

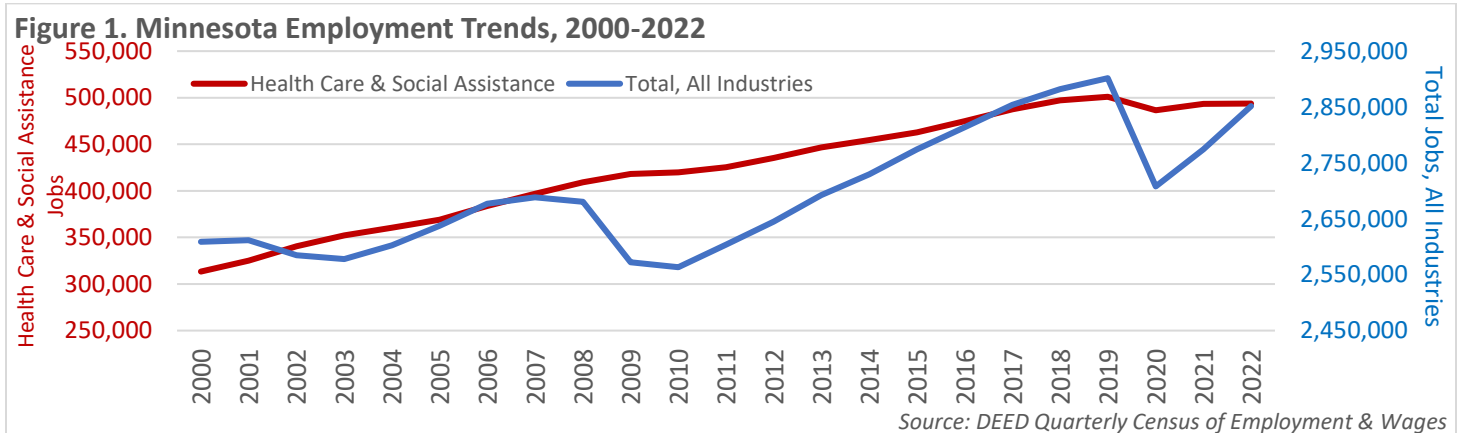
Health Care & Social Assistance Industry Profile

With just under 500,000 jobs, Health Care & Social Assistance is easily the largest employing industry in the state, accounting for 17.3% of total jobs. Some subsectors are high wage, including Ambulatory Health Care Services (\$85,609) and Hospitals (\$79,802); while others are low wage, including Nursing & Residential Care Facilities (\$39,999) and Social Assistance (\$32,564). 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 was the largest growing industry, and is projected to be the largest and among the fastest growing over the next 10 years as well, but not all sectors are back to normal yet. While most sectors are again seeing growth coming out of the pandemic, a couple were still cutting jobs, including Nursing Care Facilities; Residential Development Disability, Mental Health & Substance Abuse Facilities; Hospitals, and Home Health Care Services. The Health Care & Social Assistance industry as a whole still has fewer jobs now than in 2019, prior to the pandemic, though it has recovered slightly faster than the overall economy (see Table 1 and Figure 1).

