

Health Care Labor Market Update

Kandiyohi County & City of Willmar EDC



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Perception Equals Reality

How BIG is Willmar?

19,130 people *(MN State Demographic Center, 2008 estimates)*

How BIG is Kandiyohi County?

41,689 people *(MN State Demographic Center, 2008 estimates)*

How many SENIOR CITIZENS live here?

Approx. 6,500 (15.5%) *(U.S. Census Bureau, 2008 estimates)*

How many JOBS are there in Kandiyohi County?

Approx. 22,550 covered jobs *(DEED QCEW program, 2009)*

3,130 nonemployers *(U.S. Census)* and **1,386 farms** *(2007 Ag Census)*

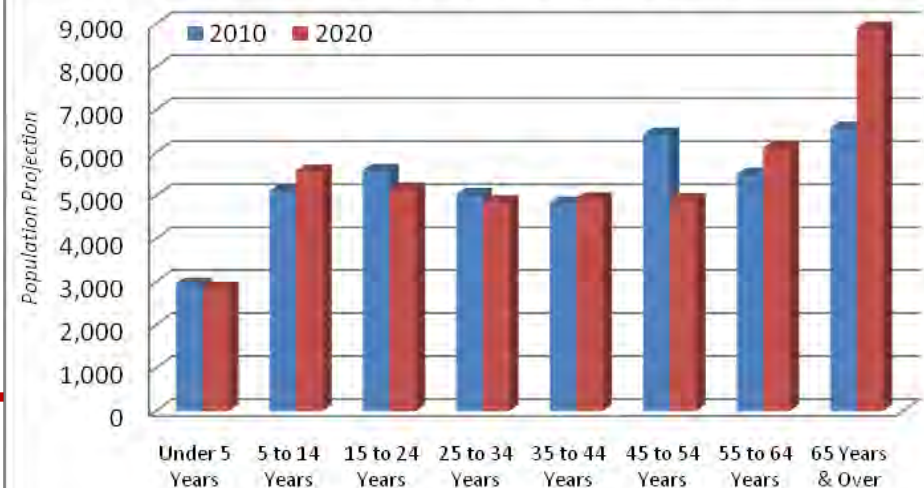
How many are in health care & social assistance?

Approx. 5,600 covered jobs (24.9%) *(DEED QCEW program)*

Kandiyohi County

- Willmar (**19,130 people**) is a **Micropolitan Statistical Area**, and the **8th largest city** in non-metro Minnesota (**55th largest overall**)
 - From 2000 to 2008, Willmar's population increased **4.2% (+775 people)**
- Kandiyohi Co. (**41,689 people**) is the **23rd largest county**
 - From 1990 to 2008, Kandiyohi Co. gained **+3,000 people (7.6%)**
 - State of Minnesota grew **20.9%** from 1990 to 2008
- From 2010 to 2020, Willmar is projected to add 700 people (**3.5%**)
 - Projected to have more than **9,400 births** from 2005 to 2020 (**625 per year**)
 - Fastest growing age groups are 55 years & over
 - Approx. **9,000 residents** aged 60 years & over in 2010 (**21.4%**)
 - 60-64 years = **+32.2%**
 - 65-69 years = **+55.4%**
 - 70-74 years = **+55.8%**
 - 75-79 years = **+33.9%**
 - 80-84 years = **+5.1%**
 - 85+ years = **+2.7%**

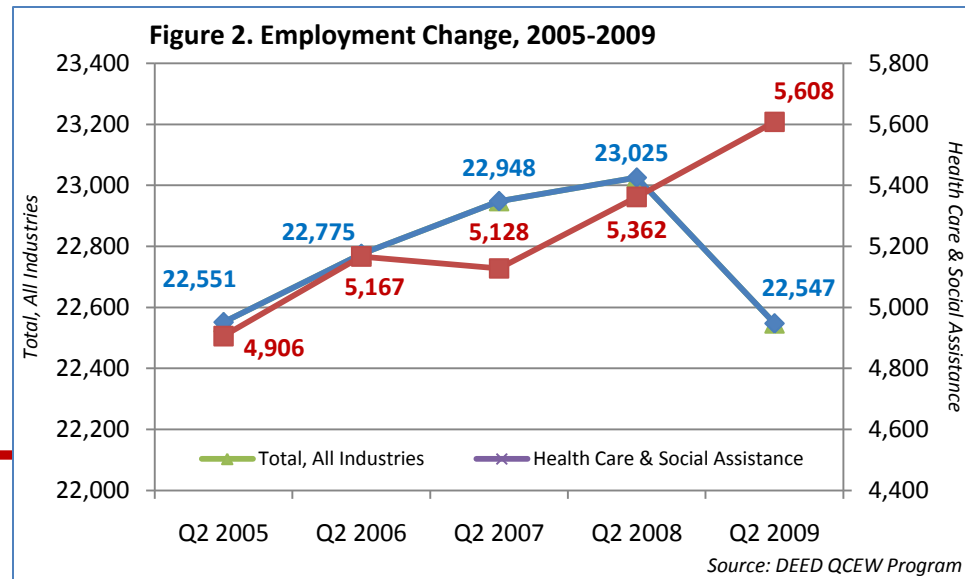
Figure 1. Projected Population Change in Kandiyohi Co., 2010 to 2020



