapists	649	\$46.32	29%	100%	100%
319092	Medical Assistants	628	\$20.72	19%	72%	92%
292034	Radiologic Technologists & Technicians	593	\$27.77	45%	95%	95%
291131	Veterinarians	518	\$65.08	0%	100%	100%
291292	Dental Hygienists	491	\$40.74	43%	100%	100%
319091	Dental Assistants	471	\$25.28	1%	99%	93%
292010	Clinical Laboratory Technologists & Technicians	401	\$24.56	19%	55%	75%
211014	Mental Health Counselors	386	\$31.43	19%	100%	96%
291071	Physician Assistants	379	\$55.99	16%	100%	100%
292052	Pharmacy Technicians	369	\$16.29	49%	12%	76%
292056	Veterinary Technologists & Technicians	361	\$24.35	0%	98%	98%
211023	Mental Health & Substance Abuse Social Workers	350	\$26.53	12%	100%	98%
292055	Surgical Technologists	324	\$27.65	38%	92%	93%
211021	Child, Family, & School Social Workers	312	\$25.64	17%	95%	99%
291051	Pharmacists	305	\$47.34	9%	100%	100%
291122	Occupational Therapists	286	\$42.23	34%	99%	92%
291127	Speech-Language Pathologists	275	\$34.51	13%	98%	99%