NAICS Code	NAICS Industry Title	Number of Establishments	Annual Data 2022		Avg. Annual Wage	Change in Jobs, 2021-2022		Change in Jobs, 2019-2022	
			Number of Jobs	Total Payroll		Number	Percent	Number	Percent
	Total, All Industries	199,603	2,851,778	\$198,839,398,672	\$69,725	+77,490	+2.8%	-49,854	-1.7%
62	Health Care & Social Assistance	23,188	493,733	\$31,065,218,749	\$62,919	+418	+0.1%	-7,263	-1.4%
621	Ambulatory Health Care Services	8,141	156,280	\$13,378,989,785	\$85,609	+1,734	+1.1%	+65	+0.0%
6211	Offices of Physicians	1,721	73,123	\$8,497,103,859	\$116,203	+141	+0.2%	-835	-1.1%
6216	Home Health Care Services	791	23,446	\$834,369,127	\$35,587	-610	-2.5%	-2,379	-9.2%
6213	Offices of Other Health Practitioners	2,849	19,145	\$971,836,713	\$50,762	+1,323	+7.4%	+1,319	+7.4%
6212	Offices of Dentists	1,725	17,212	\$1,189,955,908	\$69,135	+230	+1.4%	+408	+2.4%
6214	Outpatient Care Centers	524	12,858	\$1,090,366,543	\$84,801	+507	+4.1%	+639	+5.2%
6219	Other Ambulatory Health Care Services	364	7,203	\$549,941,445	\$76,349	+152	+2.2%	+77	+1.1%
6215	Medical & Diagnostic Laboratories	167	3,292	\$245,416,190	\$74,549	-10	-0.3%	+836	+34.0%
622	Hospitals	430	125,542	\$10,018,513,158	\$79,802	-2,265	-1.8%	-5,757	-4.4%
623	Nursing & Residential Care Facilities	3,299	103,179	\$4,127,029,495	\$39,999	-2,757	-2.6%	-8,501	-7.6%
6231	Nursing Care Facilities	559	39,015	\$1,665,256,638	\$42,682	-1,964	-4.8%	-6,302	-13.9%
6232	Residential Developmental Disability, Mental Health & Substance Abuse Facilities	1,329	28,527	\$1,178,007,447	\$41,294	-1,058	-3.6%	-1,984	-6.5%
6233	Continuing Care Communities & Assisted Living Facilities for the Elderly	773	25,035	\$893,319,013	\$35,683	+232	+0.9%	+72	+0.3%
6239	Other Residential Care Facilities	638	10,602	\$390,446,397	\$36,828	+33	+0.3%	-286	-2.6%
624	Social Assistance	11,318	108,731	\$3,540,686,311	\$32,564	+3,706	+3.5%	+6,930	+6.8%
6241	Individual & Family Services	9,451	79,239	\$2,540,228,625	\$32,058	+2,307	+3.0%	+9,877	+14.2%
6244	Child Day Care Services	1,242	16,269	\$490,922,809	\$30,175	+870	+5.6%	-826	-4.8%
6243	Vocational Rehabilitation Services	308	9,539	\$329,612,481	\$34,554	+386	+4.2%	-2,360	-19.8%
6242	Community Food & Housing, & Emergency & Other Relief Services	318	3,684	\$179,922,396	\$48,839	+143	+4.0%	+240	+7.0%

Source: DEED Quarterly Census of Employment & Wages



Source: DEED Quarterly Census of Employment & Wages

Several healthcare occupations are in high demand in Minnesota, including 3 of the top 5 overall. Each of the top 25 occupations employed in the Health Care & Social Assistance industry are in the top 2 quintiles of demand, and all rank within the top 150 Occupations in Demand in state. 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).

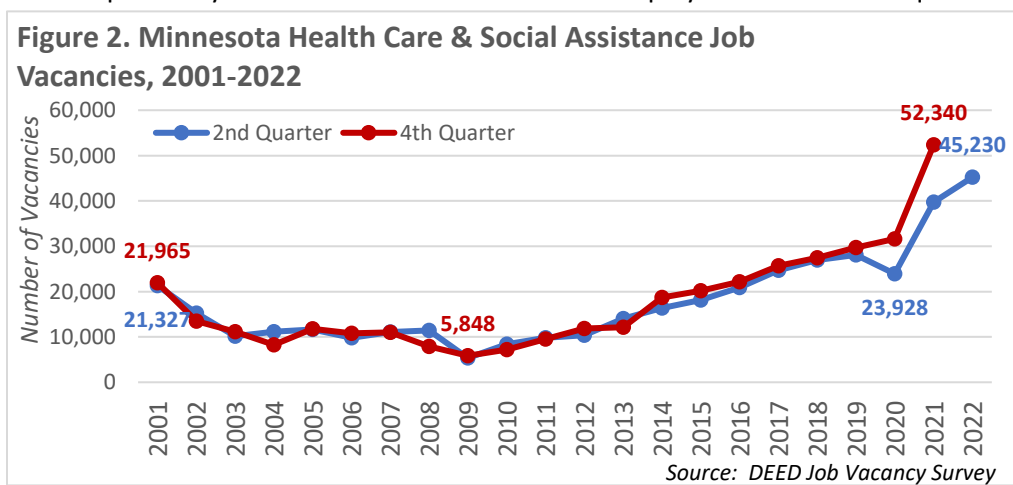
Table 2. Top 25 Occupations in the Health Care & Social Assistance Industry, 2022

