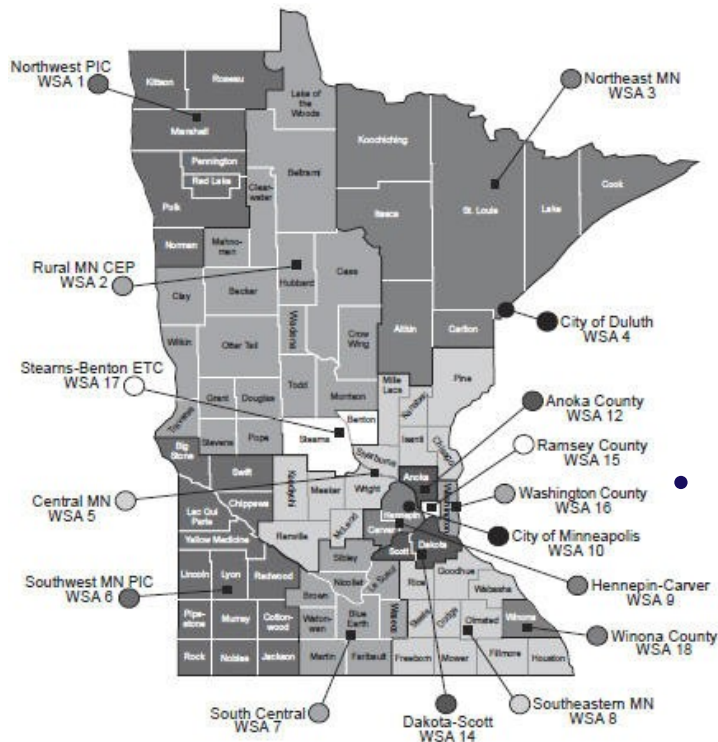


St. Cloud Area Chamber Workforce & Economic Trends

September 13, 2013



Cameron Macht

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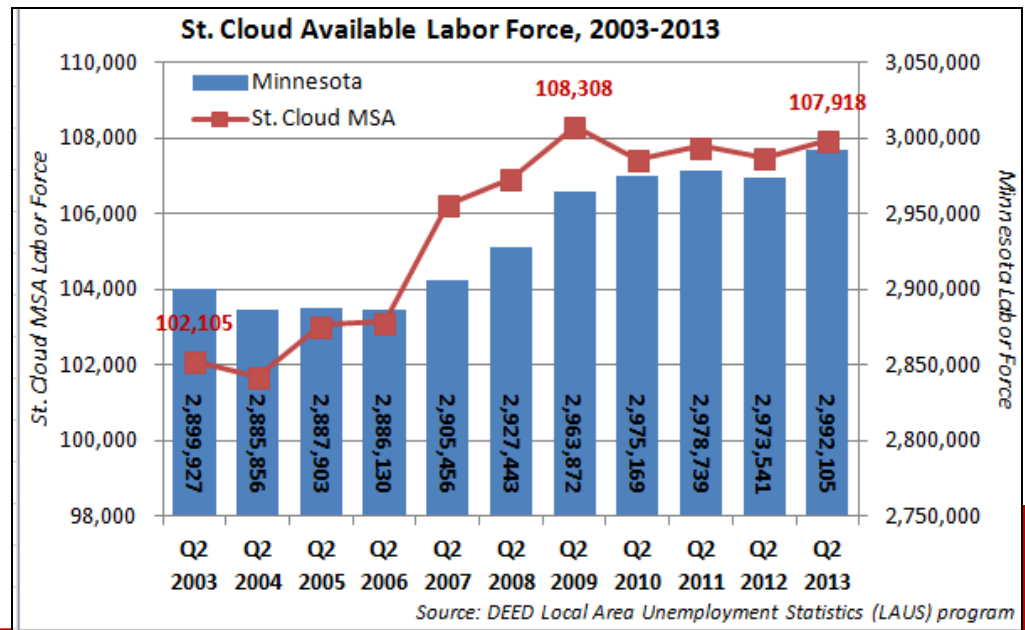
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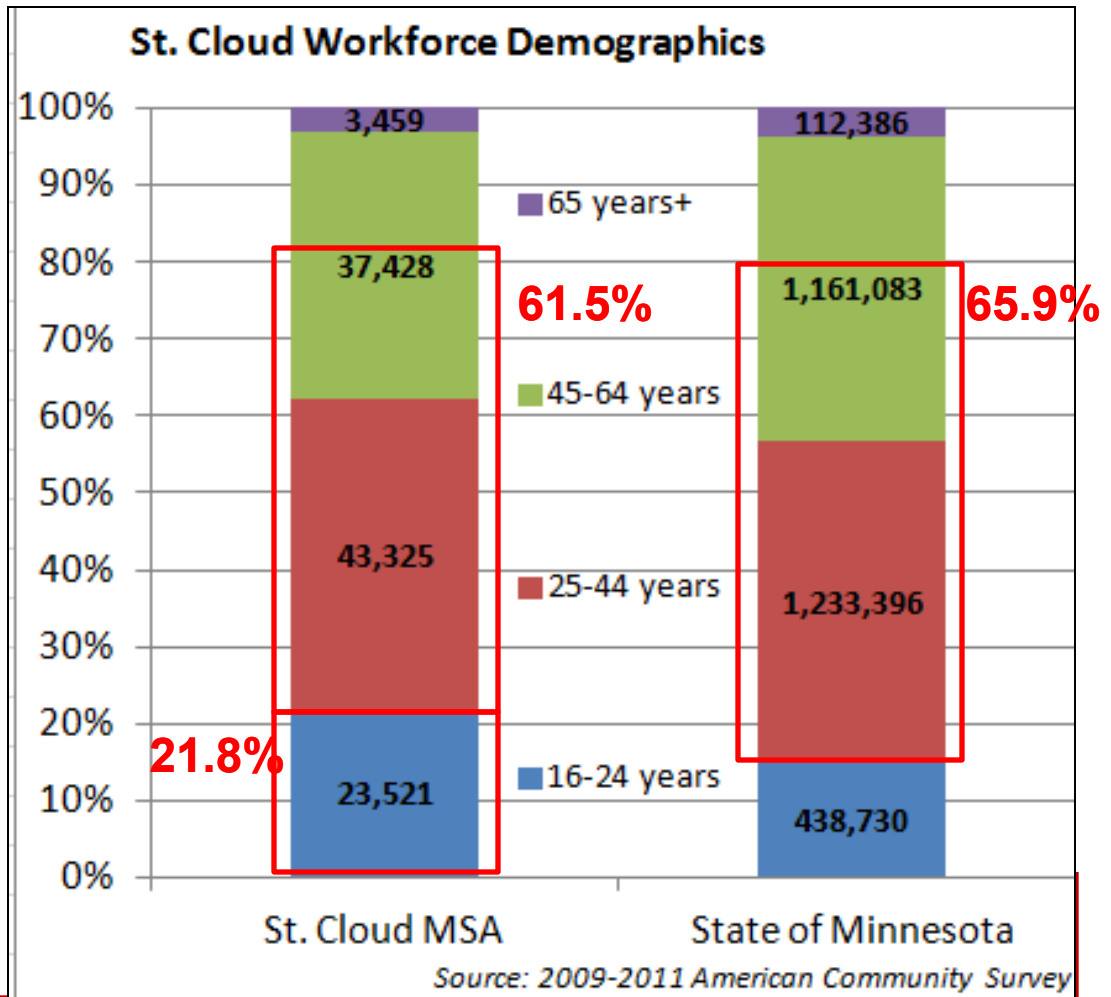
Labor Force Statistics

- There were approximately **108,000 available workers** in the St. Cloud MSA in 2nd Qtr. of 2013 (DEED LAUS program)
 - Up from about **102,000 workers** in 2003
 - Gain of **+5,800 workers (+5.7%)**
 - Minnesota (**2,992,105 workers**) gained **+92,178 workers (+3.2%)**
 - *St. Cloud MSA has 3.6% of the state's workforce, but contributed 6.3% of the state's growth*
 - Benton Co. = **22,332**
 - **+395 (+1.8%)**
 - Stearns Co. = **80,167**
 - **+5,419 (+6.8%)**
 - **Peaked at 108,308 workers in 2009**