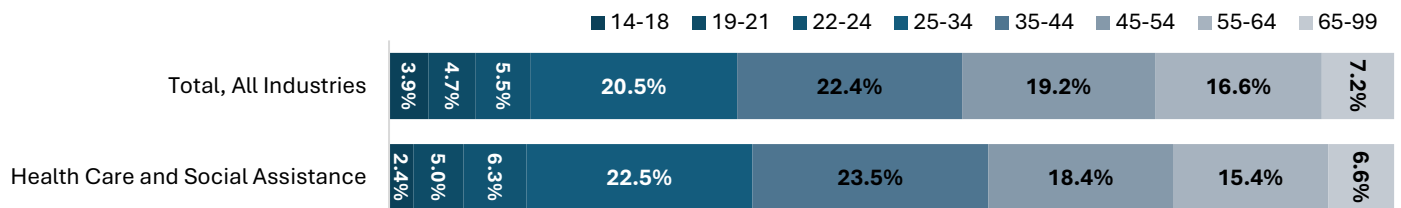
291215	Family Medicine Physicians	273	\$67.12	7%	100%	100%
191042	Medical Scientists, Except Epidemiologists	268	\$30.58	7%	99%	40%
291223	Psychiatrists	232	\$67.47	18%	100%	100%
291229	Physicians, All Other	228	\$66.70	4%	100%	98%
292042	Emergency Medical Technicians	211	\$21.96	34%	59%	98%
319096	Veterinary Assistants & Laboratory Animal Care	204	\$19.24	0%	66%	95%
291171	Nurse Practitioners	172	\$57.57	12%	100%	99%
299091	Athletic Trainers	159	\$23.59	21%	101%	98%
319099	Healthcare Support Workers, All Other	155	\$14.25	41%	13%	91%
291216	General Internal Medicine Physicians	150	\$70.10	19%	101%	99%
291021	Dentists, General	138	\$65.61	35%	100%	99%
193033	Clinical & Counseling Psychologists	129	\$39.03	26%	100%	98%
292032	Diagnostic Medical Sonographers	125	\$28.96	42%	98%	90%
211099	Community & Social Service Specialists, All Other	116	\$28.58	14%	95%	95%
211012	Educational, Guidance, & Career Counselors & A	103	\$23.44	14%	77%	77%
292035	Magnetic Resonance Imaging Technologists	101	\$28.28	30%	93%	100%
292057	Ophthalmic Medical Technicians	98	\$19.68	3%	21%	92%
312011	Occupational Therapy Assistants	98	\$21.70	71%	93%	100%
211022	Healthcare Social Workers	96	\$23.61	23%	101%	75%
211015	Rehabilitation Counselors	95	\$22.90	0%	55%	56%
292043	Paramedics	90	\$23.26	16%	97%	100%
292099	Health Technologists & Technicians, All Other	90	\$24.54	42%	49%	66%
291126	Respiratory Therapists	88	\$36.43	43%	100%	95%
292031	Cardiovascular Technologists & Technicians	84	\$29.50	44%	77%	89%
291221	Pediatricians, General	80	\$66.85	5%	99%	99%
291151	Nurse Anesthetists	78	\$62.59	34%	100%	100%
291249	Surgeons, All Other	73	\$64.70	4%	97%	99%
319011	Massage Therapists	72	\$20.36	66%	57%	99%
292072	Medical Records Specialists	63	\$22.40	17%	33%	75%
312021	Physical Therapist Assistants	61	\$24.13	55%	97%	95%
291031	Dietitians & Nutritionists	60	\$38.36	72%	101%	100%
319093	Medical Equipment Preparers	55	\$19.23	30%	45%	88%
319097	Phlebotomists	53	\$18.24	24%	13%	53%
193034	School Psychologists	50	\$37.33	19%	98%	98%
291218	Obstetricians & Gynecologists	43	\$66.95	15%	100%	100%
291217	Neurologists	42	\$70.08	2%	100%	100%
291041	Optometrists	41	\$54.06	2%	100%	100%
291224	Radiologists	41	\$67.52	5%	100%	100%
211013	Marriage & Family Therapists	40	\$30.39	0%	100%	100%
292092	Hearing Aid Specialists	37	\$31.84	0%	66%	72%
211094	Community Health Workers	36	\$22.06	5%	86%	100%
194021	Biological Technicians	34	\$22.84	0%	51%	27%
291213	Dermatologists	29	\$66.26	0%	100%	100%
292081	Opticians, Dispensing	27	\$16.16	4%	14%	31%
212011	Clergy	25	\$23.75	35%	96%	82%
291214	Emergency Medicine Physicians	25	\$68.29	12%	100%	100%
211029	Social Workers, All Other	24	\$25.28	0%	81%	80%
291212	Cardiologists	24	\$87.13	0%	100%	100%
291242	Orthopedic Surgeons, Except Pediatric	24	\$65.77	4%	100%	100%
291211	Anesthesiologists	22	\$71.02	0%	100%	100%
291181	Audiologists	21	\$40.04	0%	100%	100%
292033	Nuclear Medicine Technologists	21	\$35.92	33%	88%	100%
311133	Psychiatric Aides	18	\$17.00	50%	12%	77%
291125	Recreational Therapists	17	\$25.60	21%	100%	94%
211091	Health Education Specialists	16	\$22.48	59%	48%	69%
291241	Ophthalmologists, Except Pediatric	15	\$60.28	8%	100%	100%
319094	Medical Transcriptionists	14	\$18.22	15%	50%	44%
291124	Radiation Therapists	12	\$34.16	20%	75%	100%
211019	Counselors, All Other	11	\$22.86	14%	27%	34%

299093	Surgical Assistants	11	\$26.59	36%	54%	91%
291161	Nurse Midwives	7	\$36.28	13%	100%	100%
211092	Probation Officers & Correctional Treatment Spec	6	\$30.18	0%	84%	100%
291222	Physicians, Pathologists	6	\$65.04	10%	100%	100%
299021	Health Information Technologists & Medical Regis	6	\$25.16	0%	33%	33%
191041	Epidemiologists	3	\$32.01	0%	100%	33%
291081	Podiatrists	3	\$63.71	N/A	N/A	N/A
299092	Genetic Counselors	3	\$36.30	0%	100%	100%

Source: Job Vacancy Survey

New graduates and other jobseekers will be important in filling the workforce pipeline in the Health Care & Social Assistance industry. The Health Care & Social Assistance industry relies more on workers between 25 and 54 years of age, with nearly two-thirds (64.4%) of workers in that age group, compared to 62.1% across all industries. Because of the educational and training requirements, just 2.4% of all workers in Health Care are teenagers, compared to 3.9% across all industries (see Figure 3).