SOC Code	SOC Occupational Title	Current Demand Rank	Current Demand Indicator	Median Annual Wage	2020-2030 Percent Growth	2020-2030 Total Growth	Typical Educational Requirement
291141	Registered Nurses	1	★★★★★	\$87,291	+6.6%	+43,201	Associate's degree
311120	Home Health & Personal Care Aides	4	★★★★★	\$33,029	+24.1%	+171,243	High school or equiv.
311131	Nursing Assistants	5	★★★★★	\$40,439	+3.6%	+37,189	Postsecondary award
319092	Medical Assistants	29	★★★★★	\$49,836	+16.1%	+13,155	Postsecondary award
436013	Medical Secretaries & Admin. Assistants	43	★★★★★	\$47,712	+7.1%	+15,918	High school or equiv.
291215	Family Medicine Physicians	104	★★★★★	\$214,105	+4.4%	+826	Professional degree
292061	Licensed Practical & Vocational Nurses	13	★★★★★	\$56,356	+6.6%	+12,178	Postsecondary award
434171	Receptionists & Information Clerks	78	★★★★★	\$35,802	-0.1%	+18,141	High school or equiv.
119111	Medical & Health Services Managers	41	★★★★★	\$104,596	+29.1%	+9,656	Bachelor's degree
319091	Dental Assistants	130	★★★★★	\$63,559	+7.2%	+6,657	Postsecondary award
252011	Preschool Teachers	63	★★★★★	\$37,674	+19.1%	+12,439	Bachelor's degree
439061	Office Clerks, General	57	★★★★★	\$45,119	-3.3%	+53,694	High school or equiv.
399011	Childcare Workers	70	★★★★★	\$30,436	-2.0%	+34,894	High school or equiv.
292010	Clinical Laboratory Technologists/Technicians	98	★★★★★	\$63,116	+6.3%	+4,555	Associate's degree
211018	Substance abuse, behavioral disorder & mental health counselors	73	★★★★★	\$51,434	+22.9%	+10,173	Bachelor's degree
211093	Social & Human Service Assistants	24	★★★★★	\$42,212	+10.5%	+16,533	High school or equiv.
431011	First-Line Supervisors of Office & Admin. Workers	27	★★★★★	\$67,235	-4.4%	+18,953	High school or equiv.
372012	Maids & Housekeeping Cleaners	31	★★★★★	\$34,931	+4.9%	+29,521	High school or equiv.
436014	Secretaries & Administrative Assistants	18	★★★★★	\$48,270	-9.4%	+32,990	High school or equiv.
291123	Physical Therapists	84	★★★★★	\$95,131	+13.8%	+2,536	Professional degree
291171	Nurse Practitioners	133	★★★★★	\$132,941	+45.7%	+4,513	Professional degree
291228	Physicians, All Other; & Ophthalmologists	131	★★★★★	>\$200,000	+5.2%	+3,151	Professional degree
291292	Dental Hygienists	129	★★★★★	\$86,336	+7.3%	+3,152	Associate's degree
292034	Radiologic Technologists & Technicians	60	★★★★★	\$78,454	+7.1%	+3,630	Associate's degree
433021	Billing & Posting Clerks	147	★★★★★	\$49,675	-0.3%	+8,032	High school or equiv.
292040	Emergency Medical Technicians & Paramedics	128	★★★★★	\$50,049	+7.4%	+4,325	Postsecondary award

Source: DEED Occupations in Demand

The recent recovery in Health Care & Social Assistance employment has led to an increased number of [job vacancies](#) across the state. The 45,230 job vacancies reported by Health Care & Social Assistance employers in the second quarter of 2022 was easily the most of any industry in the state, and was the second highest number ever recorded following the record set in the fourth quarter of 2021.

This shows the tremendous levels of demand for healthcare workers following the pandemic, with the number of vacancies in 2022 reaching 7.5 times higher than the low point in 2009 during the Great Recession (see Figure 2). The Health Care & Social Assistance industry has accounted for 20% or more of total vacancies since 2013.



