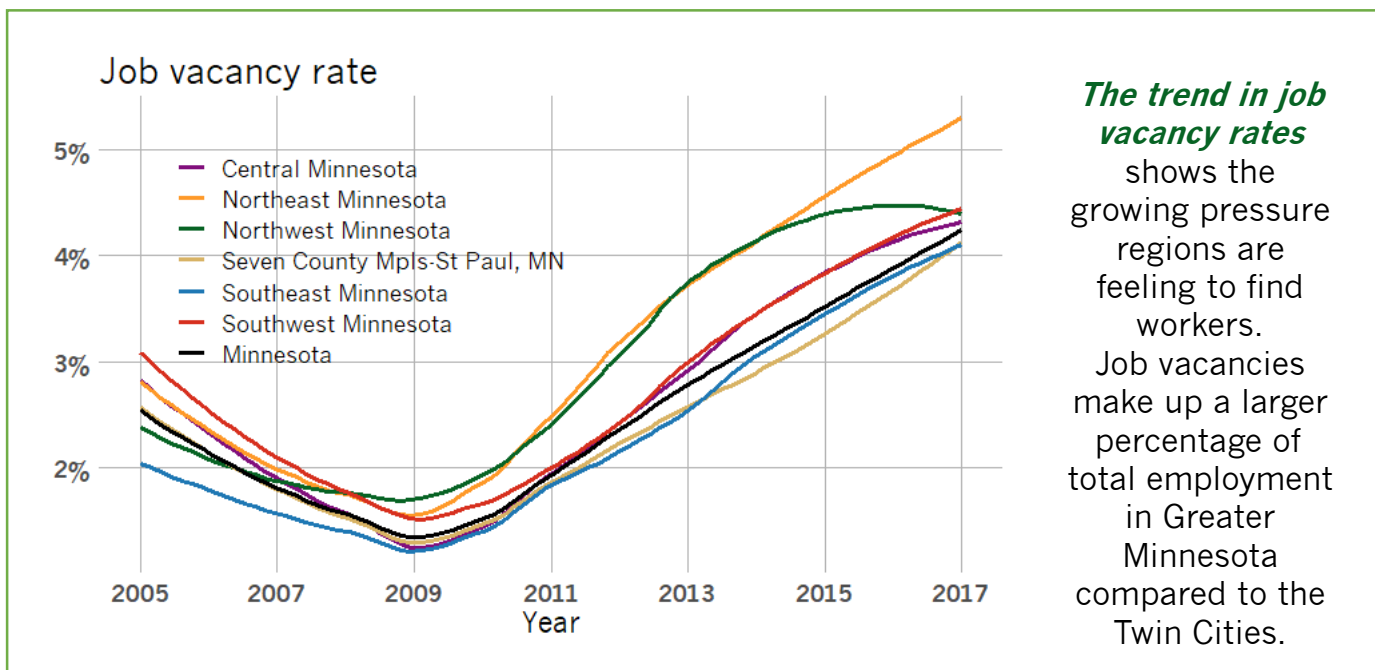


Finding work or finding workers?

Part 1: Job vacancy data analysis

Ask business owners in Minnesota what their biggest challenge is today and most will tell you: “finding help.” Economic growth coupled with an aging workforce and fewer young people to replace them is putting significant pressure on Greater Minnesota’s employers, making hiring significantly more challenging.



Main challenges to filling positions

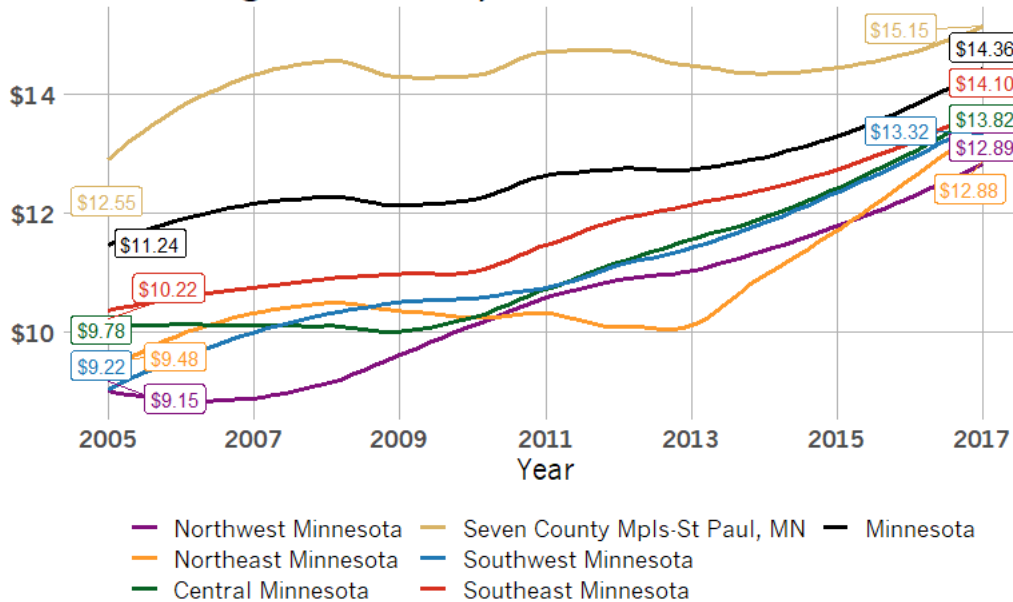
- 1. The workforce in Greater Minnesota is barely growing:** The seven-county metro is the only region to recover to its 1995 levels of growth in its labor force, which was over 2%. All other regions are growing below 1% and have been since 2010. The southwest and northeast regions have actually been experiencing declines in their labor forces.
- 2. There is a lack of younger workers to replace retirees:** In Greater Minnesota, the share of jobs held by people age 25 to 44 make up less than 40% of all jobs compared to older workers who hold more than 40%. In the seven-county metro, the opposite is true: the share of jobs held by people age 25 to 44 is significantly higher than the share of jobs held by people age 45 or older.

To read the full report, visit our website at ruralmn.org.

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Median wage offers of all job vacancies



Wage gap is closing

The largest wage increases for job vacancies has occurred in Greater Minnesota. The wage gap between Greater Minnesota and the seven-county metro has closed considerably since 2005.

Number of vacancies as a percent of 2005 levels

Access to benefits

The number of job vacancies that are full-time, offering health care benefits, and require post-secondary education are one-half to double as many then in 2005.

