

WORKFORCE STRATEGY CONSULTANTS

# WORKFORCE WEDNESDAY

Providing Workforce Solutions for MN Employers



# We Will Begin Shortly

# *I Can Add* by They Might Be Giants



# Join the Workforce Strategy Consultant Team!

## Your 2024 Workforce Wednesday Schedule!!

**February 7, 2024:** DEIAB: More Than Just an Acronym

**March 6, 2024:** Supporting the New American Workforce

**April 3, 2024:** Top 5 Employee Benefits to Offer Experienced Job Seekers and your Best Employees

**May 1, 2024:** Improved Employee Engagement through Authentic Leadership

**June 5, 2024:** Fair Chance 101: How to Recruit & Retain a Justice-Involved Workforce

**August 7, 2024:** Navigating the Workforce System – An Employer's Guide

**September 4, 2024:** What does your Strategy Say about You: Engaging, Attracting & Retaining your Workforce

**October 2, 2024:** Build your Own Future Workforce – Training & Upskilling Your Workforce for Tomorrow's Needs

**November 6, 2024:** The Evolving Native American Workforce and Indigenous Economy

**December 4, 2024:** 2024 in Review: Regional Employer Best Practices

Register at: <https://www.careerforcemn.com/WorkforceWednesday>

# Workforce Strategy Consultants

Assist employers in increasing the number of applicants and new hires

Offer employer tools to assist them in reviewing and enhancing their current training programs

Enhance Diversity, Equity and Inclusion (DEI) within their workplace

Develop programs that help employers be recognized as an employer of choice in their industry



**Jessica Miller**

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Director, Workforce Strategy

**mn** EMPLOYMENT AND  
ECONOMIC DEVELOPMENT

Leading  
**CareerForce**

# MINNESOTA WORKFORCE STRATEGY CONSULTANTS

## MISSION

Develop innovative workforce solutions by aligning resources, facilitating collaboration, and leveraging expertise in targeted industry sectors to drive economic equity and growth.

## THE VALUE WE BRING

- > Provide tools and resources to support businesses in developing strategic workforce strategies
- > Connect stakeholders to economic development and workforce development resources
- > Focus on workforce diversity, equity, and inclusion initiatives
- > Enhance Minnesota's economic prosperity through workforce and economic development partnerships
- > Work in partnership with our stakeholders to provide workforce training development solutions to meet your talent needs



WORKFORCE STRATEGY CONSULTANTS

# WORKFORCE WEDNESDAY

Providing Workforce Solutions for MN Employers



## **Demographics are Destiny: Utilizing Labor Market Data as a Business Strategy**

**January 3, 2023**

## APPRENTICESHIP AND DUAL TRAINING

Investing in your employees is an investment in your bottom line. Our agency has three programs to help your business grow skilled workers, customize your employee training and develop a diverse workforce that fits your company's needs.

Apprenticeship

Minnesota Dual-Training

Youth Skills Training Program

## DEED Training Grant Programs

The Minnesota Jobs Skills Partnership (MJSP) works with businesses, educational institutions and nonprofit organizations to train or retrain workers, expand work opportunities and keep high-quality jobs in the state. The goal is to target short-term training for full-time employment in the growth sectors of the state's economy.

We offer grants through a variety of programs to offset training-related expenses incurred by business, industry, nonprofit organizations and educational institutions to meet current and future workforce needs. [View our Workforce Training Programs matrix.](#)

### Partnership Program

Provides grants of up to \$400,000 to educational institutions that partner with businesses to develop new-job training or retraining for existing employees.

### Pathways Program

Provides grants of up to \$400,000 to educational institutions or nonprofit organizations that partner with businesses to provide training, new jobs and career paths for low income people.

### Job Training Incentive Program

Provides training grants of up to \$200,000 to new or expanding businesses located in Greater Minnesota.

### Low Income Worker Training Program

### Automation Training Incentive Program

### Additional MJSP Information

# Agenda

- Welcome!
- Panelist Introductions
- Good Jobs Principles and “Job Quality in Minnesota”
- An exploration of Data Tools
  - County Profiles
  - On the Map
  - Occupational Employment and Wage Statistics
- How to utilize data tools in grant writing
- Conclude
- Unplugged!



# Panelists

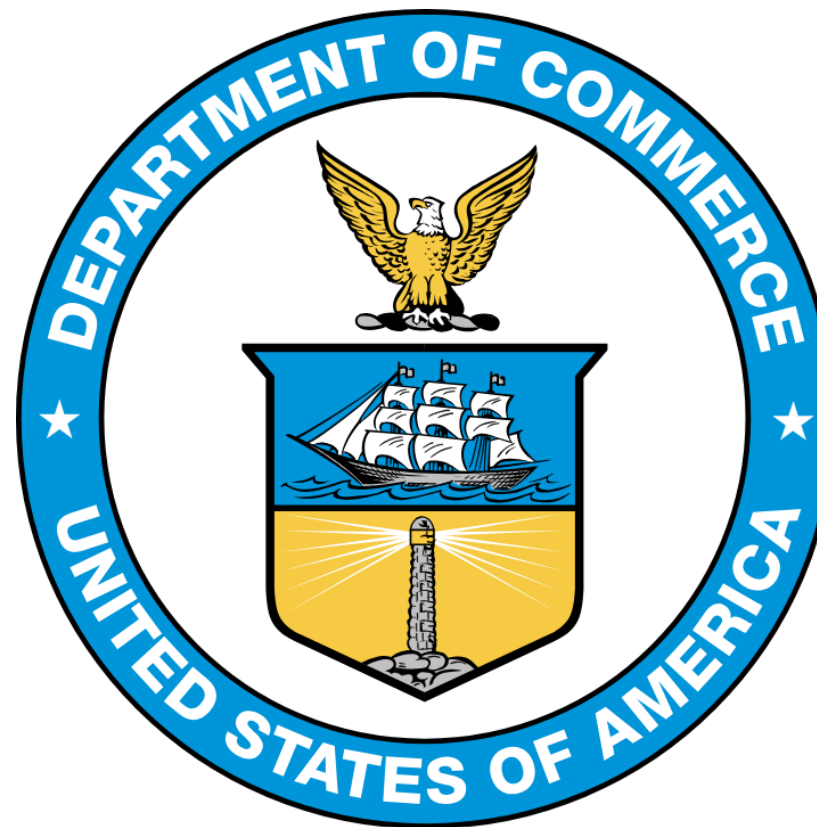


Anthony Schaffhauser  
Labor Market Analyst



Carson Gorecki  
Labor Market Analyst

# Good Jobs Principles



# What are the Principles?

Recruitment and Hiring

Benefits

Diversity, Equity, Inclusion & Accessibility

Empowerment & Representation

Job Security & Working Conditions

Organizational Culture

Pay

Skills and Career Advancement



## DEED's Online Labor Market Tools for Businesses

*Anthony Schaffhauser– Northwest Minnesota Labor Market Analyst*

*Labor Market Information Office (<http://mn.gov/deed/data>)*

# All Our Data Tools Are Here

- <https://mn.gov/deed/data>



## Data Center



### Get Some Answers

Labor market analysts are available to answer your questions weekdays from 9 a.m. to 3 p.m. Call our helpline at 651-259-7384 or 1-888-234-1114.



## We've Got Your Number

Nothing tells a story like numbers. And here is where we let them do the talking.

Our data and data tools provide a comprehensive, nuts-and-bolts look at Minnesota's economy and workforce.

### Data Tools

Dig deep into data on employment, unemployment, wages and occupations, regional and state comparisons and more.

### Monthly Highlights

The most current available snapshot of Minnesota's economic performance on several job and employment fronts.

### Regional Labor Markets

Explore your region's labor market. Find comprehensive Regional Profiles and County Profiles you can download in PDF.

# County Profiles: Local Demographics and Labor Market

Home Data Data Tools

## Data

> Data Tools

Affirmative Action Statistics

Bachelor's Degree and Career Destination Tool

Business Finder

Career & Education Explorer

Career Pathways

Cost of Living

County Profiles

Current Employment Statistics

Educational Requirements for Occupations

Employment Outlook

Graduate Employment Outcomes

Job Vacancy Survey

Job Openings & Labor Turnover Survey

Local Area Unemployment Statistics

Match Jobs to Experience

Occupational Employment & Wage Statistics

## Data Tools

Select a data tool category from the list below:

[See a set of tutorials and video training sessions.](#)

[RSS feed](#)

Title	Description	Type
<a href="#">Affirmative Action Statistics</a>	Statistical reports, available by region, provide demographics on workers in specific occupations.	Employment and Wages
<a href="#">Bachelor's Degree and Career Destination</a>	The Bachelor's Degree and Career Destination (BDCD) is a visual display of fields of study at the Bachelor's level and observed labor market outcomes for Minnesota residents. It provides information on occupations, employment, and unemployment, labor force participation, and wage and salary incomes associated with field of study for Bachelor's degree holders.	Workforce Alignment/Employment Projections
<a href="#">Business Finder</a>	Find contact information for employers in Minnesota and across the U.S.	Employment Projections and Openings
	Find a wide range of occupational information: Wages, demand	

# County Profiles: Local



## COUNTY PROFILE

### Wright Co.

Wright Co. is a part of Economic Development Region 7W, which is located in the Central Planning Region.

## POPULATION CHARACTERISTICS

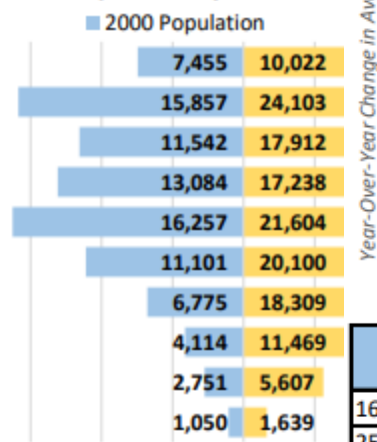
2022 population:	<b>148,003 people</b>	Median Age:
Population change, 2010-2022	23,303 people 18.7% increase	state:

Wright Co. is the 10th largest of the 87 counties in the state. Its population increased over the period in the state from 2010 to 2022. Wright Co.'s population has a younger median age than the state and older. The population is aging, especially as the Baby Boom generation moves through.