The median wage offer for these vacancies increased to \$20.04 per hour in the second quarter of 2022, up nearly \$5 per hour compared to the same survey in the second quarter of 2019, and up nearly \$3 from the second quarter of 2021. Just over half (53%) of the Health Care & Social Assistance vacancies required postsecondary education and two-thirds (66%) required a certificate or license, compared to just 32% and 38% 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 half (46%) of the openings were part-time, as compared to 37% of vacancies across all industries (see Table 3).

Table 3. Minnesota Job Vacancy Survey, 2nd Quarter 2022

NAICS Industry Title	Number of Job Vacancies	Median Wage Offer	Percent Part-time	Percent Requiring Postsecondary Education	Percent Requiring 1+ Years Work Exp.	Percent Requiring Certificate or License
Total, All Industries	184,588	\$18.32	37%	32%	47%	38%
Health Care & Social Assistance	45,230	\$20.04	46%	53%	51%	66%

Source: DEED [Job Vacancy Survey](#)

The largest number of vacancies were for Healthcare Practitioners & Technical occupations, including Registered Nurses, Licensed Practical Nurses, and Pharmacy Technicians; followed closely by Healthcare Support occupations, such as Personal Care Aides, Nursing Assistants, Home Health Aides, and Medical Assistants. The median wage offer for these positions ranged from \$15 an hour up to more than \$50 per hour. In many cases, 100% of the vacancies required postsecondary education, including professional degrees (see Table 4).

Table 4. Minnesota Healthcare Job Vacancy Survey, 2nd Quarter 2022

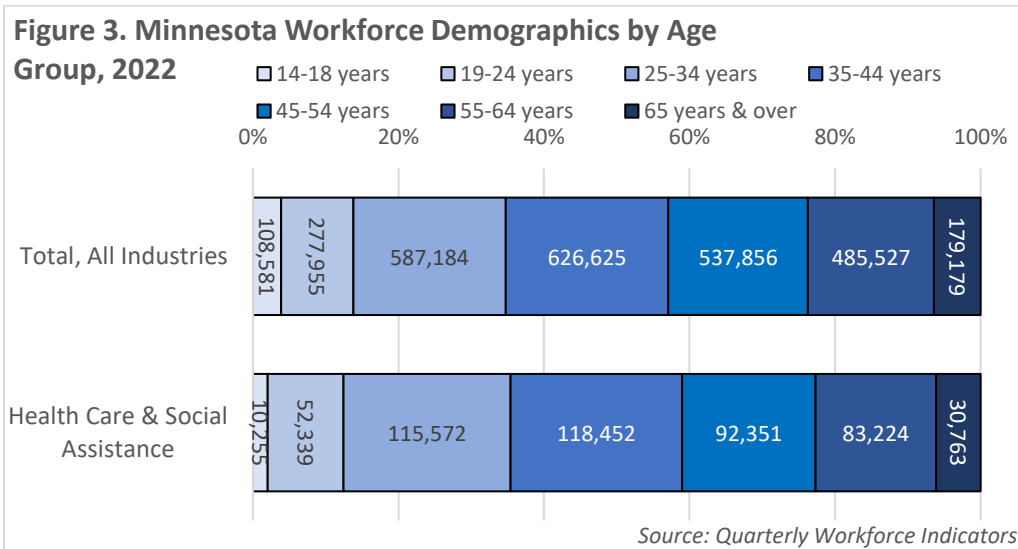
SOC Code	SOC Occupational Title	Number of Vacancies	Median Wage Offer	Percent Part-time	Percent Requiring Postsecondary Education	Percent Requiring Certificate or License
0	Total, All Occupations	184,588	\$18.32	37%	32%	38%
290000	Healthcare Practitioners & Technical Occupations	18,828	\$29.69	51%	86%	90%
310000	Healthcare Support Occupations	16,052	\$15.79	45%	21%	57%
311122	Personal Care Aides	7,798	\$14.98	43%	1%	43%
291141	Registered Nurses	5,625	\$33.40	55%	98%	92%
210000	Community & Social Service Occupations	4,807	\$23.45	27%	71%	73%
311131	Nursing Assistants	4,416	\$16.83	47%	39%	79%
292061	Licensed Practical & Licensed Vocational Nurses	3,017	\$23.40	45%	100%	97%
190000	Life, Physical, & Social Science Occupations	1,820	\$22.61	43%	58%	28%
211014	Mental Health Counselors	1,484	\$31.18	11%	100%	96%
211093	Social & Human Service Assistants	1,388	\$17.99	43%	33%	40%
311121	Home Health Aides	1,269	\$15.47	50%	6%	30%
292052	Pharmacy Technicians	1,203	\$20.27	65%	2%	79%
319092	Medical Assistants	973	\$19.08	54%	45%	68%
291051	Pharmacists	804	\$36.63	58%	100%	93%
292056	Veterinary Technologists & Technicians	768	\$20.08	19%	90%	88%
292010	Clinical Laboratory Technologists & Technicians	718	\$24.72	51%	65%	72%
119111	Medical & Health Services Managers	682	\$31.81	37%	99%	77%
319091	Dental Assistants	637	\$23.72	40%	95%	99%
291292	Dental Hygienists	519	\$37.90	59%	94%	91%
211011	Substance Abuse & Behavioral Disorder Counselors	507	\$19.98	11%	48%	96%
191042	Medical Scientists, Except Epidemiologists	450	\$24.64	19%	99%	13%
211023	Mental Health & Substance Abuse Social Workers	374	\$26.51	30%	100%	78%
291123	Physical Therapists	352	\$38.81	55%	100%	77%
319011	Massage Therapists	345	\$23.58	57%	98%	100%