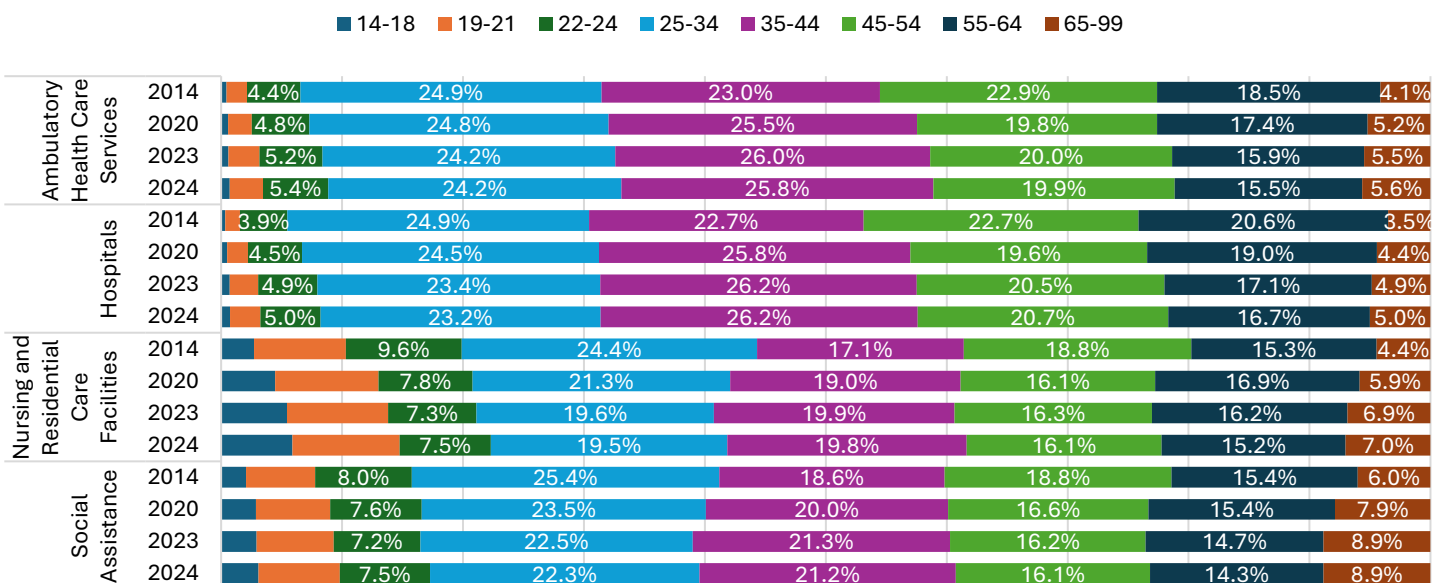
**Figure 3. Minnesota Workforce Demographics by Age, 2024**



Source: Quarterly Workforce Indicators

Demographics vary significantly across the four subsectors, with Nursing & Residential Care Facilities and Social Assistance employing a much younger workforce than Ambulatory Health Care Services and Hospitals, which tend to rely on a more middle-aged labor force. In 2024, about 8% of the workforce in both Ambulatory Health Care Services and Hospitals were under 25 years of age, compared to about 17% in Social Assistance and 22% in Nursing & Residential Care Facilities. At the other end of the age spectrum, Social Assistance had 23% of its workforce aged 55 years and over, followed by Nursing & Residential Care Facilities at 22%, Hospitals at 21.7%, and Ambulatory Health Care Services at 21.4% (see Figure 4).