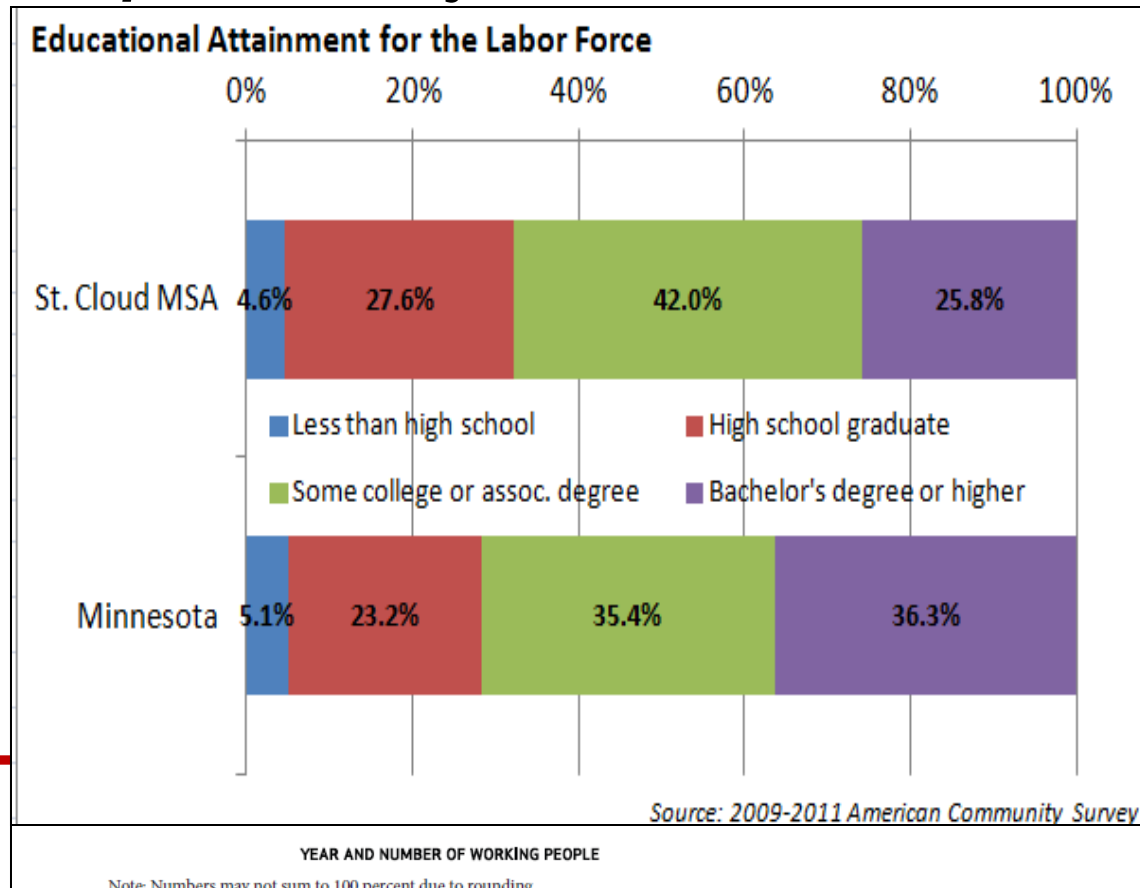
Labor Force Statistics

- **61.5%** of workers are in their “**prime working years**”
 - 66,227 workers from 25 to 54 years of age
 - State = **65.9%**
- **23,521** workers from 16 to 24 years (**21.8%**)
 - 7,613 teenagers
 - State = **14.9%**
- **14,526** workers from 55 to 64 years (**13.5%**)
 - State = **15.4%**
- **3,459** workers aged 65 years & over (**3.2%**)