211021	Child, Family, & School Social Workers	334	\$23.15	23%	100%	76%
292034	Radiologic Technologists & Technicians	308	\$25.34	55%	96%	74%
292042	Emergency Medical Technicians	301	\$22.74	75%	40%	90%
291071	Physician Assistants	287	\$45.31	76%	100%	97%
291127	Speech-Language Pathologists	266	\$39.30	36%	99%	90%
292053	Psychiatric Technicians	265	\$17.31	32%	44%	88%
291229	Physicians, All Other	264	\$51.15	73%	99%	86%
292055	Surgical Technologists	260	\$23.99	53%	52%	95%
291171	Nurse Practitioners	233	\$42.86	51%	99%	100%
291122	Occupational Therapists	217	\$35.05	55%	100%	85%
291215	Family Medicine Physicians	207	\$53.78	52%	100%	100%
211012	Educational, Guidance, & Career Counselors	196	\$22.39	17%	90%	59%
291126	Respiratory Therapists	191	\$31.34	62%	100%	88%
211022	Healthcare Social Workers	189	\$26.23	45%	100%	70%
291131	Veterinarians	185	\$46.52	10%	100%	99%
292072	Medical Records Specialists	180	\$23.71	59%	43%	48%
193033	Clinical & Counseling Psychologists	179	\$33.13	44%	100%	99%
292031	Cardiovascular Technologists & Technicians	153	\$25.32	59%	67%	95%
292081	Opticians, Dispensing	143	\$13.97	8%	6%	12%
291216	General Internal Medicine Physicians	141	\$54.14	70%	99%	98%
292032	Diagnostic Medical Sonographers	137	\$25.99	70%	97%	66%
319093	Medical Equipment Preparers	128	\$17.79	54%	15%	71%
292035	Magnetic Resonance Imaging Technologists	127	\$25.28	77%	91%	95%
211099	Community & Social Service Specialists, All Other	115	\$21.48	94%	3%	66%
292057	Ophthalmic Medical Technicians	113	\$19.10	78%	1%	52%
319097	Phlebotomists	110	\$17.35	59%	7%	80%
291223	Psychiatrists	107	\$50.98	50%	100%	93%
292043	Paramedics	102	\$23.21	51%	81%	99%
299091	Athletic Trainers	95	\$22.37	66%	94%	98%
319096	Veterinary Assistants & Laboratory Animal Caretakers	92	\$15.71	0%	9%	13%
319095	Pharmacy Aides	87	\$16.22	6%	0%	1%
291218	Obstetricians & Gynecologists	85	\$53.93	51%	100%	100%
291021	Dentists, General	75	\$47.13	36%	100%	100%
312011	Occupational Therapy Assistants	65	\$21.76	54%	94%	84%
291151	Nurse Anesthetists	63	\$44.55	71%	100%	98%
292051	Dietetic Technicians	61	\$26.04	11%	100%	89%
193034	School Psychologists	58	\$30.18	21%	100%	100%
291041	Optometrists	57	\$49.22	18%	100%	91%
191029	Biological Scientists, All Other	54	\$41.80	0%	100%	2%
312021	Physical Therapist Assistants	51	\$23.00	32%	83%	92%
291217	Neurologists	50	\$41.58	81%	100%	96%
211013	Marriage & Family Therapists	49	\$25.98	22%	100%	96%
291221	Pediatricians, General	46	\$52.05	56%	100%	93%
291031	Dietitians & Nutritionists	45	\$35.26	50%	100%	71%
291125	Recreational Therapists	45	\$32.73	24%	100%	83%
291242	Orthopedic Surgeons, Except Pediatric	39	\$50.53	80%	100%	92%
291241	Ophthalmologists, Except Pediatric	35	\$51.13	6%	100%	95%
291224	Radiologists	34	\$52.05	30%	100%	97%
211015	Rehabilitation Counselors	32	\$14.97	57%	37%	35%
211091	Health Education Specialists	32	\$24.18	55%	92%	78%
299021	Health Information Technologists	31	\$25.11	46%	71%	60%
291249	Surgeons, All Other	27	\$48.58	56%	84%	92%
211094	Community Health Workers	25	\$19.12	13%	44%	71%
292033	Nuclear Medicine Technologists	24	\$26.92	42%	100%	95%
311133	Psychiatric Aides	24	\$18.28	78%	5%	23%