Age Group	Number	Percent
Under 5 years	10,022	6.8%
5-14 years	24,103	16.3%
15-24 years	17,912	12.1%
25-34 years	17,238	11.6%
35-44 years	21,604	14.6%
45-54 years	20,100	13.6%
55-64 years	18,309	12.4%
65-74 years	11,469	7.7%
75-84 years	5,607	3.8%
85 years & over	1,639	1.1%
<b>Total Population</b>	<b>148,003</b>	<b>100.0%</b>

Source: Census Population Estimates, 2017-2021 ACS

Figure 1. Population Pyramid, 2000

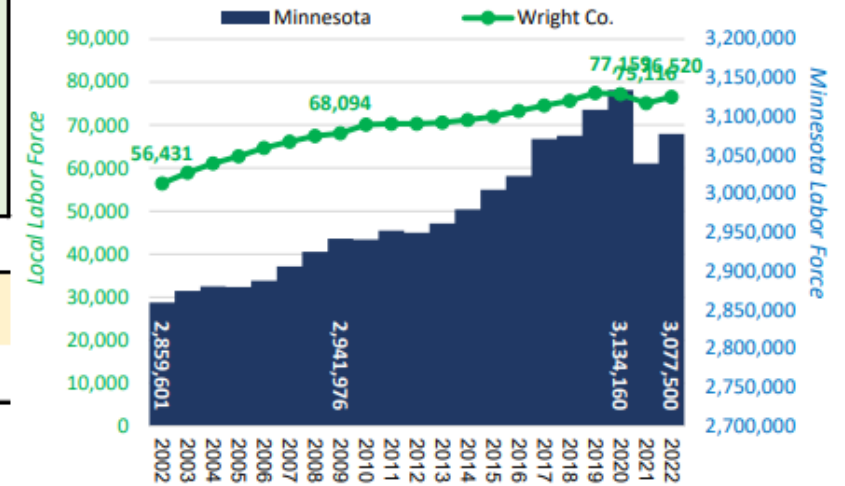


## LABOR FORCE TRENDS

At 2.6%, Wright Co. had a lower unemployment rate than the state in 2022. After the pandemic recession Wright Co.'s unemployment rate decreased compared to 5.7% in 2020, and declined compared to the 3.4% pre-pandemic rate posted in 2019. The number of unemployed workers actively seeking work in Wright Co. declined over the past year, and is down compared to 2019.

<b>76,520</b>	available workers
Labor Force change, 2007-2022	10,413 workers 15.8% increase
<b>2.6%</b>	unemployment rate
2.7%	state
<b>1,990</b>	unemployed workers

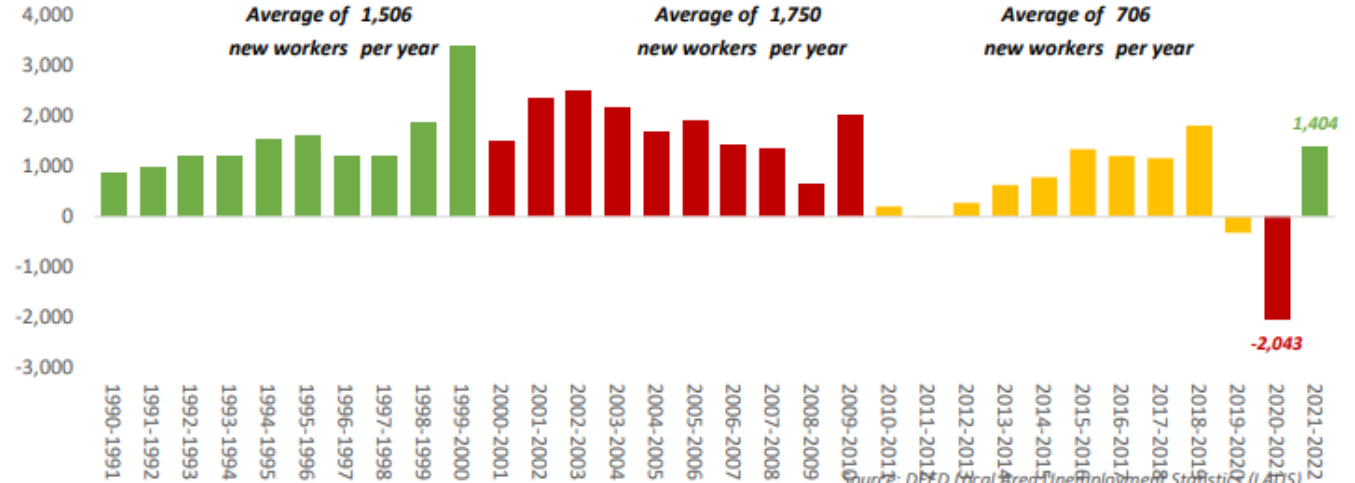
Figure 6. Annual Labor Force Estimates



Source: DEED Local Area Unemployment Statistics

Labor force growth has slowed in recent years. After experiencing a net gain of 1506 workers each year from 1990 to 2000, Wright Co. averaged an annual gain of 1749.7 new workers from 2000 to 2010, and most recently a gain of 706.4 new workers since 2010 (see Figure 7). Moving forward, Wright Co. is expected to add workers from 2025 to 2035 (see Table 6).

Figure 7. Annual Change in Labor Force, 1990-2022



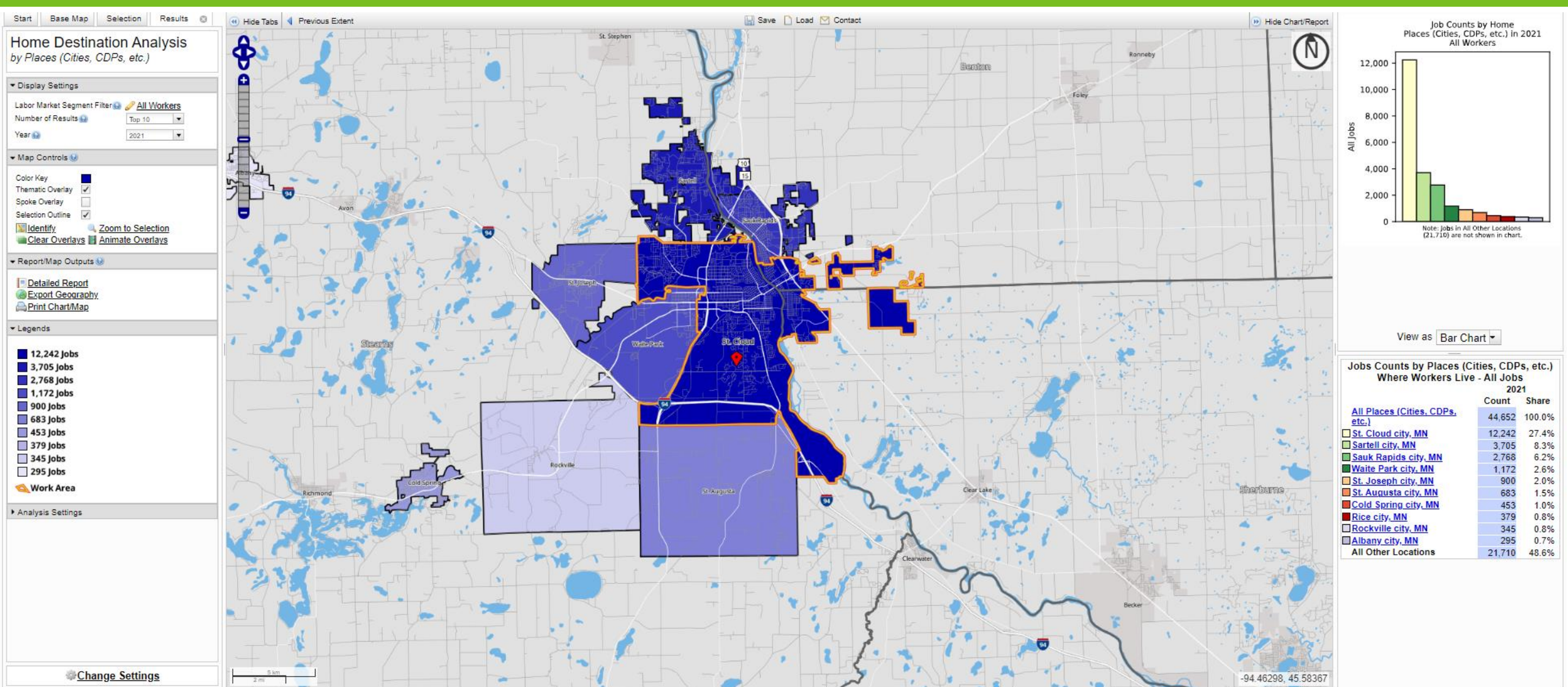
Source: DEED Local Area Unemployment Statistics (LAUS)

Age Group	Labor Force Projection	
	2025	2035
16 to 24 years	11,710	12,132
25 to 54 years	52,037	59,407

