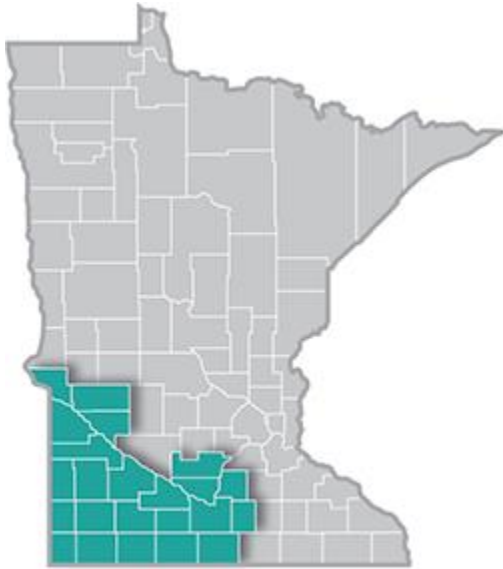


## Southwest Minnesota – Health Care & Social Assistance Overview



According to DEED’s [Quarterly Census of Employment and Wages](#) (QCEW) data, the 23-county Southwest Minnesota region was home to 1,113 health care and social assistance establishments providing 31,227 jobs in the third quarter of 2017. The sector accounted for 17.7 percent of total employment in the region, making it the second largest in the region, just behind manufacturing (32,579 jobs) but well ahead of retail trade (20,293 jobs). Statewide, 17.1 percent of jobs are in health care and social assistance, meaning health care is slightly more concentrated in Southwest Minnesota.

These health care and social assistance providers paid out \$314 million in payroll in the third quarter of 2017, making it the second largest sector payroll, again behind manufacturing. Average annual wages in health care and social assistance were \$40,196 in 2017, which was slightly higher than the total of all industries, but varied widely based on the subsector and industry (see Table 1).

**Table 1. Southwest Minnesota Health Care & Social Assistance Industry Employment Statistics, Qtr. 3 2017**

NAICS Code	NAICS Industry Title	Number of Firms, Q3 2017	Number of Jobs, Q3 2017	Location Quotient	Industry Payroll, Q3 2017	Avg. Annual Wages, Q3 2017
<b>0</b>	<b>Total, All Industries</b>	<b>12,057</b>	<b>176,726</b>	<b>1.0</b>	<b>\$1,771,516,737</b>	<b>\$40,092</b>
<b>62</b>	<b>Health Care &amp; Social Assistance</b>	<b>1,113</b>	<b>31,227</b>	<b>1.0</b>	<b>\$314,152,376</b>	<b>\$40,196</b>
<b>621</b>	<b>Ambulatory Health Care Services</b>	<b>479</b>	<b>7,790</b>	<b>0.8</b>	<b>\$97,454,607</b>	<b>\$50,024</b>
6211	Offices of Physicians	87	3,593	0.8	\$62,264,360	\$69,316
6212	Offices of Dentists	128	938	0.9	\$11,077,787	\$47,216
6213	Offices of Other Health Practitioners	195	1,061	1.0	\$9,481,966	\$35,724
6214	Outpatient Care Centers	27	358	0.5	\$3,726,899	\$41,600
6215	Medical & Diagnostic Laboratories	3	70	0.3	\$719,526	\$41,080
6216	Home Health Care Services	26	1,506	1.0	\$8,351,014	\$22,152
6219	Other Ambulatory Health Care Services	13	262	0.6	\$1,833,055	\$27,976
<b>622</b>	<b>Hospitals</b>	<b>29</b>	<b>7,309</b>	<b>0.9</b>	<b>\$119,481,951</b>	<b>\$65,364</b>
6221	General Medical & Surgical Hospitals	26	6,493	0.9	\$106,774,965	\$65,728
6222	Psychiatric & Substance Abuse Hospitals	2	876	N/A	\$14,480,517	\$66,092
<b>623</b>	<b>Nursing &amp; Residential Care Facilities</b>	<b>271</b>	<b>10,371</b>	<b>1.5</b>	<b>\$65,671,524</b>	<b>\$25,324</b>
6231	Nursing Care Facilities (Skilled Nursing Facilities)	72	5,579	2.0	\$37,713,010	\$26,988
6232	Residential Intellectual Developmental Disability, Mental Health & Substance Abuse Facilities	129	2,291	1.2	\$14,133,470	\$24,648
6233	Continuing Care Retirement Communities & Assisted Living Facilities for the Elderly	47	1,391	1.0	\$7,326,436	\$21,060
6239	Other Residential Care Facilities	23	1,108	1.7	\$6,498,608	\$23,452
<b>624</b>	<b>Social Assistance</b>	<b>334</b>	<b>5,756</b>	<b>1.0</b>	<b>\$31,544,294</b>	<b>\$21,892</b>
6241	Individual & Family Services	226	2,601	0.6	\$15,808,169	\$24,284
6242	Community Food, Housing & Emergency Svcs.	13	129	0.6	\$802,882	\$24,856
6243	Vocational Rehabilitation Services	34	2,338	2.9	\$11,883,438	\$20,280
6244	Child Day Care Services	61	688	0.7	\$3,049,805	\$17,680