Source: Minnesota State Demographic Center

Industry Employment

- Kandiyohi Co. has about **22,550 covered jobs** at about **1,400 business establishments**, with **\$173 million** in quarterly payroll
 - Kandiyohi Co. also has **3,130 nonemployers** and **1,386 farms** (4th)
- Health care & social asst. is the largest employing industry in Kandiyohi County, with **5,608 covered jobs** at **118 businesses**
 - Accounts for one in every four jobs (**24.9%**) in Qtr. 2 2009
 - Next largest industries are Manufacturing (**3,008 jobs** at 67 firms) and Retail Trade (**2,948 jobs** at 228 businesses)
 - Added **246 net new jobs** since Qtr. 2 2008 (**+4.6%** growth)
 - *Total economy dropped **-478 jobs** since Qtr. 2 2008*
 - *Manufacturing (**-3.2%**) & Retail Trade (**-3.2%**) lost jobs since Qtr. 2 2008*
 - Added **702 net new jobs** since Qtr. 2 2005 (**+14.3%**)



Health Care Industry Employment

- The largest health care sectors in Kandiyohi Co. include:
 - Ambulatory Health Care Services: **1,562 jobs** at **64 firms**
 - Offices of Physicians: **762 jobs** at **12 firms** (**+19 jobs, +2.6%**)
 - Offices of Dentists: **154 jobs** at **21 firms** (**-1 job**)
 - Other Health Practitioners: **72 jobs** at **21 firms** (**-12 jobs, -14.3%**)
 - Outpatient Care Centers: **196 jobs** at **4 firms**
 - Home Health Care Services: **291 jobs** at **4 firms*** (**+132 jobs, +83.0%**)
 - Willmar has **70.1%** of total county jobs, but **95.4%** of amb. healthcare
 - *Additional **75 self-employed providers, 35 other health practitioners****
 - Hospitals: **947 jobs** at **5 establishments**
 - Gen'l. Med. & Surg. Hospitals: **776 jobs** at **1 hospital** (**-63 jobs, -7.5%**)
 - Psych. & Substance Abuse Hospitals: **171 jobs** at **4 firms** (**-48, -21.9%**)
 - Hospitals have **-299 fewer covered jobs** since Qtr. 2 2000 (**-24.0%**)
 - Willmar has **100.0%** of Kandiyohi County's hospital jobs

Health Care Industry Employment

- The largest health care sectors in Kandiyohi Co. include:
 - Nursing & Residential Care Facilities: **1,623 jobs** at **29 firms**
 - Nursing Care Facilities: **782 jobs** at **7 firms** (+108 jobs, +16.0%)
 - Residential Mental Health Facs.: **569 jobs** at **16 firms** (+20 jobs, +3.6%)
 - Willmar has **65.0%** of Residential Mental Health Facs. jobs
 - Community Care Fac. for the Elderly: **271 jobs** at **6 firms** (-9 jobs, -3.2%)
 - Social Assistance: **1,477 jobs** at **22 establishments**
 - Services for the Elderly & Disabled: **980 jobs** at **5 firms** (+79 jobs, +8.8%)
 - Other Indiv. & Family Services: **175 jobs** at **6 firms** (+16 jobs, +10.1%)
 - Vocational Rehab. Services: **263 jobs** at **4 firms** (+43 jobs, +19.5%)
 - Willmar has **81.8%** of Social Assistance jobs
 - Child Day Care Services: **20-50 jobs** at **10 firms*** in 2007
 - *Additional **202 self-employed** providers, **190 child day cares** in 2007*
 - *Up from **181 child day cares** in 2006*