Figure 8. Jobseekers Per Vacancy, 2012-2022

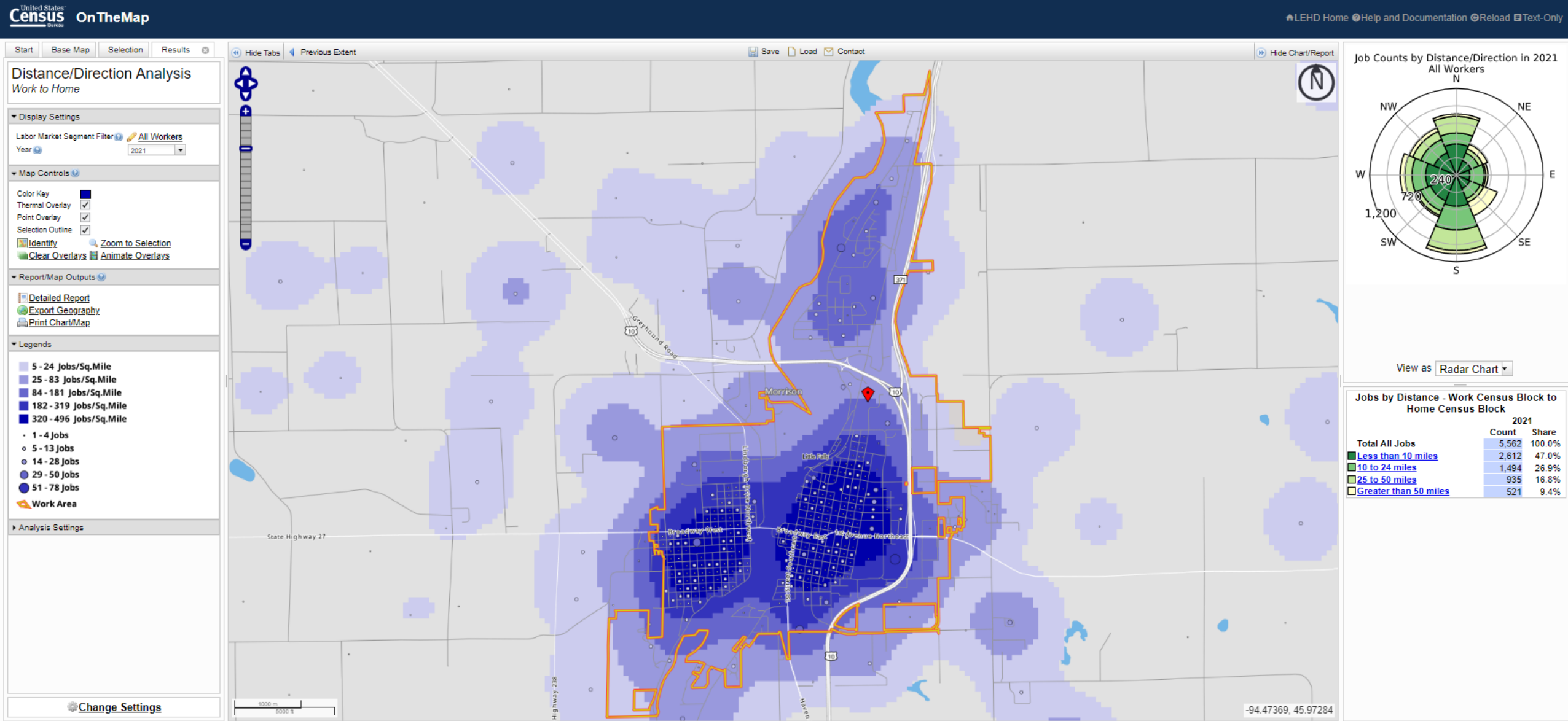


# OnTheMap Shows Commuting and Worker Characteristics



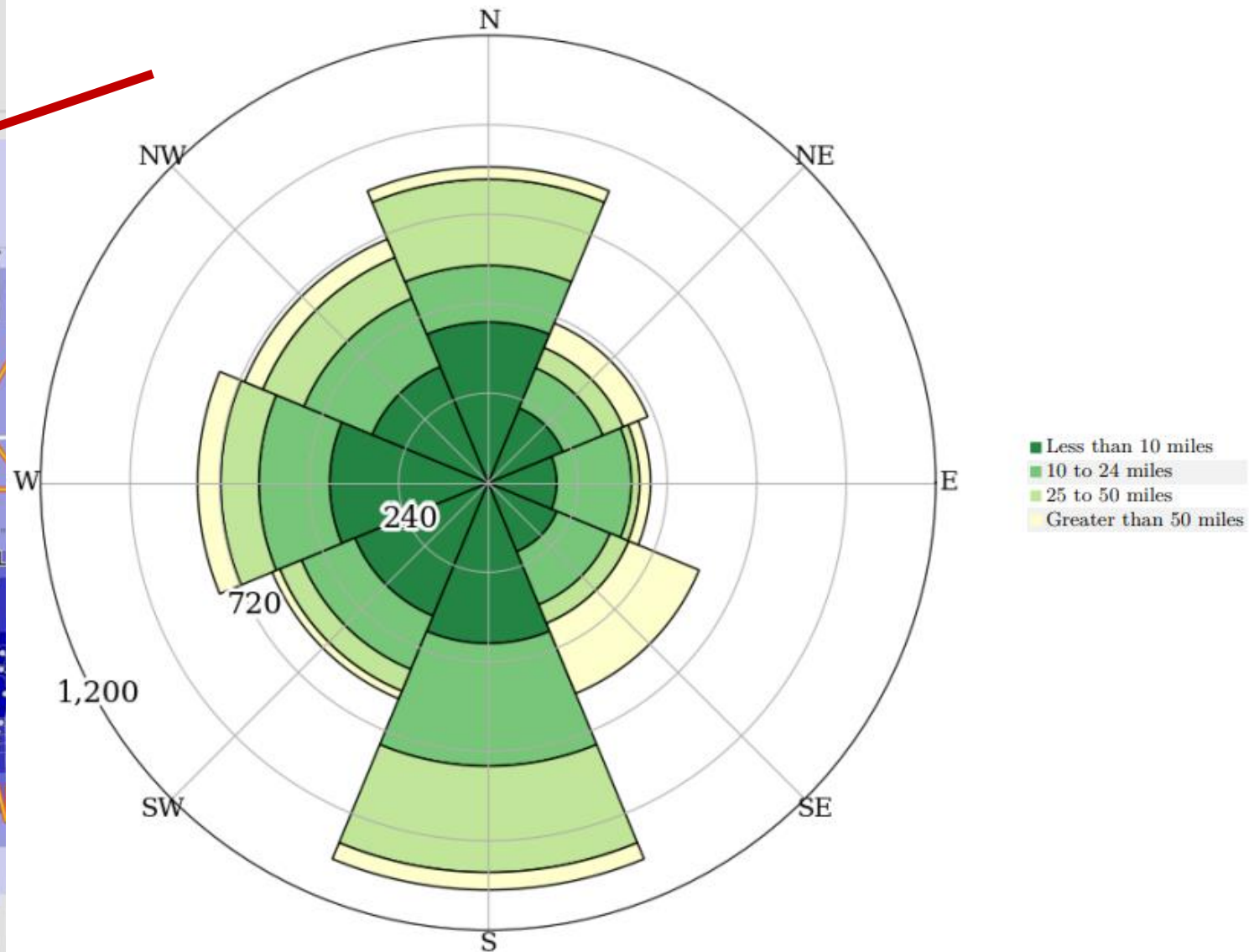
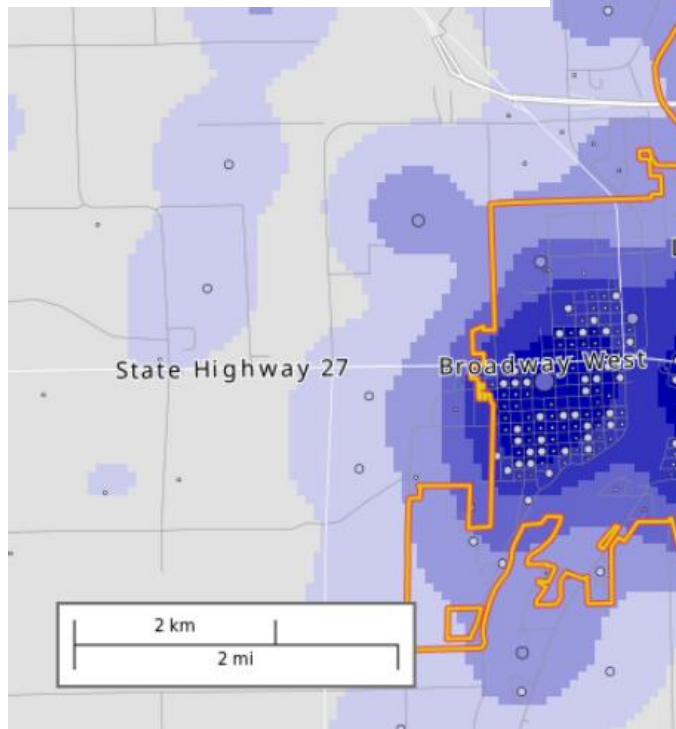


# Little Falls Distance/Direction Analysis

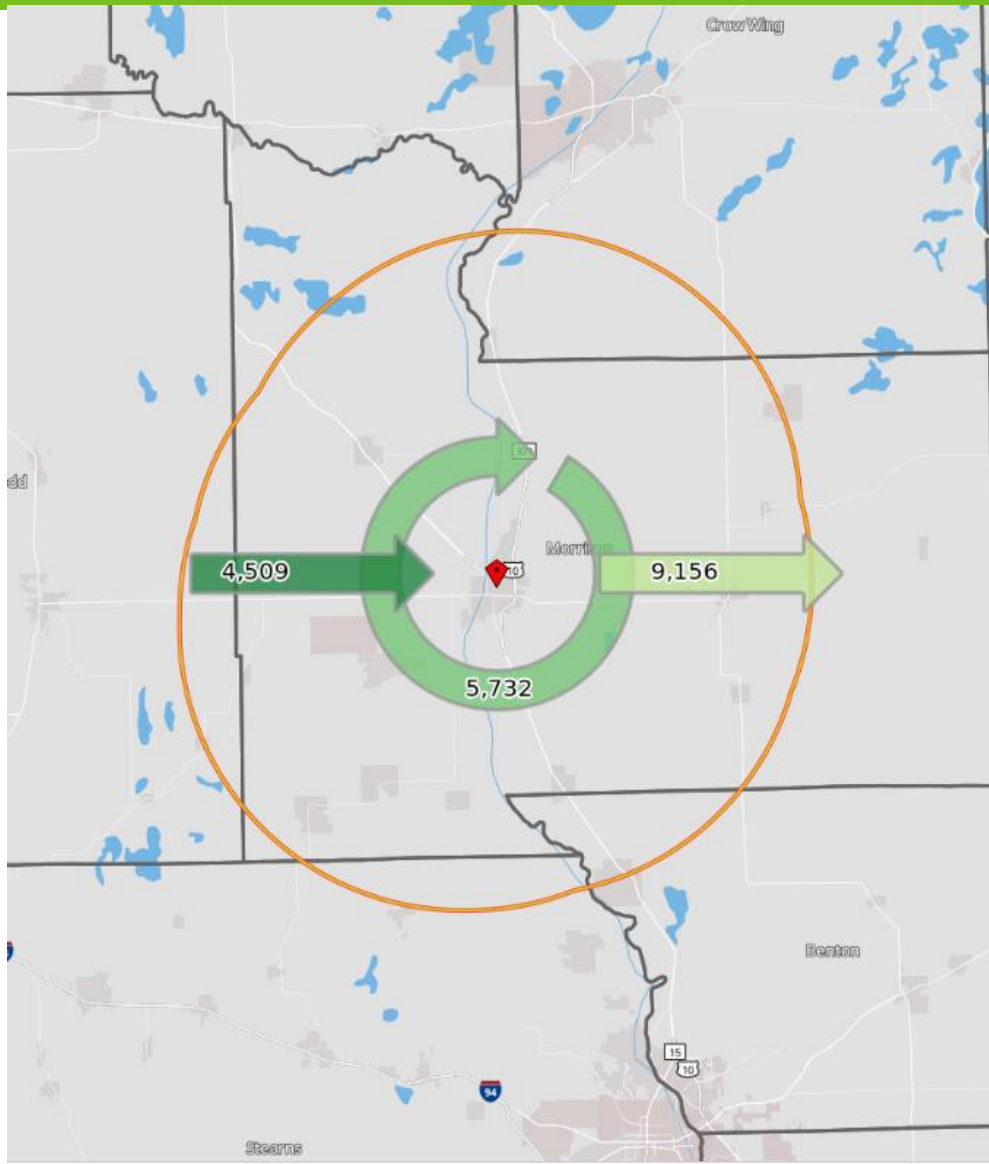


# Little Falls Distance/Direction Analysis

<u>Distance</u>	<u>2021</u> <u>Count</u>	<u>Share</u>
<b>Total All Jobs</b>	5,562	100.0\%
<b>Less than 10 miles</b>	2,612	47.0\%
<b>10 to 24 miles</b>	1,494	26.9\%
<b>25 to 50 miles</b>	935	16.8\%
<b>Greater than 50 miles</b>	521	9.4\%