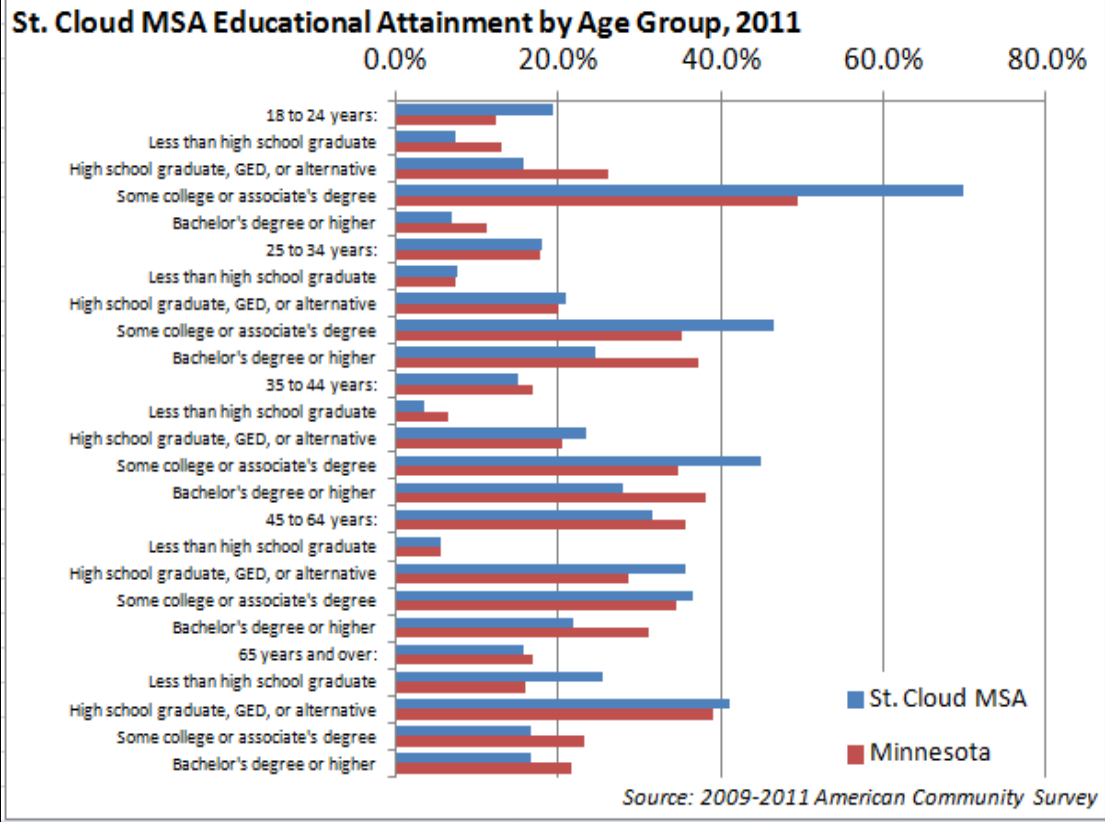
Labor Force Changes

- According to the Georgetown CEW report update, **65%** of all jobs will require postsecondary education – *Minnesota would require **70%** by 2018*
- Through 2011, **71.7%** of Minnesota workers (aged 25-64 years) already had some college, associate degrees, bachelor's degrees, or higher...
- **67.8%** of the St. Cloud MSA workforce has some college or a college degree