Occupations in Demand

- Many of the occupations in demand in Region 6E are health care:
 - 9 of the **top 30** in demand; **18** of the **top 60**; *plus 12 related occupations*
 - Health care offered **17%** of job vacancies in Qtr. 2 2009 (**50%** of 2008 total)

SOC Code	Job Title	Rank	Median Wage	Central Growth Rate	Education and Training Requirements
353021	Combined Food Prep. & Serving Workers	1	\$16,752/yr	Above Average	Short-term on-the-job training
311012	Nursing Aides, Orderlies, & Attendants	2	\$24,347/yr	Above Average	Short-term on-the-job training
311011	Home Health Aides	3	\$21,548/yr	Well Above Average	Short-term on-the-job training
292061	Licensed Practical & Licensed Vocational Nurses	4	\$36,502/yr	Well Above Average	Post secondary vocational training
412031	Retail Salespersons	5	\$18,864/yr	Above Average	Short-term on-the-job training
412011	Cashiers	6	\$16,720/yr	Well Below Average	Short-term on-the-job training
291111	Registered Nurses	7	\$61,927/yr	Well Above Average	Associate degree
533032	Truck Drivers, Heavy & Tractor-Trailer	8	\$34,202/yr	Average	Moderate-term on-the-job training (1-12 months)
414012	Sales Representatives, Wholesale & Manufactu	9	\$52,358/yr	Below Average	Moderate-term on-the-job training (1-12 months)
211093	Social & Human Service Assistants	10	\$25,649/yr	Well Above Average	Moderate-term on-the-job training (1-12 months)
514011	Computer-Controlled Machine Tool Operators, M	11	\$35,399/yr	Below Average	Long-term on-the-job training (> 12 months)
433031	Bookkeeping, Accounting, & Auditing Clerks	12	\$31,607/yr	Average	Moderate-term on-the-job training (1-12 months)
439061	Office Clerks, General	13	\$25,282/yr	Average	Short-term on-the-job training
399021	Personal & Home Care Aides	14	\$22,036/yr	Well Above Average	Short-term on-the-job training
353031	Waiters & Waitresses	15	\$15,370/yr	Average	Short-term on-the-job training
191013	Soil & Plant Scientists	16	\$53,276/yr	Average	Bachelor's degree
434051	Customer Service Representatives	17	\$31,682/yr	Well Above Average	Moderate-term on-the-job training (1-12 months)
513023	Slaughterers & Meat Packers	18	\$26,072/yr	Below Average	Moderate-term on-the-job training (1-12 months)
132011	Accountants & Auditors	19	\$53,338/yr	Above Average	Bachelor's degree
433071	Tellers	20	\$23,425/yr	Above Average	Short-term on-the-job training
435081	Stock Clerks & Order Fillers	21	\$19,330/yr	Well Below Average	Short-term on-the-job training
493031	Bus & Truck Mechanics & Diesel Engine Speciali	22	\$32,565/yr	Above Average	Post secondary vocational training
131021	Purchasing Agents & Buyers, Farm Products	23	\$67,471/yr	Well Below Average	Work experience (in related occupation)
259041	Teacher Assistants	24	\$27,519/yr	Below Average	Short-term on-the-job training
519032	Cutting & Slicing Machine Setters, Operators, an	25	\$37,219/yr	Well Below Average	Moderate-term on-the-job training (1-12 months)
452091	Agricultural Equipment Operators	26	\$29,079/yr	Below Average	Moderate-term on-the-job training (1-12 months)
352015	Cooks, Short Order	27	\$17,659/yr	Average	Short-term on-the-job training
292012	Medical & Clinical Laboratory Technicians	28	\$40,841/yr	Well Above Average	Associate degree
491011	First-Line Supervisors/Managers of Mechanics, I	29	\$54,620/yr	Below Average	Work experience (in related occupation)
172141	Mechanical Engineers	30	\$88,201/yr	Well Below Average	Bachelor's degree