299093	Surgical Assistants	23	\$18.71	72%	58%	95
311132	Orderlies	22	\$18.51	29%	0%	50
291124	Radiation Therapists	21	\$32.08	58%	68%	84
291212	Cardiologists	20	\$51.88	54%	100%	100
291213	Dermatologists	17	\$52.32	56%	100%	94
291129	Therapists, All Other	15	\$35.72	29%	100%	93
292092	Hearing Aid Specialists	14	\$21.55	8%	0%	64
319099	Healthcare Support Workers, All Other	14	\$18.28	40%	7%	85
291214	Emergency Medicine Physicians	13	\$52.46	51%	100%	100
291211	Anesthesiologists	10	\$48.87	90%	100%	100
319094	Medical Transcriptionists	9	\$18.88	50%	38%	25
312012	Occupational Therapy Aides	8	\$19.44	14%	0%	27
291128	Exercise Physiologists	7	\$36.38	44%	100%	86
291181	Audiologists	7	\$41.93	28%	100%	100
191022	Microbiologists	5	\$20.48	40%	100%	22
291161	Nurse Midwives	5	\$35.16	79%	100%	100
299092	Genetic Counselors	5	\$28.45	79%	100%	100
292036	Medical Dosimetrists	4	\$28.38	0%	77%	100
312022	Physical Therapist Aides	3	\$19.89	67%	0%	100