# Little Falls Inflow/Outflow Analysis, 15-Mile Radius

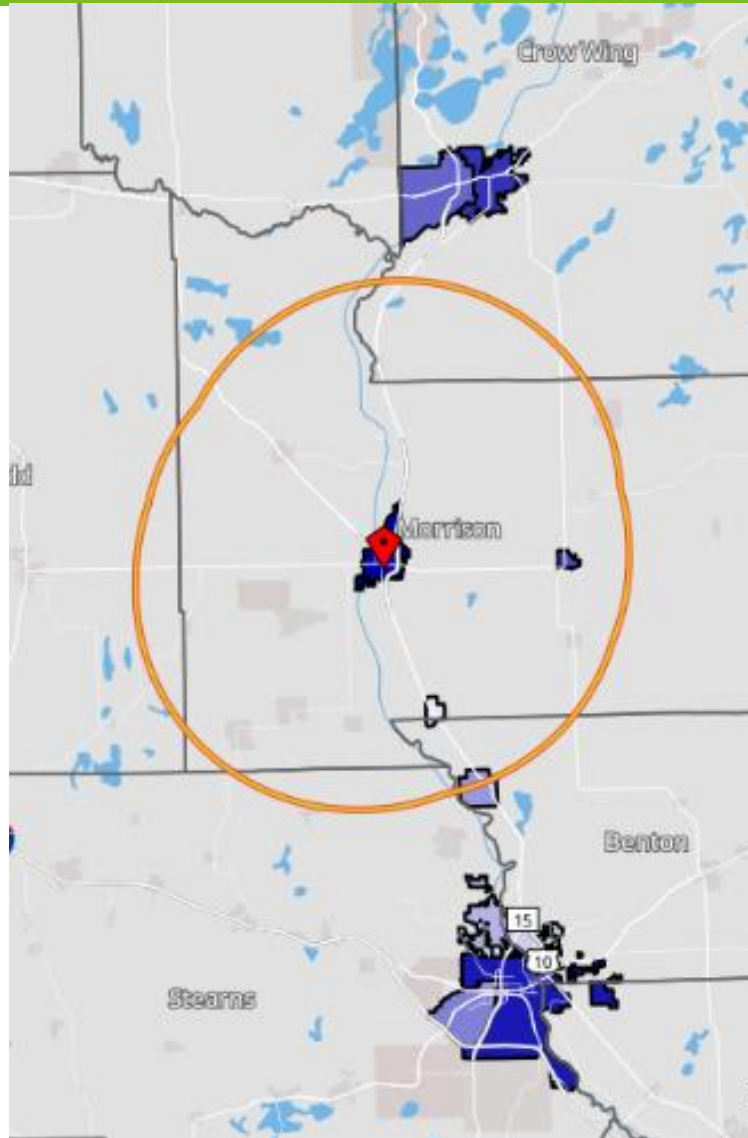
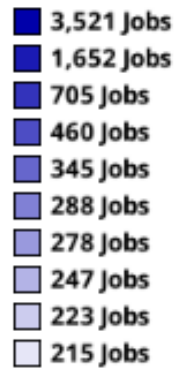


## Inflow/Outflow Job Counts (All Jobs) 2021

	Count	Share
<u>Employed in the Selection Area</u>	10,241	100.0%
<u>Employed in the Selection Area but Living Outside</u>	4,509	44.0%
<u>Employed and Living in the Selection Area</u>	5,732	56.0%
<u>Living in the Selection Area</u>	14,888	100.0%
<u>Living in the Selection Area but Employed Outside</u>	9,156	61.5%
<u>Living and Employed in the Selection Area</u>	5,732	38.5%



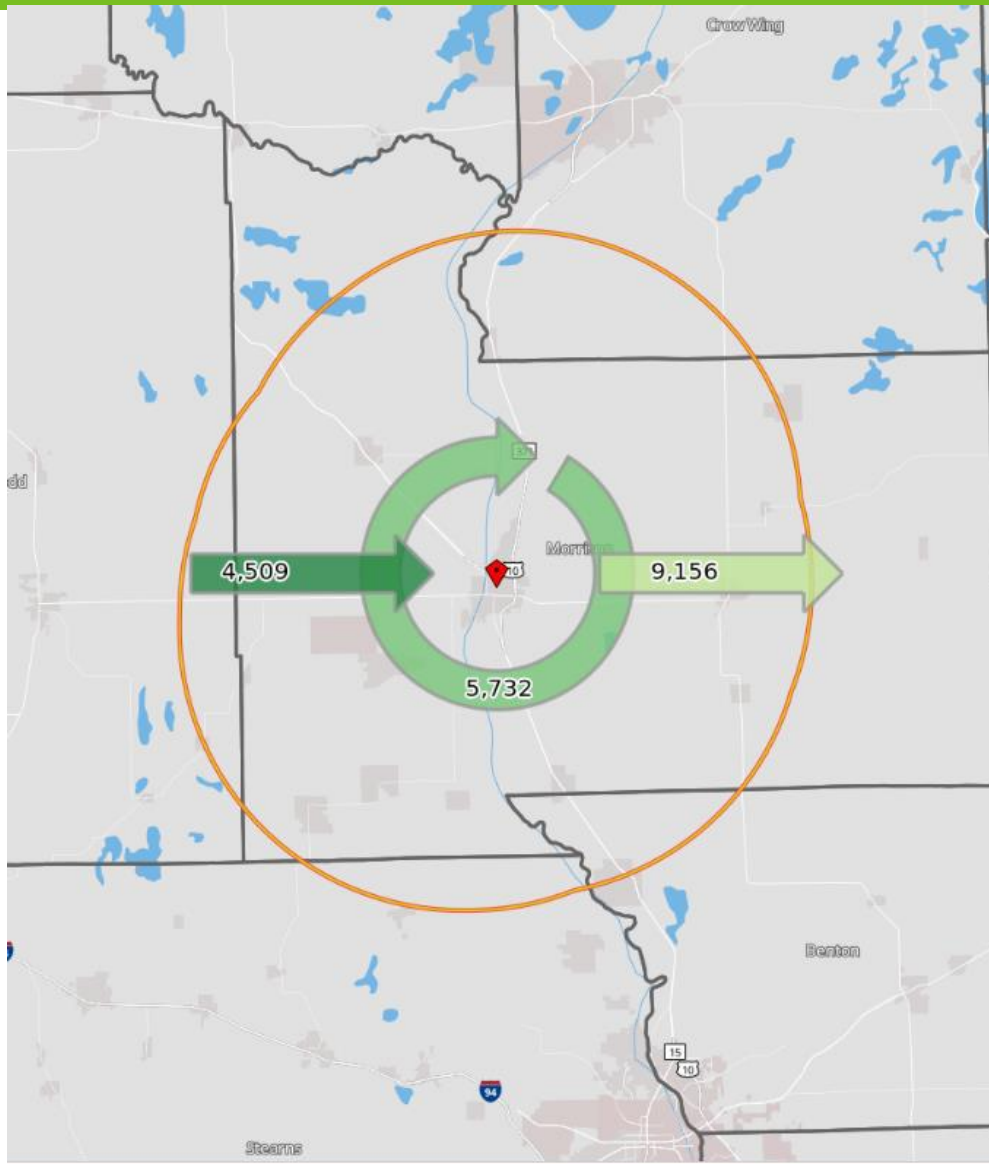
# OnTheMap Work Destination Analysis



Jobs Counts by Places (Cities, CDPs, etc.)  
Where Workers are Employed - All Jobs

	Count	Share
<b>All Places (Cities, CDPs, etc.)</b>	<b>14,888</b>	<b>100.0%</b>
<b>Little Falls city, MN</b>	<b>3,521</b>	<b>23.6%</b>
<b>St. Cloud city, MN</b>	<b>1,652</b>	<b>11.1%</b>
<b>Brainerd city, MN</b>	<b>705</b>	<b>4.7%</b>
<b>Pierz city, MN</b>	<b>460</b>	<b>3.1%</b>
<b>Baxter city, MN</b>	<b>345</b>	<b>2.3%</b>
<b>Waite Park city, MN</b>	<b>288</b>	<b>1.9%</b>
<b>Rice city, MN</b>	<b>278</b>	<b>1.9%</b>
<b>Sartell city, MN</b>	<b>247</b>	<b>1.7%</b>
<b>Sauk Rapids city, MN</b>	<b>223</b>	<b>1.5%</b>
<b>Royalton city, MN</b>	<b>215</b>	<b>1.4%</b>
<b>All Other Locations</b>	<b>6,954</b>	<b>46.7%</b>

# Little Falls Inflow/Outflow Analysis, 15-Mile Radius



## Inflow/Outflow Job Counts (All Jobs) 2021

	Count	Share
<u>Employed in the Selection Area</u>	10,241	100.0%
<u>Employed in the Selection Area but Living Outside</u>	4,509	44.0%
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<u>Living in the Selection Area but Employed Outside</u>	9,156	61.5%
<u>Living and Employed in the Selection Area</u>	5,732	38.5%



# OnTheMap Worker Characteristics

## Inflow Job Characteristics (All Jobs)

	2021	
	Count	Share
Internal Jobs Filled by Outside Workers	4,509	100.0%
Workers Aged 29 or younger	1,091	24.2%
Workers Aged 30 to 54	2,249	49.9%
Workers Aged 55 or older	1,169	25.9%
Workers Earning \$1,250 per month or less	1,027	22.8%
Workers Earning \$1,251 to \$3,333 per month	1,291	28.6%
Workers Earning More than \$3,333 per month	2,191	48.6%
Workers in the "Goods Producing" Industry Class	1,040	23.1%
Workers in the "Trade, Transportation, and Utilities" Industry Class	1,013	22.5%
Workers in the "All Other Services" Industry Class	2,456	54.5%

## Outflow Job Characteristics (All Jobs)

	2021	
	Count	Share
External Jobs Filled by Residents	9,156	100.0%
Workers Aged 29 or younger	2,232	24.4%
Workers Aged 30 to 54	4,783	52.2%
Workers Aged 55 or older	2,141	23.4%
Workers Earning \$1,250 per month or less	1,627	17.8%
Workers Earning \$1,251 to \$3,333 per month	2,337	25.5%
Workers Earning More than \$3,333 per month	5,192	56.7%
Workers in the "Goods Producing" Industry Class	2,331	25.5%
Workers in the "Trade, Transportation, and Utilities" Industry Class	1,795	19.6%
Workers in the "All Other Services" Industry Class	5,030	54.9%

## Out-commuters more likely

- Aged 30 to 54
- Higher earnings
- Work in Goods-Producing

# Occupational Employment and Wage Statistics (OEWS): What are competitive wages?

- <https://mn.gov/deed/data/data-tools/oes/>

**Data**

Data Tools

- Affirmative Action Statistics
- Bachelor's Degree and Career Destination Tool
- Business Finder
- Career & Education Explorer
- Career Pathways
- Cost of Living
- County Profiles
- Current Employment Statistics
- Educational Requirements for Occupations
- Employment Outlook
- Graduate Employment Outcomes
- Job Vacancy Survey
- Job Openings & Labor Turnover Survey
- Local Area Unemployment Statistics
- Match Jobs to Experience
- Occupational Employment & Wage Statistics
- Occupational Staffing Patterns
- Occupations in Demand
- OnTheMap

## Occupational Employment and Wage Statistics

Data Tool

**Select a Geography**

The St Cloud MN MSA

**Search by Title**

**Select an Occupational Category**

(All)