Source: DEED [Quarterly Census of Employment & Wages \(QCEW\)](#) program

Nursing and residential care facilities is the largest employing subsector in Southwest Minnesota, with 271 firms providing 10,371 jobs and \$65.7 million in quarterly payroll. Serving the region’s aging population, Southwest Minnesota had 5,579 jobs at 72 nursing care facilities, as well as 1,391 jobs at 47 continuing care retirement communities and assisted living facilities. The region also had just over 2,291 jobs at 129 residential developmental disability, mental health, and substance abuse facilities, and just over 1,100 jobs at 23 other residential care facilities, including group homes, foster homes, and home for delinquents or ex-offenders.

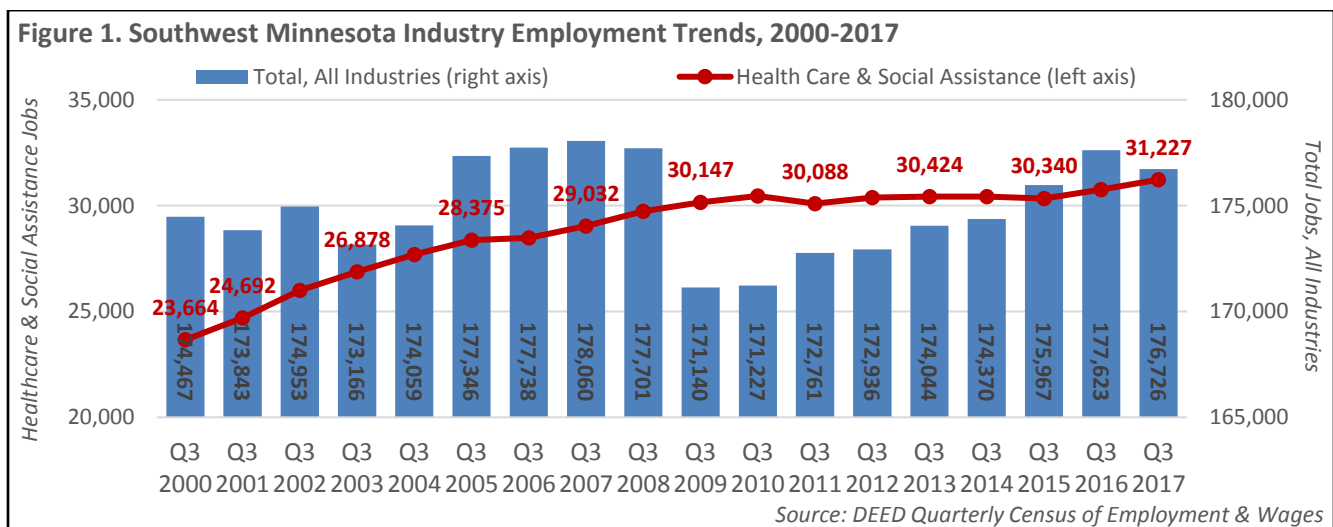
The next largest employing subsector is ambulatory health care services, which had 7,790 jobs at 479 establishments, with average annual wages just above \$50,000 in 2017. This subsector includes the offices of physicians, home health care services, offices of dentists and other healthcare practitioners, outpatient care centers, and medical and diagnostic laboratories industries. Average annual wages were relatively high in most of these industries, led by offices of physicians at \$69,316 and offices of dentists at \$47,216. In contrast, average wages were lower in the home health care services industry, at \$22,152.

With 7,309 jobs at 29 establishments, hospitals was the third largest health care subsector. The vast majority of these jobs were at general medical and surgical hospitals, which had 6,493 jobs at 26 hospitals. Average annual wages at hospitals were \$65,364 in the third quarter of 2017. The region also had 876 jobs at 2 psychiatric and substance abuse hospitals, which also had average wages above \$65,000.