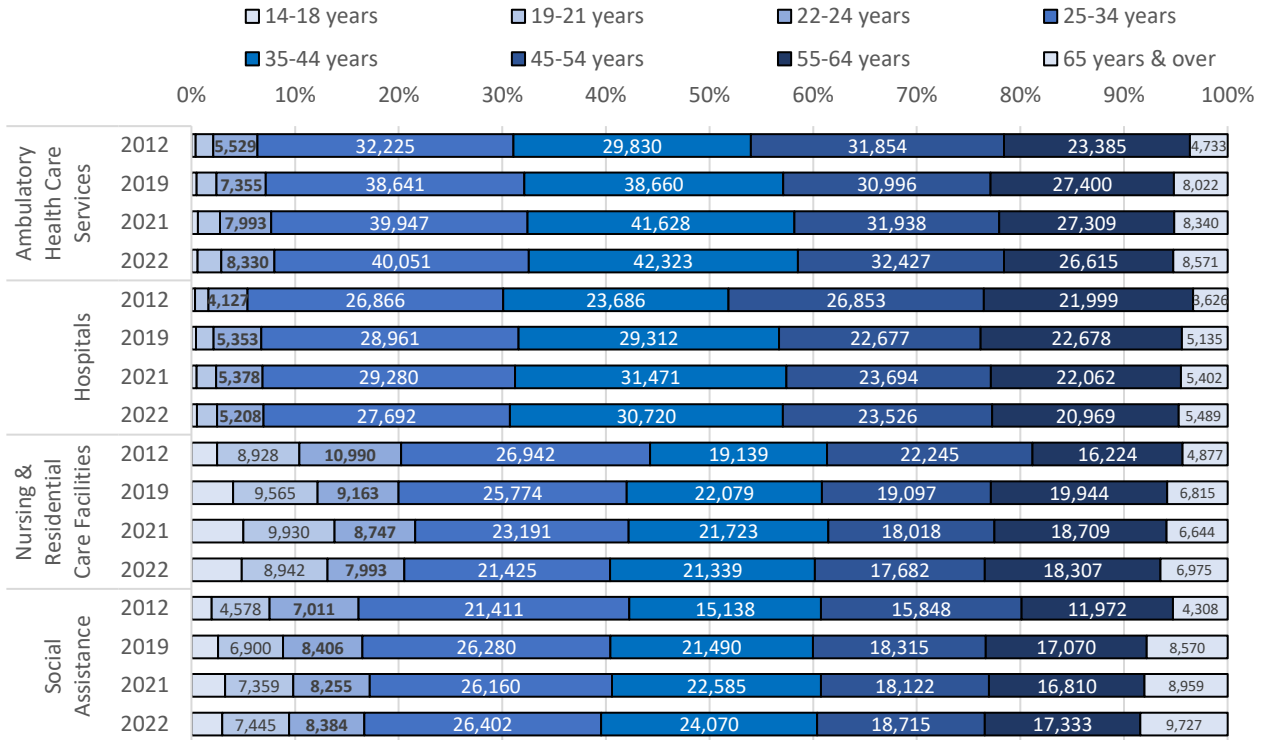
Source: DEED Job Vacancy Survey

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 heavily on workers between 25 and 54 years of age, with nearly two-thirds (64.9%) of workers in that age group, compared to 62.5% across all industries. Because of the educational and training requirements, just 2.0% of all workers in Health Care are teenagers, compared to 3.9% across all industries (see Figure 3).



Demographics are very different within the four subsectors, with Nursing & Residential Care Facilities and Social Assistance hiring a much younger workforce than Ambulatory Healthcare Services and Hospitals, which tend to rely on a more middle-aged labor force. In 2022, about 7%-8% of the workforce in both Ambulatory Health Care Services and Hospitals were under 25 years of age, compared to about 17% of the Social Assistance and nearly 21% of the Nursing & Residential Care Facilities workforce. At the other end of the age spectrum, both Social Assistance and Nursing & Residential Care Facilities had 23.4% of their workforce aged 55 years and over, compared to 22.7% of Hospitals and 21.6% of the Ambulatory Health Care Services subsector (see Figure 4.)

Figure 4. Workforce Demographics by Age Group, 2012-2022

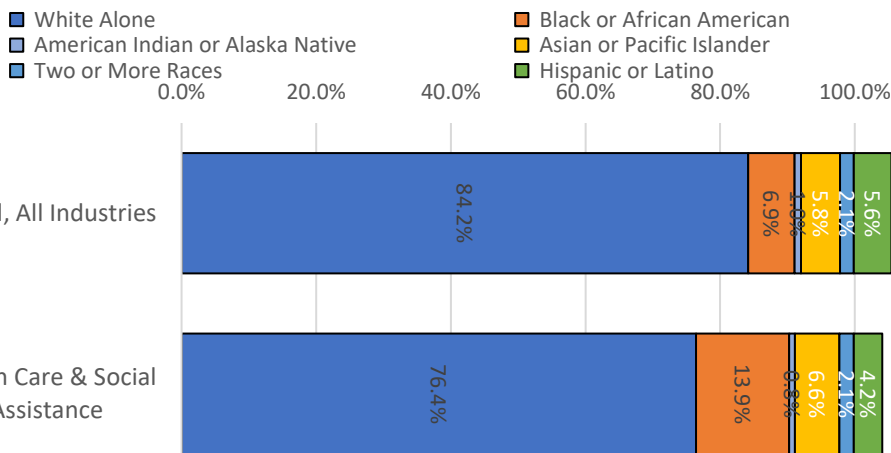


Source: Quarterly Workforce Indicators

Only Nursing & Residential Care Facilities was cutting jobs – the other three sectors were seeing gains across all age groups over the past decade. Hospitals also saw a short-term decline, while Ambulatory Health Care Services and Social Assistance saw rapid gains in the past couple years as well.