Click on the Median Wage to View Additional Information Below

**Hourly Wages in St Cloud MN MSA**

SOC	Occupation	Jobs	10th	25th	Median	75th	90th
291141	Registered Nurses	2,800	\$33.53	\$41.12	\$42.79	\$53.08	\$53.08
412031	Retail Salespersons	2,790	\$11.76	\$13.56	\$14.86	\$17.86	\$24.13
412011	Cashiers	2,310	\$12.09	\$13.09	\$14.00	\$15.51	\$17.71
111021	General and Operations Managers	2,290	\$19.41	\$26.77	\$38.60	\$59.10	\$81.41
439061	Office Clerks, General	2,020	\$14.68	\$17.64	\$20.20	\$24.21	\$29.57
537062	Laborers and Freight, Stock, and Material Movers, Ha..	1,990	\$14.36	\$15.96	\$18.47	\$21.60	\$24.81
434051	Customer Service Representatives	1,940	\$14.41	\$16.60	\$19.43	\$23.51	\$29.48
353023	Fast Food and Counter Workers	1,940	\$11.62	\$13.66	\$14.19	\$15.23	\$17.47
533032	Heavy and Tractor-Trailer Truck Drivers	1,900	\$19.63	\$23.75	\$27.95	\$31.19	\$37.18
372011	Janitors and Cleaners, Except Maids and Housekeepin..	1,850	\$13.78	\$14.54	\$17.49	\$20.41	\$23.61
537065	Stockers and Order Fillers	1,630	\$13.80	\$14.77	\$16.55	\$19.38	\$22.49
311131	Nursing Assistants	1,360	\$15.75	\$16.28	\$18.57	\$20.59	\$21.55
259045	Teaching Assistants, Except Postsecondary	1,300					
353031	Waiters and Waitresses	1,190	\$10.80	\$10.80	\$11.38	\$13.62	\$17.07
436014	Secretaries and Administrative Assistants, Except Le..	1,080	\$17.25	\$19.24	\$22.28	\$24.91	\$27.58

\* Tip - Half of all jobs pay between the 25th and 75th percentile, meaning this is a good representation of the typical range of wages.

# 1. Select Geography; Click "Go"

## Occupational Employment Statistics

### Statewide

Statewide

### United States

Nationwide

### Planning Region

Select All

Central Minnesota

Northeast Minnesota

Northwest Minnesota

Southeast Minnesota

Southwest Minnesota

Seven County Mpls-St Paul, MN

### Economic Development Region

Select All

EDR 1 - Northwest

EDR 2 - Headwaters

EDR 3 - Arrowhead

EDR 4 - West Central

EDR 5 - North Central

EDR 6E- Southwest Central

EDR 6W- Upper Minnesota Valley

EDR 7E- East Central

EDR 7W- Central

EDR 8 - Southwest

EDR 9 - South Central

EDR 10 - Southeast

EDR 11 - 7 County Twin Cities

### Metropolitan Statistical Area

Select All

Duluth MN-WI MSA

Fargo ND-MN MSA

Grand Forks ND-MN MSA

La Crosse WI-MN MSA

Mankato-North Mankato MN MSA

Minneapolis-St Paul-Bloomington  
MN-WI MSA

Rochester MN MSA

St Cloud MN MSA

### Balance Of State Region

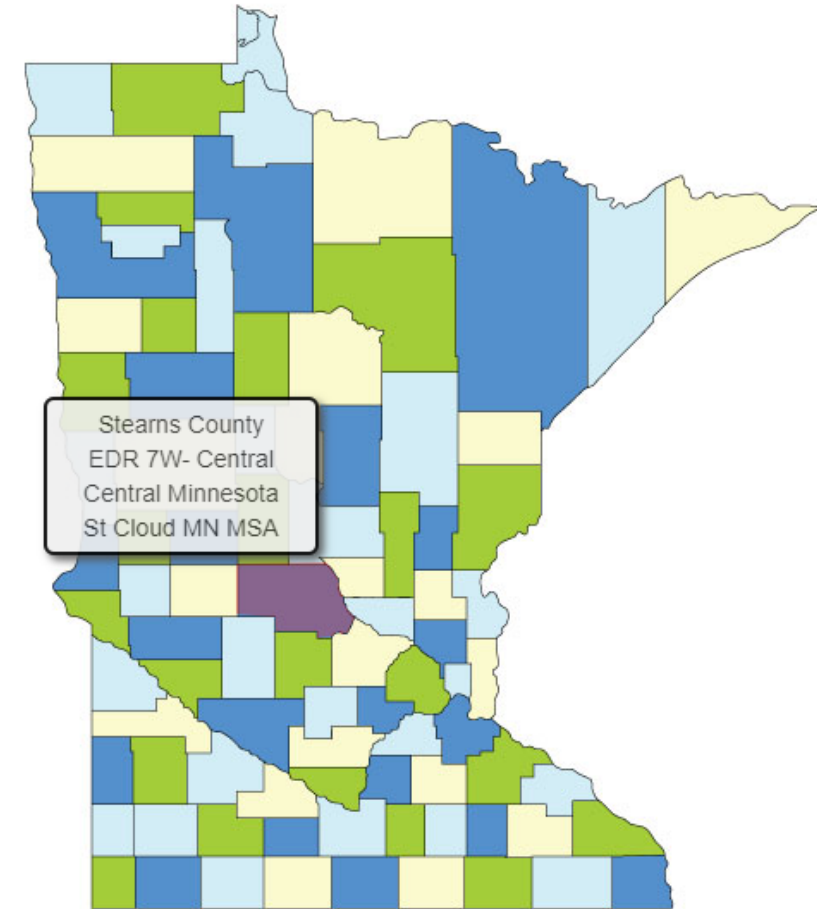
Select All

Northwest Balance of State

Northeast Balance of State

Southwest Balance of State

Southeast Balance of State



[Find Region Definitions](#)

Please click "Go" to apply your regional selections or "Clear" to start over.

Occupation Search(Optional)



# 2. Search or Browse for Occupation

Occupation Search(Optional)

Search for an Occupation

Choose a specific kind of job

- Choose specific job
- Choose specific job
- Continuous Mining Machine Operators
- Industrial Truck and Tractor Operators
- Operating Engineers and Other Construction Equipment Operators
- Crematory Operators
- Business Operations S
- Agricultural Equipmer
- Power Plant Operator:
- Subway and Streetcar
- Plant and System Ope
- General and Operatio
- Crane and Tower Ope
- Nuclear Power Reacto
- Pump Operators, Exce
- Office Machine Opera
- Gas Plant Operators
- Printing Press Operatc
- Airfield Operations Sp
- Telephone Operators
- Motorboat Operators

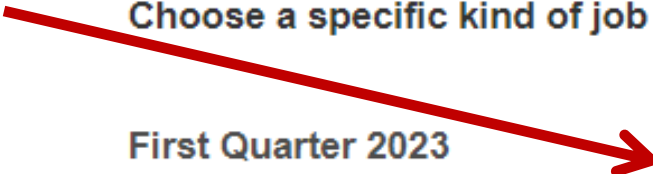
First Quarter 2023

You have selected: Statewide, N

Median Wages    Employment

		SOC
▶	<input type="checkbox"/>	00-0000
▶	<input type="checkbox"/>	11-0000
▶	<input type="checkbox"/>	13-0000
▶	<input type="checkbox"/>	15-0000
▶	<input type="checkbox"/>	17-0000

		SOC	Occupation Title ⓘ
▶	<input type="checkbox"/>	11-0000	<a href="#">Management Occupations</a>
▶	<input type="checkbox"/>	13-0000	<a href="#">Business and Financial Operations Occupations</a>
	<input type="checkbox"/>	13-1011	<a href="#">Agents and Business Managers of Artists, Performers, and Athletes</a>
	<input type="checkbox"/>	13-1020	<a href="#">Buyers and Purchasing Agents</a>
	<input type="checkbox"/>	13-1031	<a href="#">Claims Adjusters, Examiners, and Investigators</a>
	<input type="checkbox"/>	13-1032	<a href="#">Insurance Appraisers, Auto Damage</a>
	<input type="checkbox"/>	13-1041	<a href="#">Compliance Officers</a>



# 3. Click Occupation Title for wage ranges and details.

## Occupational Description:

Operate industrial trucks or tractors equipped to move materials around a warehouse, storage yard, factory, construction site, or similar location. Excludes "Logging

## Occupational Employment Statistics(OES) Wage Data First Quarter 2023

Geography <a href="#">i</a>	Employment	Emp SE*	Percentiles					
			Mean	10th	25th	Median	75th	90th
<a href="#">St Cloud MN MSA</a>	300	21	\$21.91/hr	\$18.54/hr	\$20.11/hr	\$21.25/hr	\$23.16/hr	\$26.03/hr
<a href="#">Central Minnesota</a>	680	50	\$23.11/hr	\$17.96/hr	\$19.90/hr	\$21.48/hr	\$26.18/hr	\$27.35/hr
<a href="#">EDR 7W- Central</a>	440	40	\$22.80/hr	\$18.58/hr	\$20.11/hr	\$21.25/hr	\$24.36/hr	\$28.74/hr
<a href="#">Minnesota</a>	7,010	231	\$24.02/hr	\$17.35/hr	\$19.86/hr	\$22.33/hr	\$26.47/hr	\$34.40/hr
<a href="#">U.S.</a>	780,890	4,685	\$21.63/hr	\$16.03/hr	\$18.32/hr	\$20.62/hr	\$23.90/hr	\$28.72/hr

## Leading Industries for Industrial Truck and Tractor Operators

Industry	OES Employment (Statewide)	OES Median Wage (Statewide)
<b>Natural Resources and Mining</b>	50	\$35.46/hr
<b>Construction</b>	200	\$38.50/hr
<b>Manufacturing</b>	2,710	\$22.14/hr
<b>Trade, Transportation and Utilities</b>	3,450	\$23.28/hr
<b>Information</b>	N/A	N/A
<b>Professional and Business Services</b>	530	\$19.23/hr
<b>Education and Health Services</b>	N/A	N/A
<b>Public Administration</b>	N/A	\$25.44/hr

## Other Regional Data for Industrial Truck and Tractor Operators

Geography <a href="#">i</a>	Employment
<a href="#">Northeast Balance of State</a>	60
<a href="#">Grand Forks ND-MN MSA</a>	130
<a href="#">Duluth MN-WI MSA</a>	160
<a href="#">Rochester MN MSA</a>	160
<a href="#">Northeast Minnesota</a>	170
<a href="#">La Crosse WI-MN MSA</a>	210
<a href="#">Mankato-North Mankato MN MSA</a>	240
<a href="#">St Cloud MN MSA</a>	300
<a href="#">Southwest Balance of State</a>	350
<a href="#"> Fargo ND-MN MSA</a>	400
<a href="#">Northwest Balance of State</a>	530
<a href="#">Northwest Minnesota</a>	570