**Figure 4. Minnesota Workforce Demographics by Age Group, 2014-2024**

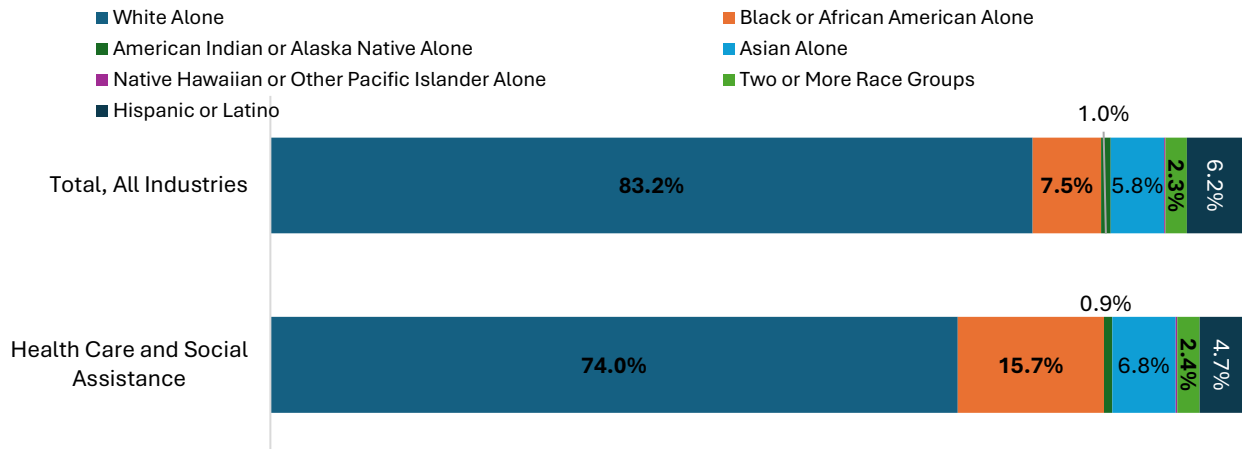


Source: Quarterly Workforce Indicators



Further demographic data from Quarterly Workforce Indicators shows that the Health Care & Social Assistance industry has become much more racially diverse over time, and is now one of the more racially diverse industries in the state, with 74% reporting white as their race compared to 83.2% overall. Health Care & Social Assistance has higher concentrations of workers who are Black or African American and Asian or Pacific Islander, but smaller concentrations of workers of Hispanic or Latino origin (see Figure 5).

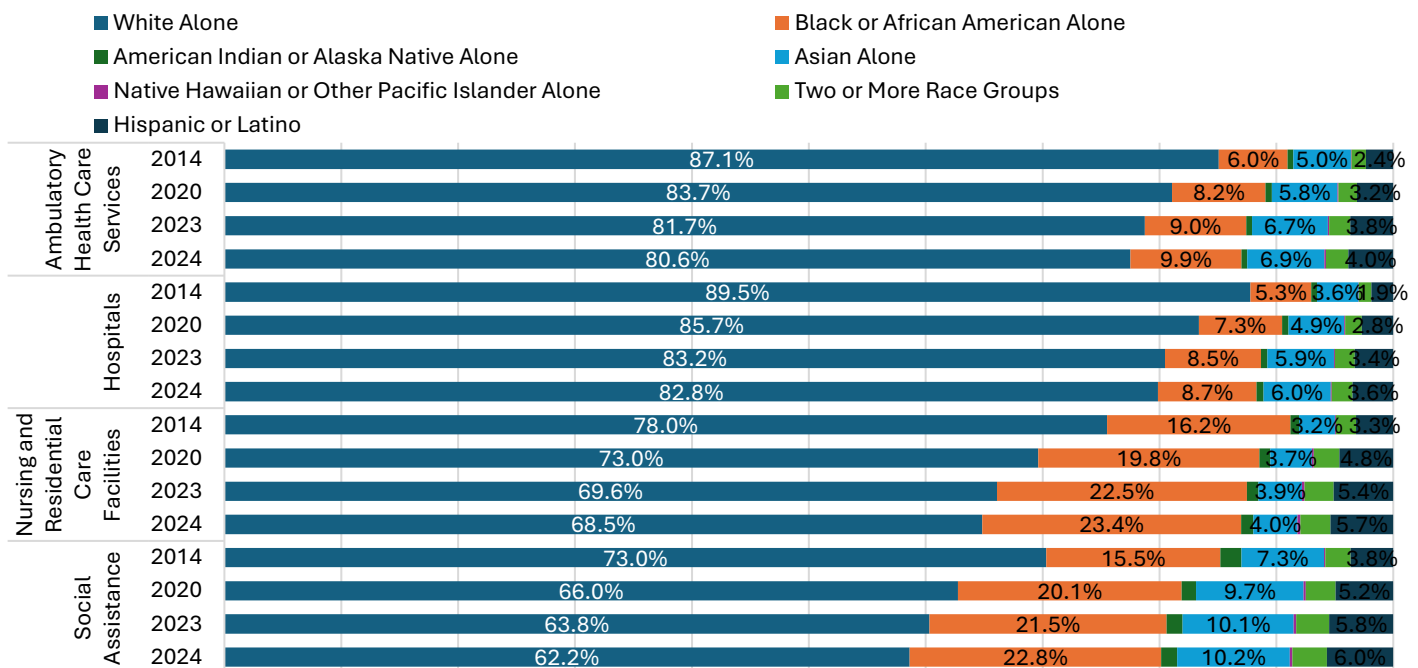
**Figure 5. Minnesota Workforce Demographics by Race/Ethnicity, 2024**