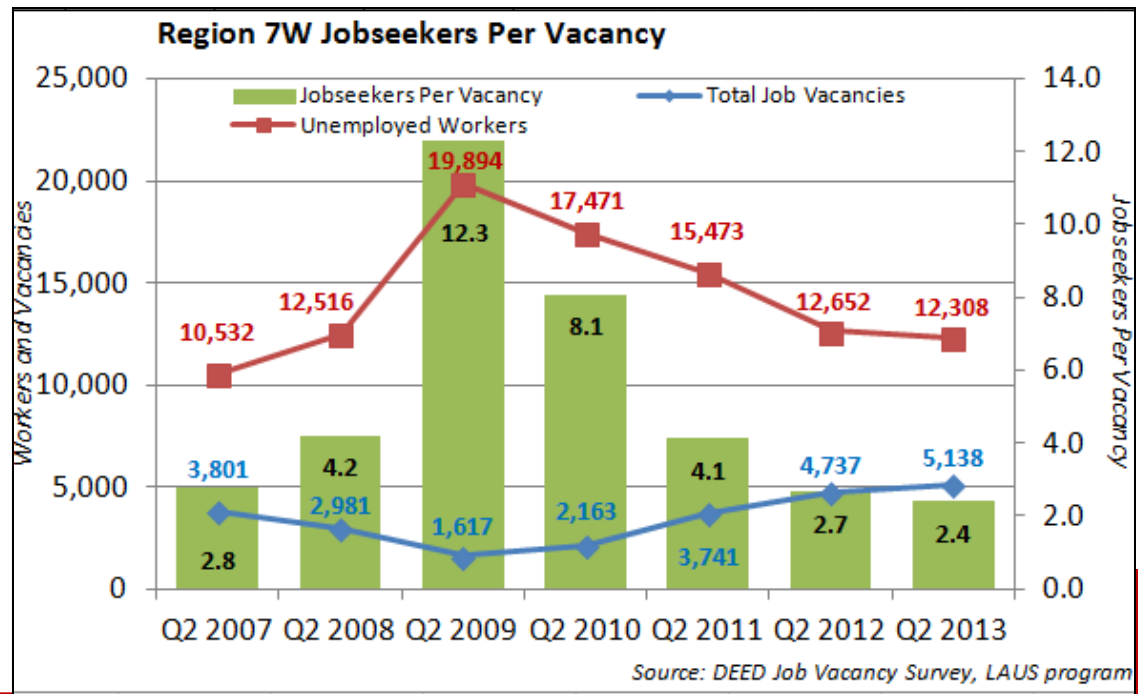
Labor Force Changes

- Educational attainment has increased rapidly in the last decade, *though not as fast in the St. Cloud MSA*
 - For younger age groups, some college & assoc. degrees are much more common
 - *Much higher in St. Cloud than the state*
 - Big gaps in the percentage of people with bachelor's or higher degrees



Job Vacancy Survey

- **Highest number of job vacancies (5,138) since 2001**
 - **+8.5%** increase from Q2 2012-Q2 2013; **+217.7%** from Q2 2009-Q2 2013
- **47% of job vacancies are part-time**
 - Primarily in retail trade, accommodation & food services, health care
 - *Up from 37% in Q2 2007*
- **\$10.94 median wage offer**
 - *Up from \$10.00 in Q2 2007*
- **Manufacturing had 1,051 job vacancies**
 - **\$10.92 median**
- **Retail Trade = 919**
 - **\$8.60 median**
- **Health care = 686**
 - **\$16.54 median**



Skills Gap?

- With **2.4 jobseekers per vacancy**, employers complain about a lack of qualified workers – a “skills gap”
 - “Some groups continue to face challenges, including (but not limited to) the long term unemployed, youth, racial minorities and *many with postsecondary education*”
 - Many people are over-educated, or under-employed, for available jobs
- MnSCU, the MN Chamber of Commerce, and DEED conducted “**Workforce Assessment**” meetings around the state in 2012
 - Agriculture, Energy, Engineering
 - Health Care, Information Tech.
 - Manufacturing, Transportation
- Results are posted at:
www.mnworkforceneeds.org
 - Significant issues came up in rural areas

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Search Results

Results below are from employers in these industries: **Agriculture, Energy, Engineering, Health Care, Information Technology (IT), Manufacturing, Natural Resources, Transportation**

They are talking about these topics: **General Skills, Occupation-Specific Skills, Workforce Trends & Challenges**

Industry	Topic	Issue	What did employers say?
Agriculture	General Skills	Employers seek candidates with a passion for the field, problem-solving, and strong soft skills in general.	Read what employers said about this issue
Agriculture	General Skills	Some employers feel that work ethic is somewhat lacking in recent hires.	Read what employers said about this issue
Agriculture	General Skills	Employers are looking for candidates with leadership skills.	Read what employers said about this issue
Agriculture	General Skills	From service technicians to sales positions	Read what employers

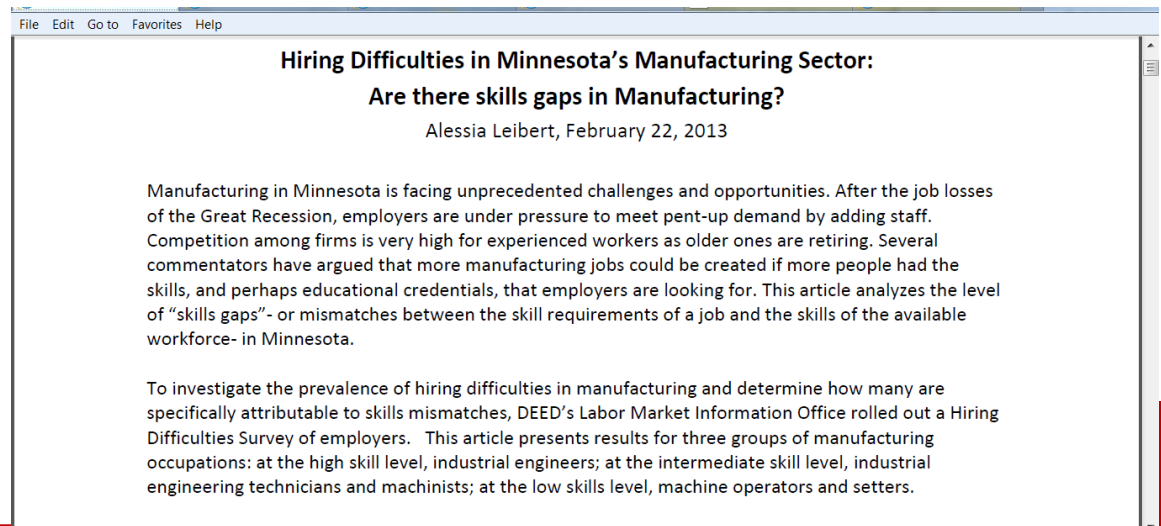
Your Selections:

- Industry
- Agriculture
- Energy
- Engineering
- Health Care
- Information Technology (IT)
- Manufacturing
- Natural Resources
- Transportation

Topic

Skills Gap or Hiring Difficulties?

- Hiring difficulties caused by a mismatch between job requirements and the *training, skills, and experience of applicants (skills mismatches)*
- Hiring difficulties caused by problems that are unrelated to candidates' qualifications, such as *unattractive work hours, wages, geographic location, and others (demand-side factors)*
- **Separate report for manufacturing occupations**
- **Full report covers 9 occupations**



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Hiring Difficulties in Minnesota's Manufacturing Sector: Are there skills gaps in Manufacturing?

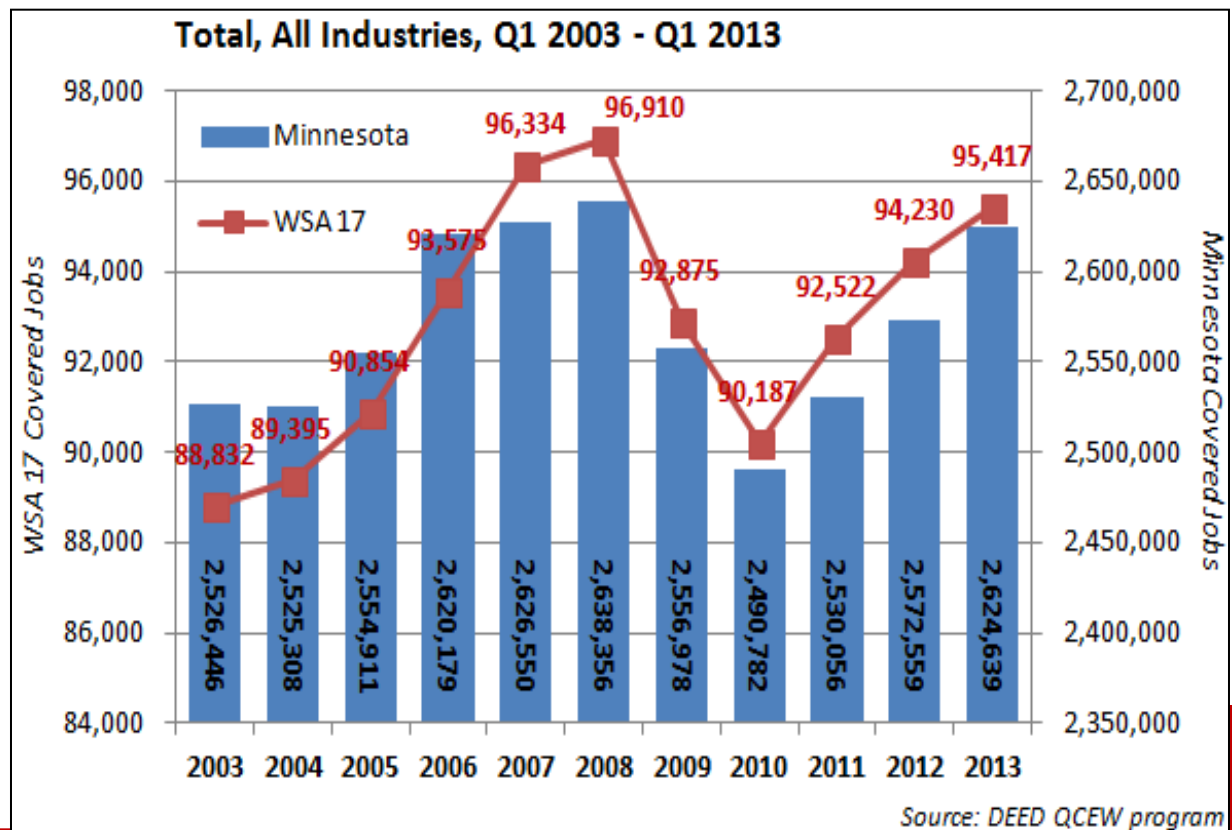
Alessia Leibert, February 22, 2013

Manufacturing in Minnesota is facing unprecedented challenges and opportunities. After the job losses of the Great Recession, employers are under pressure to meet pent-up demand by adding staff. Competition among firms is very high for experienced workers as older ones are retiring. Several commentators have argued that more manufacturing jobs could be created if more people had the skills, and perhaps educational credentials, that employers are looking for. This article analyzes the level of "skills gaps" - or mismatches between the skill requirements of a job and the skills of the available workforce - in Minnesota.

To investigate the prevalence of hiring difficulties in manufacturing and determine how many are specifically attributable to skills mismatches, DEED's Labor Market Information Office rolled out a Hiring Difficulties Survey of employers. This article presents results for three groups of manufacturing occupations: at the high skill level, industrial engineers; at the intermediate skill level, industrial engineering technicians and machinists; at the low skills level, machine operators and setters.

Industry Employment Trends

- WSA 17 has **5,329 firms & 97,103 covered jobs** in 2012
 - Still down slightly from **98,413 covered jobs** in 2007
- WSA 17 grew faster than the state through 2007; but declined faster through 2010