## Related Occupations

Occupations <a href="#">i</a>	Employment	Median Wage	Projections % Change 2020-2030
<a href="#">Laborers and Freight, Stock, and Material Movers, Hand</a>	53,370	\$19.92/hr	6.5%
<a href="#">Operating Engineers and Other Construction Equipment Operators</a>	7,520	\$37.19/hr	4.6%
<a href="#">Helpers--Extraction Workers</a>	N/A	N/A	N/A
<a href="#">Tree Trimmers and Pruners</a>	N/A	\$30.50/hr	6.8%
<a href="#">Helpers--Production Workers</a>	4,870	\$18.65/hr	-3.7%
<a href="#">Crane and Tower Operators</a>	200	\$34.21/hr	4.0%
<a href="#">Light Truck Drivers</a>	20,120	\$22.39/hr	6.3%
<a href="#">Tank Car, Truck, and Ship Loaders</a>	N/A	N/A	N/A
<a href="#">Hoist and Winch Operators</a>	80	\$50.90/hr	-14.6%
<a href="#">Rail Yard Engineers, Donkey Operators, and Hostlers</a>	160	\$32.51/hr	N/A

## Task for Industrial Truck and Tractor Operators

- Perform routine maintenance on vehicles or auxiliary equipment, such as cleaning, lubricating, recharging batteries, fueling, or replacing liquefied-gas tank.
- Move levers or controls that operate lifting devices, such as forklifts, lift beams with swivel-hooks, hoists, or elevating platforms, to load, unload, transport, or stack material.
- Move controls to drive gasoline- or electric-powered trucks, cars, or tractors and transport materials between loading, processing, and storage areas.
- Inspect product load for accuracy and safely move it around the warehouse or facility to ensure timely and complete delivery.
- Manually or mechanically load or unload materials from pallets, skids, platforms, cars, lifting devices, or other transport vehicles.
- Turn valves and open chutes to dump, spray, or release materials from dump cars or storage bins into hoppers.
- Position lifting devices under, over, or around loaded pallets, skids, or boxes and secure material or products for transport to designated areas.
- Operate or tend automatic stacking, loading, packaging, or cutting machines.
- Inspect product load for accuracy and safely move it around the warehouse or facility to ensure timely and complete delivery.
- Manually or mechanically load or unload materials from pallets, skids, platforms, cars, lifting devices, or other transport vehicles.

# Why Should I Trust OEWS Data?

1. Survey from the penultimate sample: All Employers paying unemployment insurance.
2. Over 1,800 responses and over 70% response rate!
3. Updated twice each year.
4. “Escalated” quarterly with BLS Employment Cost Index.
5. Over 800 occupations – Remember, Occupation is the biggest determinant of wage.

Nevertheless, it is a sample survey; there is a margin of error.



# Leveraging Labor Market Information For Grant Writing and Economic Development

*Carson Gorecki – Northeast Minnesota Labor Market Analyst*

*Labor Market Information Office (<http://mn.gov/deed/data>)*

# Grant Example: Pathways Program

- Focuses on providing training, new jobs and career paths for people who have incomes at or below 200% of the federal poverty guidelines or are making a transition from public assistance to work
- Businesses partner with educational institutions and/or workforce orgs
- Up to \$400,000 per project

## SECTION 4. NEED STATEMENT (approx. 1-2 pages)

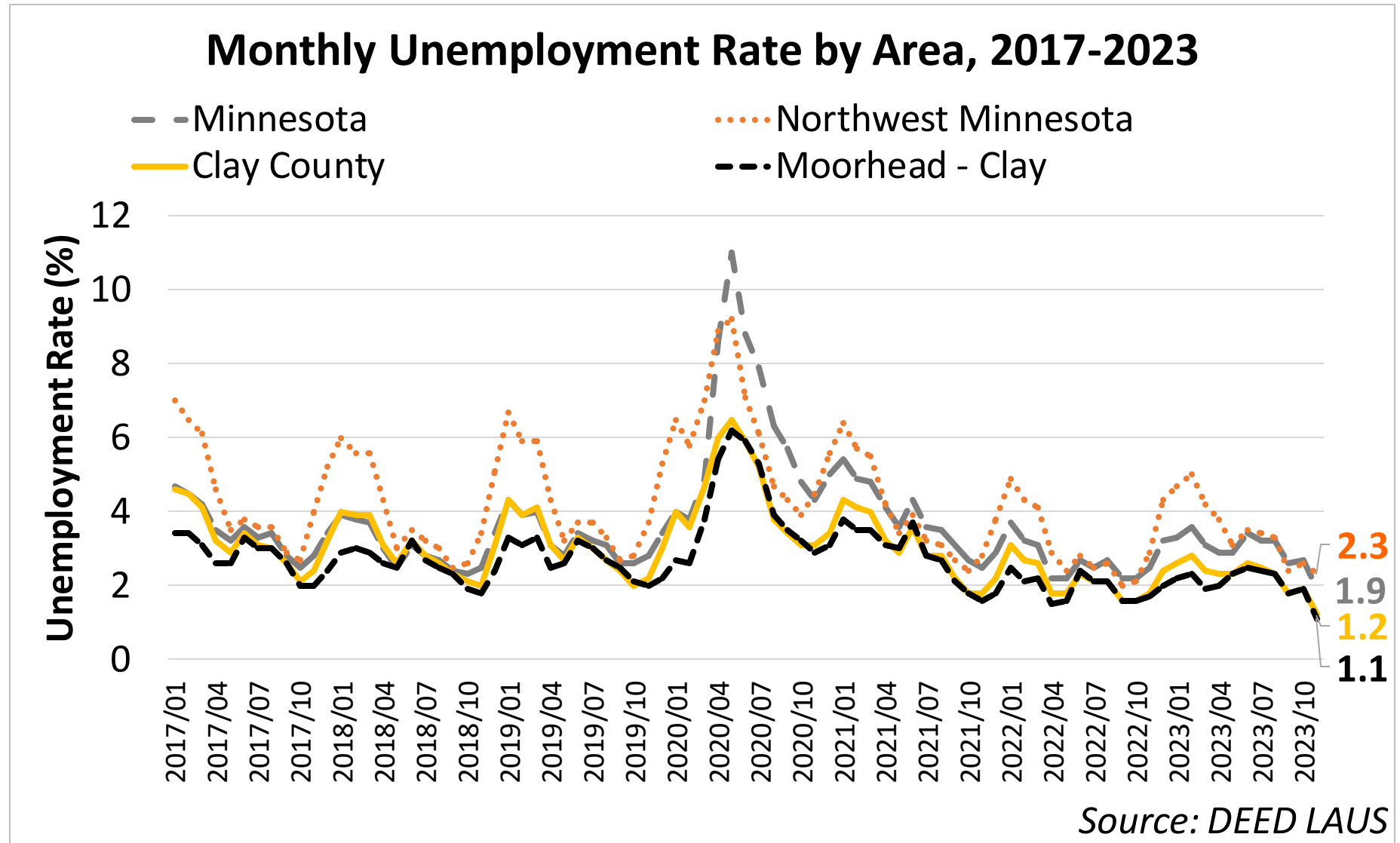
In the space below, describe the reason(s) the training being proposed is needed by the participating business(es). This may include, but is not limited to, needs related to changes at the business such as new product lines, new equipment, or a business expansion; the current occupational environment; labor shortages; skills gaps; industry need; and educational institution need.

### Possible LMI data sources:

- *DEED Local Area Unemployment Statistics*
- *DEED Job Vacancy Survey*
- *DEED Occupations in Demand*
- DEED Employment Outlook
- DEED Graduate Employment Outcomes
- U.S. Census and American Community Survey Tables

# Local Area Unemployment Statistics (LAUS)

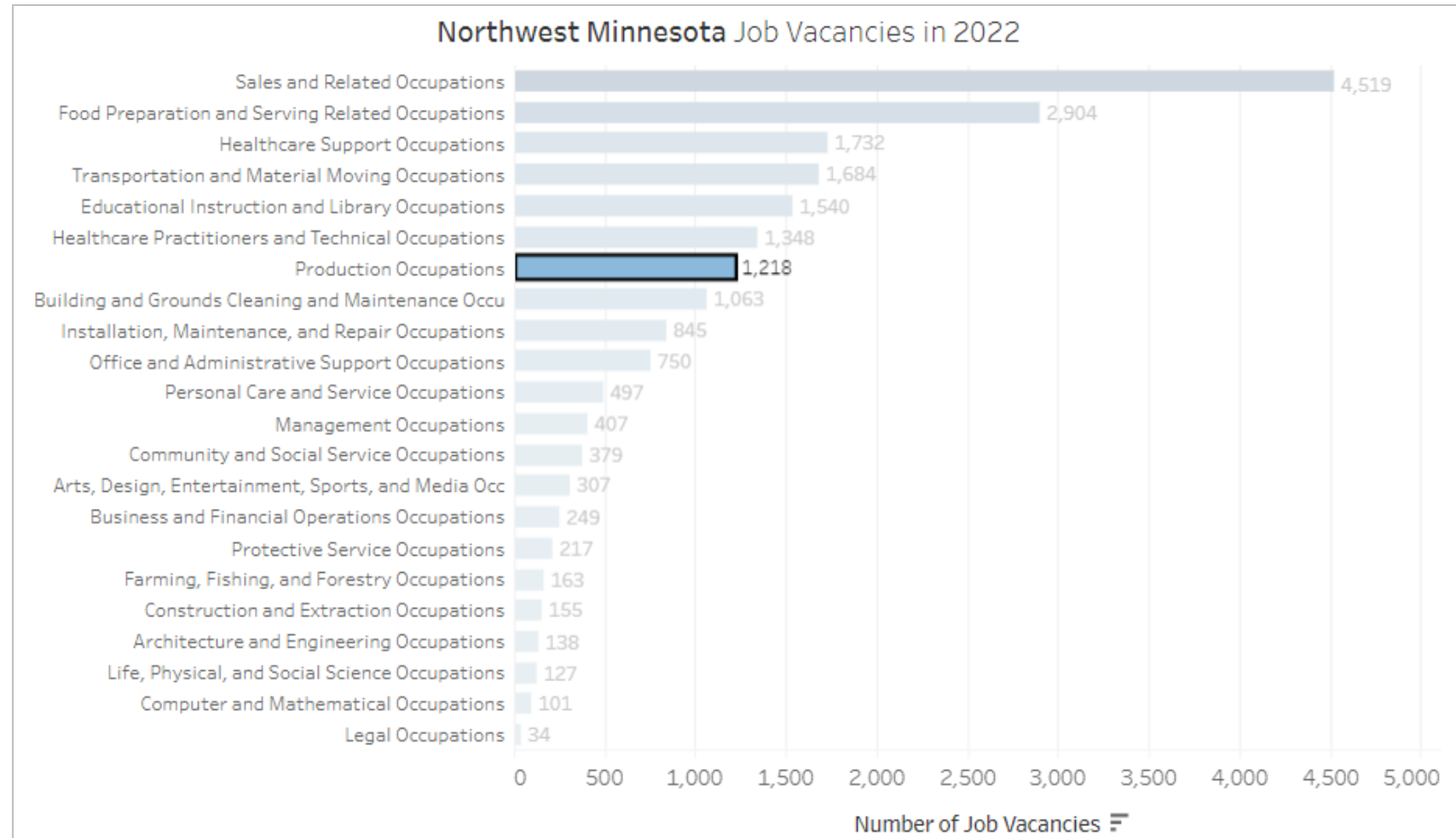
- Labor force
- Unemployment number and rate
- Employment
- Updated monthly
- Statewide down to mid-size cities