Occupations in Demand

- As of Mar. 15, there were **179 jobs** listed on MinnesotaWorks.net within Kandiyohi, Meeker, Renville, Swift & Chippewa Counties
 - 32 of those jobs were health care related, ranging from part-time Personal Care Aides to Information Systems Manager to Nurse Practitioner
 - Places that are hiring right now: Migrant Health Service Inc.; Divine House; Glen Oaks Care Center; Planned Parenthood; Meeker Memorial Hospital; Willmar Commons; Spectrum Health; Clara City Care Center; MN Dept. of Human Services; Chiropractic Clinic; Prairie Lakes Youth Programs; etc.
 - Rice Hospital had **12 postings** online; APMC had **12 listings** (2 recruiters)
- Most health care jobs require post-secondary education
 - Certificate programs like: basic & adv. massage therapy; emergency med. services; medical transcriptionist; nursing assistant; receptionist; etc.
 - Diploma programs like: acute care paramedic; admin. assistant; medical assistant; medical coding specialist; practical nursing
 - Associates degree programs like: biological sciences; early childhood education; health information technician; nursing; radiologic technology

Educational Requirements

- Ridgewater College had **1,084 program completers** in 2008-2009, including **359 diplomas/certificates** and **725 associate degrees**
 - Health Professions and Related Clinical Sciences is the largest category for Ridgewater, with **392 program completers** in 2008-2009
 - The largest programs include:
 - Nursing Assistant and Patient Care Assistant = **90 certificates**
 - Licensed Practical Nursing = **86 certificates**
 - Registered Nursing = **85 associate degrees**
 - Veterinary/Animal Health Technology = **40 associate degrees**
 - Medical/Clinical Assistant = **21 certificates, 8 associate degrees**
 - Emergency Medical Technician = **18 certificates**
 - Massage Therapy = **17 certificates**
 - Minnesota West had **1,123 program completers** in 2008-2009
 - **656 program completers** in Health Prof. & Rel. Clinical Sciences
 - More Home Health Aides, less LPNs and RNs
 - St. Cloud Technical College had **743 program completers**
 - **227 program completers** in Health Prof. & Rel. Clinical Sciences
 - More LPNs, more Dental Assistants & Hygienists, less RNs

Workforce Demographics

- Nearly **85%** of the health care and social assistance workforce in Kandiyohi County is female
- Kandiyohi Co. has a higher percentage of workers nearing retirement age (**21.2%**) than the state (**18.3%**)
 - 8.9%** is 14 to 21 years
 - 36.5%** is 25 to 44 years
 - 26.0%** is 45 to 54 years
- Turnover is highest and wages are lowest for younger workers
 - Turnover rates (**8.0%**) are slightly higher in Kandiyohi Co. than in the state of Minnesota (**7.8%**)

Age Group	Number of Workers	Percent of Workforce	Turnover Rate	Avg. Monthly Earnings
14-18 years	104	1.9%	25.2%	\$647.75
19-21 years	377	7.0%	17.6%	\$999.25
22-24 years	399	7.4%	15.2%	\$1,415.50
25-34 years	1,014	18.8%	8.5%	\$2,133.00
35-44 years	953	17.7%	6.7%	\$2,995.00
45-54 years	1,402	26.0%	5.2%	\$3,355.25
55-64 years	901	16.7%	5.5%	\$3,148.00
65 & over	244	4.5%	7.0%	\$1,908.75
Total	5,395	100.0%	8.0%	\$2,631.25

Health Care Services Action Plans

- **Identified issues from business visits:**
 - Lower turnover at the top of the health care career ladder, but those positions are often harder to recruit
 - Recruiting high-level health care practitioners
 - DEED can assist in finding opportunities for spouses
 - MinnesotaWorks.net is available for free to all employers
 - Higher turnover at the lower-level health care jobs, but much easier to recruit and train workers
 - Lower-level workers will change jobs for \$0.25 more per hour
 - Larger employers seem to have less turnover because of higher wages, better benefits, and higher levels of training
 - Employers are adapting to provide work that older workers can handle (shifts, physical demands)
 - Young people are interested, but there is often not enough capacity at MnSCU schools (not enough teachers, or clinicals)
 - Many employers are active in job fairs, internships, scholarships, etc.

Health Care Services Action Plans

- **Expansion in the future, provided the workforce expands**
 - Growth plans in the future for health care, with the aging of the Baby Boom Generation (many going through renovations)
 - Many hospitals, clinics, home health care agencies, specialty medicine providers, and more are opening up everywhere – but some have been inhibited by the lack of workforce
 - Health Care Services invest millions of dollars in state-of-the-art equipment in order to stay competitive; they appear to be doing the financing in-house (not using economic development funds)
- **Most health care facilities provide training to their employees**
 - Larger companies tend to spend more money incumbent worker training, and they work with MnSCU on many projects
 - Companies bring in outside consultants or vendors to train on specific products or projects
- **How can we help you?**
 - Contact your local WorkForce Center for more information

Questions?

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Thank You!

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