- Added **+2,895 jobs** from Q1 2011-Q1 2013
 - **+2,542 jobs** from Q1 2009-Q1 2013
 - **-917 jobs** from Q1 2007-Q1 2013



Industry Employment Trends

- **Health Care & Social Assistance is the largest industry, with 480 firms and 17,313 jobs (18.1%)**
 - Average annual wages of **\$44,050**
 - Gained **+952 jobs (+5.8%)** from Q1 2011-Q1 2013
 - Up **+2,209 jobs (+14.6%)** from Q1 2007-Q1 2013
- **Manufacturing has 350 firms & 14,681 jobs (15.4%)**
 - Average annual wages of **\$42,965**
 - Gained **+333 jobs (+2.3%)** from Q1 2011-Q1 2013
 - Still down **-2,179 jobs** from Q1 2007-Q1 2013
- **Retail Trade has 796 firms & 12,794 jobs (13.4%)**
 - Average annual wages of **\$24,908**
 - Gained **+405 jobs (+3.3%)** from Q1 2011-Q1 2013
 - Still down **-563 jobs** from Q1 2007-Q1 2013

Industry Employment Trends

- **Educational Services** has **119 firms & 8,887 jobs (9.3%)**
 - Gained **+304 jobs (+3.5%)** from Q1 2007-Q1 2013
- **Accom. & Food Services** has **427 firms & 7,464 jobs (7.8%)**
 - Gained **+218 jobs (+3.0%)** from Q1 2011-Q1 2013
 - Still down **-678 jobs (-8.3%)** from Q1 2011-Q1 2013
- **Admin. Support & Waste Mgmt.** has **213 firms & 5,162 jobs (5.4%)**
 - Gained **+649 jobs (+14.4%)** from Q1 2011-Q1 2013
 - Gained **+1,212 jobs (+30.7%)** from Q1 2009-Q1 2013
- **Wholesale Trade** has **240 firms & 3,964 jobs (4.2%)**
 - Gained **+191 jobs (+5.1%)** from Q1 2011-Q1 2013
 - Still down **-461 jobs (-10.4%)** from Q1 2007-Q1 2013
- **Transportation & Warehousing** has **245 firms & 3,695 jobs (3.9%)**
 - Lost **-98 jobs (-2.6%)** from Q1 2011-Q1 2013
- **Professional & Technical Svcs.** has **310 firms & 2,397 jobs (2.5%)**
 - Gained **+193 jobs (+10.4%)** from Q1 2011-Q1 2013 in Stearns Co.

Questions?

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Thank You!

Labor Force Changes

- **St. Cloud MSA relies on a younger workforce, and has higher labor force participation rates**
 - Higher rates in younger age groups
- **Competitive labor force participation rates in all other age groups**
- **Participation rates are dropping for teenagers over time; instead are rising for older workers**