Source: Quarterly Workforce Indicators

The racial diversity of the workforce has changed over time, with the number of Health Care & Social Assistance workers identifying as white alone increasing by 6.2% from 2014 to 2024, compared to an 76.3% increase in the number of jobholders of other races. Similar to age, racial diversity also varies by subsector, with Ambulatory Health Care Services and Hospitals being less racially diverse and Nursing & Residential Care Facilities and Social Assistance being more racially diverse (see Figure 6).

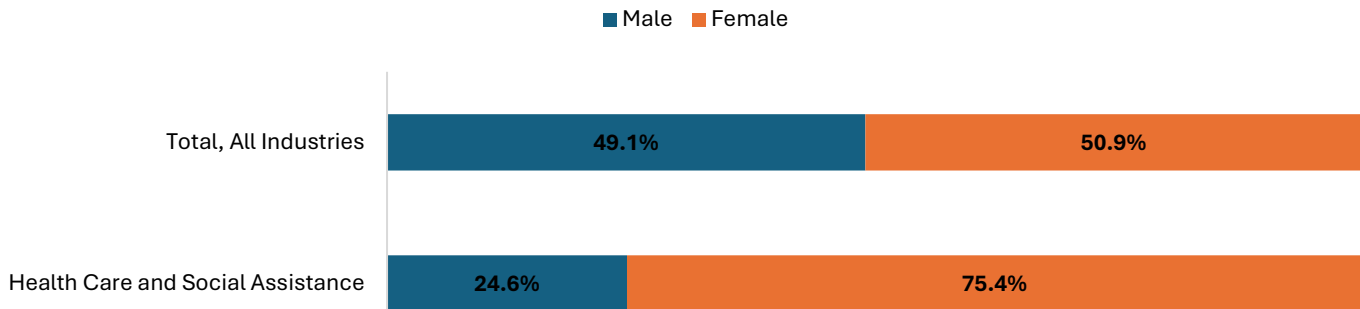
**Figure 6. Minnesota Workforce Demographics by Race/Ethnicity, 2014-2024**



Source: Quarterly Workforce Indicators

Health Care & Social Assistance is less diverse by gender, with females holding more than three-quarters of total jobs, compared to a nearly 50-50 split across all industries (see Figure 7). In the face of tight labor markets, Health Care & Social Assistance employers may need to tap into new labor pools in order to attract the talent they need to grow and replace existing workers in the future.

**Figure 7. Minnesota Workforce by Gender & Industry**



Source: Quarterly Workforce Indicators

For more information about the Health Care & Social Assistance industry in your region, contact your local labor market analyst:



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