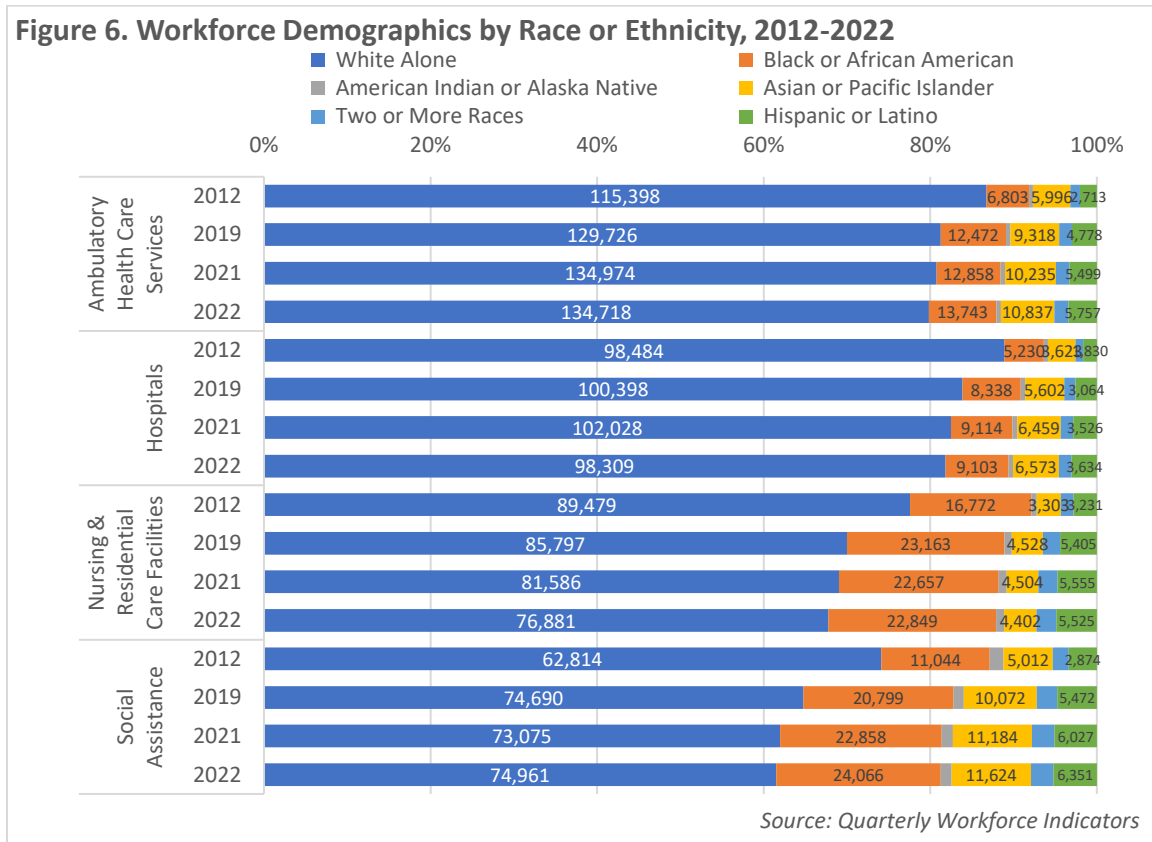
Further demographic data from Quarterly Workforce Indicators shows that the Health Care & Social Assistance industry has become much more racially diverse over time, and is now one of the more racially diverse industries in the state, with 76.4% reporting white as their race compared to 84.2% overall. 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. Workforce Demographics by Race/Ethnicity, 2022



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 5.1% from 2012 to 2022, compared to an 80.2% increase in the number of jobholders of other race or other ethnic groups. 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, and also increasing in diversity much more rapidly (see Figure 6).



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 and 8). 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.