# Job Vacancy Survey (JVS)

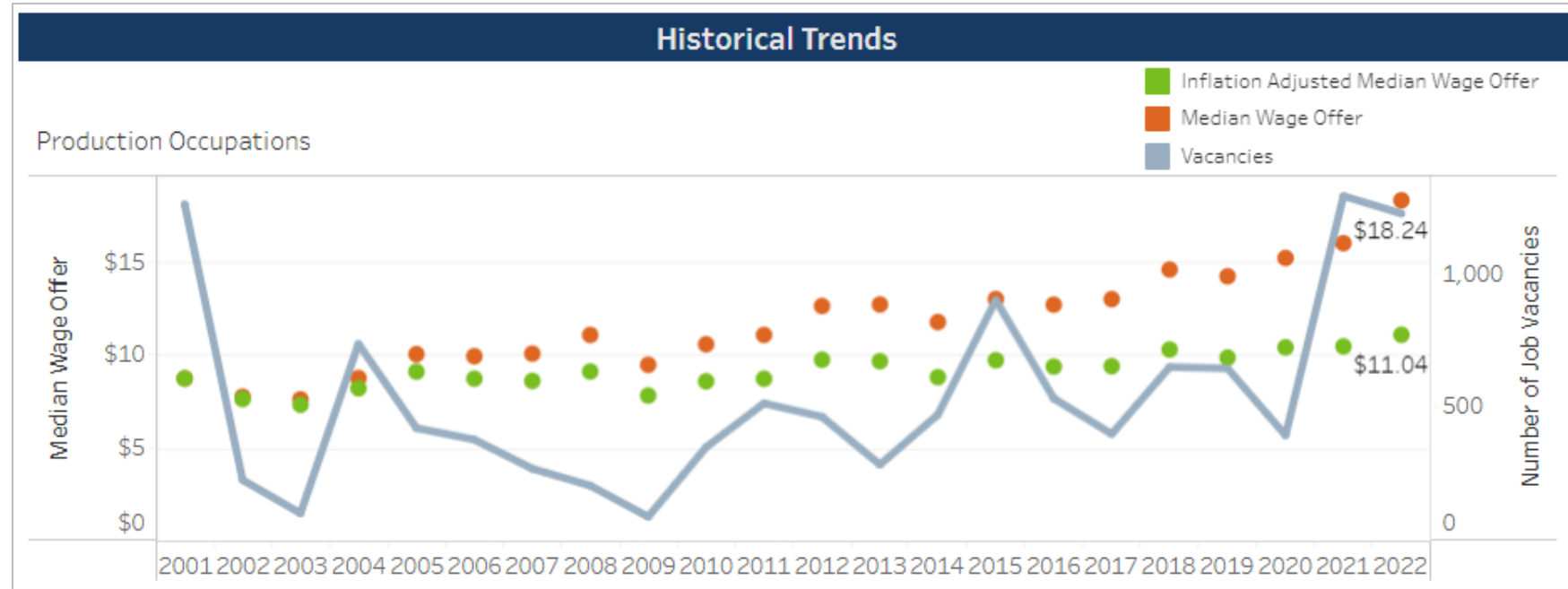
- Details on job openings by region, occupation, and industry
- Number of vacancies, vacancy rates, share requiring postsecondary ed., previous experience, part vs. full time, wage offer, and more
- Good measure of demand





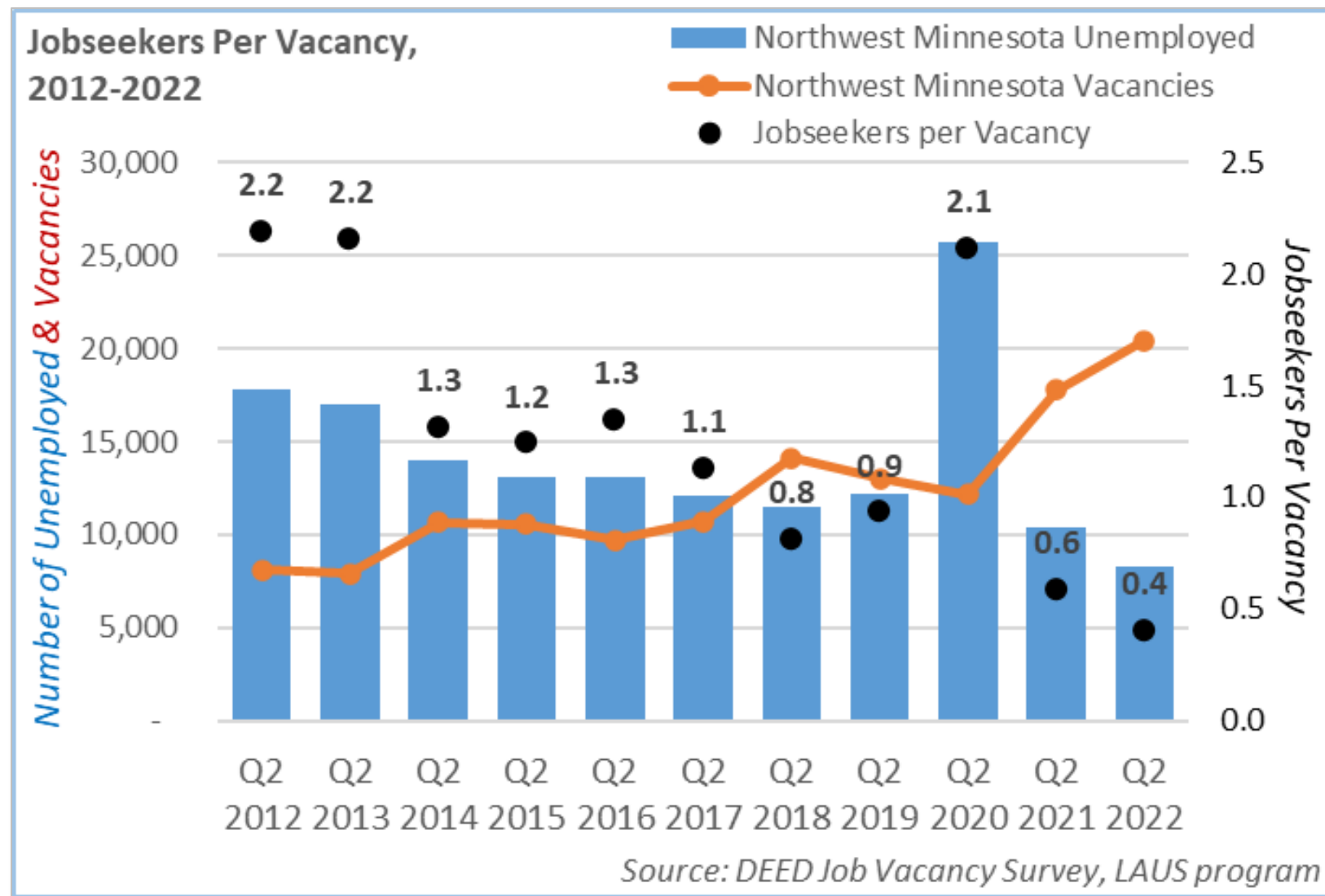
# Job Vacancy Survey (JVS)

- Details on job openings by region, occupation, and industry
- Number of vacancies, vacancy rates, share requiring postsecondary ed., previous experience, part vs. full time, wage offer, and more
- Good measure of demand



# Job Vacancies + Unemployment

- Record low unemployment + record high job vacancies = a (record) tight labor market



# Occupations in Demand

- Combines different measures of demand to create a comprehensive list of the occupations deemed most in demand by region
- Includes wages, projected growth, and typical education and training requirements

Northwest Minnesota Show only 3 thru 5 Star Occupations in Results

Results: 467

SOC Code	Job Title	Current Demand Rank	Current Demand Indicator	25th Percentile Wage	Median Wage	Planning Area Projected Growth Rate	Planning Area Projected Openings	Education Requirements	On-the-job Training Requirements
291141	<a href="#">Registered Nurses</a>	1	★★★★★	\$72,320/yr	\$81,165/yr	5.5%	3,202	<a href="#">Associate's degree</a>	Short term on the job training
533032	<a href="#">Heavy and Tractor-Trailer Truck Drivers</a>	2	★★★★★	\$47,362/yr	\$51,692/yr	5.3%	4,689	<a href="#">High school diploma or equivalent</a>	Short term on the job training
311131	<a href="#">Nursing Assistants</a>	3	★★★★★	\$37,209/yr	\$37,961/yr	3.5%	4,953	<a href="#">Postsecondary non-degree award</a>	Short term on the job training
412011	<a href="#">Cashiers</a>	4	★★★★★	\$26,801/yr	\$28,802/yr	-8.2%	12,233	<a href="#">High school diploma or equivalent</a>	Short term on the job training
311120	<a href="#">Home Health and Personal Care Aides</a>	5	★★★★★	\$29,839/yr	\$32,976/yr	25.6%	11,811	<a href="#">High school diploma or equivalent</a>	Unavailable
412031	<a href="#">Retail Salespersons</a>	6	★★★★★	\$27,945/yr	\$31,063/yr	-3.5%	8,996	<a href="#">High school diploma or equivalent</a>	Short term on the job training
411011	<a href="#">First-Line Supervisors of Retail Sales Workers</a>	7	★★★★★	\$37,957/yr	\$44,044/yr	-5.6%	1,971	<a href="#">High school diploma or equivalent</a>	Short term on the job training
111021	<a href="#">General and Operations Managers</a>	8	★★★★★	\$48,252/yr	\$67,488/yr	6.7%	2,271	<a href="#">Bachelor's degree</a>	Short term on the job training
499071	<a href="#">Maintenance and Repair Workers, General</a>	9	★★★★★	\$39,013/yr	\$48,600/yr	7%	2,099	<a href="#">High school diploma or equivalent</a>	Short term on the job training
259045	<a href="#">Teaching Assistants, Except Postsecondary</a>	10	★★★★★	\$31,194/yr	\$37,015/yr	8.4%	3,906	<a href="#">High school diploma or equivalent</a>	Unavailable
372011	<a href="#">Janitors and Cleaners, Except Maids and Housekeeping Cleaners</a>	11	★★★★★	\$31,148/yr	\$37,767/yr	6.6%	4,635	<a href="#">High school diploma or equivalent</a>	Short term on the job training
507005	<a href="#">Cooks and Food Preparation Workers</a>	12	★★★★★	\$28,051/yr	\$30,015/yr	0.1%	4,500	<a href="#">High school diploma</a>	Short term on the job training

