

**“State of the State” Workforce Report Update
December 2018**

Overview: The following information is provided to better understand the facts, assumptions and issues surrounding the **dilemma** and **disconnect** between employers and job seekers and guide us to finding solutions to an **insufficient labor pool** and **inefficient labor market**.

Employers	Education	Workforce	Issues & Realities
<p>Top Jobs: (in demand & salaries offered) <i>See reference list, occupational information section</i></p> <p>Minnesota’s Largest Employers (2018): Employing 309,000 (55%) of the workforce</p> <ul style="list-style-type: none"> -Mayo Clinic -State of Minnesota -US Federal Government -TCF Financial Corporation -Comcast Corporation -APi Group Inc. -Lutheran Social Service of Minnesota -Seagate Technology -St. Louis County, Duluth -Walser Automotive Group -Thrivent Financial -RBC Wealth Management -Donaldson Co. Inc. 	<p>(MN) Top Education Programs: (Career Clusters)</p> <ol style="list-style-type: none"> 1)Agriculture, Food & Natural Resources 2)Architecture & Construction 3)Arts, Audio/Video Technology & Communications 4)Business, Management & Administration 5)Education & Training 6)Finance 7)Government & Public Administration 8)Health Science 9)Hospitality & Tourism 10)Human Services 11)Information Technology 12)Law, Public Safety, Corrections & Security 13)Manufacturing 14)Marketing, Sales & Service 15)Science, Technology, Engineering & Mathematics 16)Transportation, Distribution & Logistics 	<p>Unemployment: (Definitions below)</p> <p>National – 3.7% in October 2018 Minnesota – 2.8% in November 2018</p> <p>-The official unemployment measure is the share of those aged 16 and over who, at the time of the monthly survey, were not employed in the past week and who have looked for work sometime in the past four weeks.</p> <p>-Rates are doubled for those with disabilities, older workers, various ethnic groups, ages 16-19, returning military veterans and their spouses, ex-offenders.</p> <p><u>Other categories may not be in the count:</u></p> <ul style="list-style-type: none"> -Discouraged and unemployed -Under-employed -Involuntary Part time—including only persons working less than 35 hours per week who want, but cannot find, a full-time job 	<p>(Twin Cities) Cost of Living: Economic Development Region 11 – TC Metro</p> <p align="center">Annual Costs: \$61,236; Hourly Rate: \$19.63</p> <p>*In the Twin Cities Metro region of Minnesota, a typical family of two adults and one child, one adult working full-time and one part-time for a combined 60 work hours per week, needs to earn an estimated family income of \$61,236 per year and \$19.63 per hour per worker to maintain a simple living that meets basic needs for health and safety.</p> <p>*The estimated monthly costs are: child care \$626, food \$774, health care \$521, housing \$1,050, transportation \$787, other necessities \$533, and taxes \$812.</p> <p>*The median wage paid to workers across all occupations in the Twin Cities Metro is 106 percent of the cost of living, while the median wage offer for job vacancies is 61 percent of the cost of living.</p>
<p>Top Industries: (growth & opportunities)</p> <ol style="list-style-type: none"> 1)Bioscience 2)Manufacturing 3)Wind Power 4)Data Centers 5)Animal Science 	<p>Cost of Education Programs: (2-year, 4-year programs)</p> <p><u>National</u> (2017-2018):</p> <ul style="list-style-type: none"> -Average in-state college tuition - \$9,410 -Average for private schools - \$32,410 <p><u>Minnesota</u> (2017-2018):</p> <ul style="list-style-type: none"> -Average in-state - \$6,754 -Average out-of-state - \$16,789 <p>-Average student loan debt (2017) - \$37,172</p> <p>-Average national starting wage (2018) - \$28,000-\$45,000; (for 73 majors, only 20 reported earnings of \$45,000 or more)</p>	<p>(MN) Available Workers: (by census)</p> <ul style="list-style-type: none"> -Slowing labor force growth in Minnesota until a low point of less than 0.1% average annual growth during the 2020-2025 period. -In 2016, 69.9% of all Minnesotans age 16 or older participated in the labor force (working or seeking work), including 74.6% of Minnesota parents with a child(ren) under age 6. -Labor force participation rates range between 80%-90% for all Minnesotans ages 20-59; falls to 63% for those ages 60-64, 28% for those age 65-74, and 6% for those age 75+. 	<p>Alignment of Available Workforce with Current & Projected Jobs: (Source: Did you know? Shift Happens)</p> <ul style="list-style-type: none"> -Top 10 in demand jobs did not exist 10 years ago. -Today’s learner will have 10-14 jobs by the age of 38. -Schools are preparing students for jobs that don’t yet exist, using technologies that haven’t been invented yet to solve problems we don’t know are problems yet. -Half of what students learn in the first year of college will be outdated by their third year of study. -Technical information doubles every two years. -What Employers Are Looking For – Quadrant Model: 1)Interpersonal Motivation, 2)Intrapersonal Relationships, 3)Critical Thinking, 4)Knowledge -Quadrant Learning Model: 1)Training, 2)Development, 3)Mentoring, 4)Leadership
<p>Benefits provided & costs: National average (2017):</p> <ul style="list-style-type: none"> -\$6,896 – single coverage premium -\$19,616 family coverage premium Employer contributions to premiums vary. 	<p>High School Connections: <i>Reference Career Pathways Programs by school district</i></p> <p>Focus has been on 4-year programs</p>	<p>Available Workers: (by population categories) Reference unemployment notes</p> <p>In the Twin Cities 7-county metro area, more than 1/3rd of those in the prime working years of age 20-64 will be people of color by 2020.</p>	<p>Benefits needed & costs: <i>See annual “top benefits” lists</i></p> <p>Cost Options:</p> <ul style="list-style-type: none"> -Premium sharing -Voluntary – employee paid -Some at no cost to employee; minimal cost to employers.

Outliers: Challenges & Obstacles -Reported ability to find suitable candidates to fill open jobs -Increasing cost of benefits	Outliers: Challenges & Obstacles -Availability of instructors, especially in the trades -Student loan debt and lack of understanding/awareness of implications	Outliers: Challenges & Obstacles -Reported ability to find sustainable work with living wages	Outliers: Challenges & Obstacles -Affordable Housing -Reliable Transportation -Child Care
Opportunities & Initiatives:	Opportunities & Initiatives:	Opportunities & Initiatives:	Opportunities & Initiatives::

References & Resources:

An interesting introduction to changes in the world of work – “Did you know; Shift happens?” - <https://www.youtube.com/watch?v=TwtS6Jy3ll8>

Benefit Information:

- Collegiate Employment Research Institute – 2018-2019 Hiring Trends - <http://www.ceri.msu.edu/wp-content/uploads/2018/10/Recruiting-Trends-2018-19-Part-I.pdf>
- The Kaiser Family Foundation
 - <http://files.kff.org/attachment/Summary-of-Findings-Employer-Health-Benefits-2018>
 - <http://files.kff.org/attachment/Report-Employer-Health-Benefits-Annual-Survey-2018>
 - <https://www.kff.org/state-category/health-costs-budgets/>
- National Conference of State Legislators - <http://www.ncsl.org/research/health/health-insurance-premiums.aspx>
- Employee Benefit News - <https://www.benefitnews.com/slideshow/top-10-must-have-employee-benefits>
- Article: “Best Employee Perks & Benefits” (3 Feb 2016) - <https://www.fastcompany.com/3056205/these-are-the-best-employee-benefits-and-perks>

Career Development & Education Information:

- Collegiate Employment Research Institute - <http://www.ceri.msu.edu/>
- College Tuition in Minnesota Comparison - <https://www.collegetuitioncompare.com/compare/tables/?state=MN>
- Debt.Org - <https://www.debt.org/students/>
- Minnesota State Colleges & Universities – Career Wise Education <https://careerwise.minnstate.edu/careers/clusters.html>

Census Information:

- United States Census Information - <https://www.census.gov/programs-surveys/cps.html>
- Minnesota Cost of Living Study, March 2017 - https://mn.gov/deed/assets/cost-of-living-study_tcm1045-132776.pdf
- Minnesota State Demographic Center - <https://mn.gov/admin/demography/data-by-place/>

Labor & Industry Information:

- United States Department of Labor – loads of information and reports available at - <https://www.bls.gov/bls/proghome.htm#unemployment>
- Top 4 Industries in Minnesota: Which parts of the economy are strongest? <https://www.newsmax.com/fastfeatures/industries-minnesota-economy/2015/04/14/id/637637/>
- Salary.Com – reporting U.S. national average salary data - <https://www1.salary.com/Entry-Level-salaries.html>
- Article: “Reality Check on Starting Pay” by H.L. Sirkin (11 May 2017) for Forbes - <https://www.forbes.com/sites/haroldsirkin/2017/05/11/reality-check-on-starting-pay/#3451e2c37c9a>
- Minnesota State Demographic Center - https://mn.gov/admin/assets/demographic-considerations-planning-for-mn-leaders-msdc-march2016_tcm36-219453.pdf
- Alternative Measures of Unemployment - <https://mn.gov/deed/data/current-econ-highlights/alternative-unemployment.jsp>

Occupational Information:

- Collegiate Employment Research Institute – 2018-2019 Hiring Trends - <http://www.ceri.msu.edu/wp-content/uploads/2018/10/Recruiting-Trends-2018-19-Part-I.pdf>
- O*NET OnLine - the nation’s primary source of occupational information - sponsored by the U.S. Department of Labor, Employment & Training Administration - <https://www.onetonline.org/>
- 25 High-Demand Jobs in 2018 for Almost Every Type of Person - <https://www.trade-schools.net/articles/high-demand-jobs.asp>
- Minnesota’s Largest Employers - <https://www.bizjournals.com/twincities/news/2018/07/13/list-leaders-minnesotas-largest-employers.html>
- Top Jobs in Minnesota - https://www.simplyhired.com/search?!=minnesota&job=hnoKRaJOL3VFYTY-s6DX-5WMqj2q2vHG1QQPbqpOkv9A5Kt_klgt4BA