# Occupations in Demand

## Northwest Minnesota Production Occupations in Demand, 2023

Job Title	Current Demand Indicator	25th Percentile Wage	Median Wage	Projected Growth Rate (2020-2030)	Projected Openings (2020-2030)	Education Requirements	Training Requirements
Miscellaneous Assemblers and Fabricators	Five Stars	\$37,741	\$41,971	-7.5%	3,130	High school diploma or equivalent	Unavailable
Meat, Poultry, and Fish Cutters and Trimmers	Five Stars	\$31,978	\$35,803	4.3%	713	High school diploma or equivalent	Short term on the job training
Machinists	Five Stars	\$41,852	\$48,430	8.3%	1,182	Postsecondary non-degree award	Short term on the job training
Welders, Cutters, Solderers, and Brazers	Five Stars	\$42,828	\$49,257	9.4%	1,483	High school diploma or equivalent	Unavailable
First-Line Supervisors of Production and Operating Workers	Five Stars	\$56,217	\$64,377	5.4%	1,021	High school diploma or equivalent	Short term on the job training
Packaging and Filling Machine Operators and Tenders	Five Stars	\$35,701	\$38,369	1.3%	1,025	High school diploma or equivalent	Short term on the job training
Helpers--Production Workers	Five Stars	\$36,206	\$39,020	-5.0%	316	High school diploma or equivalent	Short term on the job training
Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	Five Stars	\$40,062	\$47,437	0.2%	410	High school diploma or equivalent	Short term on the job training
Computer Numerically Controlled Tool Operators	Five Stars	\$39,731	\$48,247	1.3%	876	High school diploma or equivalent	Short term on the job training
Inspectors, Testers, Sorters, Samplers, and Weighers	Five Stars	\$41,003	\$49,353	-5.9%	1,049	High school diploma or equivalent	Short term on the job training

# Grant Example: Youth at Work Competitive Grant

- Solid data to back up your statement of need/justify your plan
- Minnesota Youth at Work Competitive Grant
  - “award grants to eligible organizations for the purpose of providing workforce development and training opportunities to economically disadvantaged or at-risk youth ages 14-24.”
  - Identify the community (ex: youth of color)
  - Define the problem (ex: youth poverty rates, # of disengaged youth)
  - Indicate how you will meet requirements (ex: inform youth about careers using LMI)

## Possible sources:

- US Census American Community Survey, Tables [DP03](#), [B14005](#), [B01001](#)(A-I)
- US Census Quarterly Workforce Indicators
- DEED Quarterly Census of Employment and Wages
- DEED Occupations in Demand
- DEED Employment Outlook

Section 1: Project Design	Total points: 40
<p><b>Need Statement:</b> Describe why the proposed project is needed in this region. Address youth needs, community needs, and employer needs including careers in high-growth and in-demand occupations. Provide a brief summary of your organization and why your organization is positioned to successfully deliver the goals of this program. <b>(8 POINTS)</b></p>	
<p><b>Career Pathways:</b> How will your organization use <u>labor market information</u> and industry data to inform youth about careers in high-growth and in-demand occupations? Identify industry-recognized credentials, degrees, certificates, and/or opportunities for earning academic credit that can be earned by program participants. Describe the plan to provide career readiness training, including any virtual training opportunities. <b>(8 POINTS)</b></p>	

# Other Tools & Resources

- There's More!
- [All two dozen of our data tools](#)
- [Monthly Highlights](#)
- [Research, blogs, and publications](#)
- [Regional and County data profiles](#)

<p><b>Data</b></p> <ul style="list-style-type: none"> <li>Data Tools</li> <li>▶ Monthly Highlights</li> <li>State and National Employment and Unemployment</li> <li>Alternative Measures of Unemployment</li> <li>County Unemployment Rates</li> </ul>	<h2>Monthly Highlights</h2> <p>Our monthly data give you the most current available snapshot of how Minnesota's economy is performing on a number of important job and employment-related fronts.</p> <p>You can find out about our unemployment rate and how it compares with the rest of the country, examine how key industry sectors are faring, and review the latest statistics on unemployment insurance claims.</p>								
<p><b>Data</b></p> <ul style="list-style-type: none"> <li>Data Tools</li> <li>Monthly Highlights</li> <li>Regional Labor Markets</li> <li>▶ Research &amp; Publications</li> <li>Minnesota Employment Review</li> <li>Minnesota Economic Trends</li> <li>Graduate Employment Outcomes</li> <li>Hiring Difficulties in Minnesota</li> <li>The Path to Career Success</li> <li>The Importance of Immigration</li> <li>Racial Disparities</li> <li>Generations in the Workplace</li> <li>Initial Impacts of COVID</li> <li>Economic Analysis</li> <li>Workforce Data</li> <li>Data for Job Seekers</li> <li>Data for Businesses</li> <li>Data for Government</li> <li>Data for News Media</li> <li>LMI Help</li> </ul>	<h2>Research &amp; Publications</h2> <p>Read our analysis of Minnesota's labor market conditions and trends.</p> <table border="0"> <tbody> <tr> <td data-bbox="1401 671 1745 835"> <p><a href="#">Minnesota Employment Review</a></p> <p>Read our monthly publication that examines market conditions and key economic indicators statewide.</p> </td> <td data-bbox="1758 671 2102 835"> <p><a href="#">Minnesota Economic Trends</a></p> <p>Read expert analysis of the state's labor market, industries, and economy.</p> </td> <td data-bbox="2114 671 2484 935"> <p><a href="#">Initial Impacts of the COVID-19 Recession on Employment &amp; Establishments</a></p> <p>DEED's Labor Market Information office has created an in-depth study of the initial impacts of the COVID-19 Recession on employment and establishments.</p> </td> </tr> <tr> <td data-bbox="1401 942 1745 1149"> <p><a href="#">Hiring Difficulties in Minnesota</a></p> <p>How prevalent are hiring difficulties in Minnesota? To what extent are skills mismatches responsible for these difficulties? What other factors play a role?</p> </td> <td data-bbox="1758 942 2102 1249"> <p><a href="#">The Importance of Immigration</a></p> <p>In the face of increasingly tight labor markets, a growing scarcity of workers is now recognized as one of Minnesota's most significant barriers to sustained economic growth. Because of these constraints, it has become evident that immigration has been and will continue to be a vital source of the workforce that employers need to succeed.</p> </td> <td data-bbox="2114 942 2484 1249"> <p><a href="#">Racial Disparities</a></p> <p>Racial disparities in education, employment, and income exist and persist for a wide variety of reasons, but the economic challenges and opportunities every region in Minnesota will face over the next 15 years are so great that they will need to be tackled with a multi-pronged approach to attracting, retaining, and training workers of all demographic characteristics.</p> </td> </tr> </tbody> </table>			<p><a href="#">Minnesota Employment Review</a></p> <p>Read our monthly publication that examines market conditions and key economic indicators statewide.</p>	<p><a href="#">Minnesota Economic Trends</a></p> <p>Read expert analysis of the state's labor market, industries, and economy.</p>	<p><a href="#">Initial Impacts of the COVID-19 Recession on Employment &amp; Establishments</a></p> <p>DEED's Labor Market Information office has created an in-depth study of the initial impacts of the COVID-19 Recession on employment and establishments.</p>	<p><a href="#">Hiring Difficulties in Minnesota</a></p> <p>How prevalent are hiring difficulties in Minnesota? To what extent are skills mismatches responsible for these difficulties? What other factors play a role?</p>	<p><a href="#">The Importance of Immigration</a></p> <p>In the face of increasingly tight labor markets, a growing scarcity of workers is now recognized as one of Minnesota's most significant barriers to sustained economic growth. Because of these constraints, it has become evident that immigration has been and will continue to be a vital source of the workforce that employers need to succeed.</p>	<p><a href="#">Racial Disparities</a></p> <p>Racial disparities in education, employment, and income exist and persist for a wide variety of reasons, but the economic challenges and opportunities every region in Minnesota will face over the next 15 years are so great that they will need to be tackled with a multi-pronged approach to attracting, retaining, and training workers of all demographic characteristics.</p>
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# Your Labor Market Experts

The map shows Minnesota divided into 18 labor market areas and 6 regions. The areas are color-coded and labeled as follows:

- Area 1:** Northwest (Orange)
- Area 2:** Central & Southwest (Light Orange)
- Area 3:** Northeast (Light Green)
- Area 4:** Northeast (Light Green)
- Area 5:** Central & Southwest (Light Green)
- Area 6:** Southwest (Light Green)
- Area 7:** Southwest (Light Green)
- Area 8:** Southeast (Light Green)
- Area 9:** Twin Cities (Light Blue)
- Area 10:** Twin Cities (Light Blue)
- Area 12:** Twin Cities (Light Blue)
- Area 14:** Twin Cities (Light Blue)
- Area 15:** Twin Cities (Light Blue)
- Area 16:** Twin Cities (Light Blue)
- Area 17:** Central & Southwest (Light Blue)
- Area 18:** Southeast (Light Green)

Regions are labeled as follows:

- Region 1:** Northwest
- Region 2:** Northeast
- Region 3:** Central & Southwest
- Region 4:** Twin Cities
- Region 5:** Southwest
- Region 6:** Southeast

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WORKFORCE STRATEGY CONSULTANTS

# WORKFORCE WEDNESDAY

Providing Workforce Solutions for MN Employers



**Next Session:**

***DEIAB: More than Just an Acronym***

**Wednesday, February 7th**

**11:00 a.m. – Noon**

**(Noon-12:30 p.m. Unplugged Audience Q&A)**



**MINNESOTA WORKFORCE STRATEGY CONSULTANTS**

**MISSION**

Develop innovative workforce solutions by aligning resources, facilitating collaboration, and leveraging expertise in targeted industry sectors to drive economic equity and growth.

**THE VALUE WE BRING**

- > Provide tools and resources to support businesses in developing strategic workforce strategies
- > Connect stakeholders to economic development and workforce development resources
- > Focus on workforce diversity, equity, and inclusion initiatives
- > Enhance Minnesota's economic prosperity through workforce and economic development partnerships
- > Work in partnership with our stakeholders to provide workforce training development solutions to meet your talent needs



**WORKFORCE STRATEGY CONSULTANTS**



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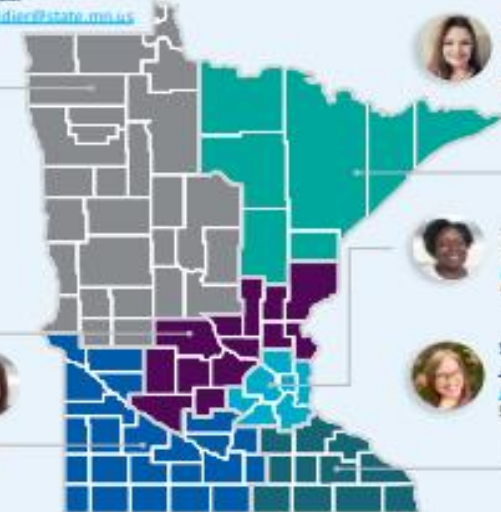
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**Thank You!**

[DEED Workforce Strategy Consultants](#)

# UNPLUGGED – Q AND A