Finally, with 5,756 jobs at 334 establishments, social assistance is the smallest employing sector. This includes 2,601 jobs in individual and family services, such as community action services agencies, adult day care centers, and child and youth services; 2,338 jobs at 132 child day care services centers, and 688 jobs in vocational rehabilitation services. Wages were much lower in this sector, averaging \$21,892 in 2017.

### Industry Trends

Despite economic fluctuations in the region across other industries, health care and social assistance providers in Southwest Minnesota have continually added jobs over the past 17 years. Health care and social assistance accounted for 13.6 percent of total jobs in the third quarter of 2000, but after gaining just over 7,500 jobs from 2000 to 2017, the industry now comprises 17.7 percent of total employment. While the number of jobs across the total of all industries expanded just 1.3 percent from 2000 to 2017, the health care and social assistance industry jumped 32 percent. In fact, the region would have lost jobs over the past decade and a half if it weren’t for the job gains experienced in health care and social assistance (see Figure 1).



Health care and social assistance has become an increasingly important part of Southwest Minnesota’s economy over the past decade, adding 2,195 net new jobs from the third quarter of 2007 to the third quarter of 2017, a 7.6 percent rise. In contrast, the region saw a loss of 1,334 jobs during that timeframe, and still hasn’t recovered all of the jobs lost during the recession.

Including a gain of 593 jobs in the past year, ambulatory health care services experienced the largest and fastest increase in jobs over the past decade, adding 2,286 net new jobs from the third quarter of 2007 to the third quarter of 2017. Offices of physicians saw the biggest jump, adding 1,673 jobs, an 87 percent increase, though much of that may be due to mergers with hospitals or re-classification of those jobs from one sector to the other. Home health care services and outpatient care centers also saw rapid job growth since 2007. As such, the region’s hospitals were reported to have suffered a loss of 1,544 jobs since 2007.

Social assistance providers added almost 1,500 jobs over the past decade, primarily at individual and family services, while vocational rehabilitation services also gained 545 jobs. In contrast, the region’s nursing and residential care facilities lost 42 jobs, with huge losses at both nursing care facilities and developmental disability, mental health, and substance abuse facilities being offset by gains at other residential care facilities and continuing care retirement communities and assisted living facilities (see Table 2).

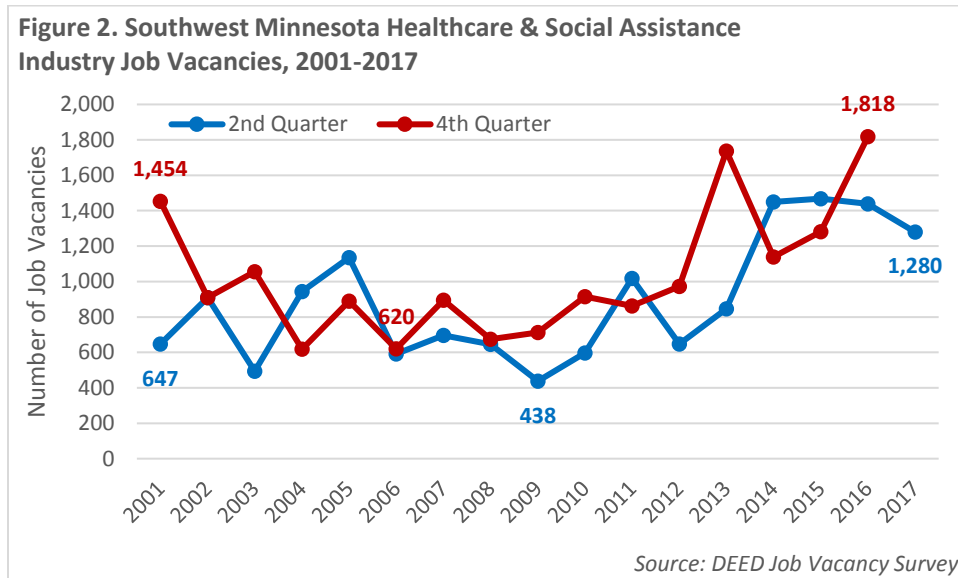
**Table 2. Southwest Minnesota Health Care & Social Assistance Industry Trends, Q2 2007 – Q2 2017**

NAICS Industry Title	Number of Jobs, Q2 2017	1-Year Trend, Q2 2016 - Q2 2017		5-Year Trend, Q2 2012 - Q2 2017		10-Year Trend, Q2 2007 - Q2 2017	
		Numeric Change	Percent Change	Numeric Change	Percent Change	Numeric Change	Percent Change
<b>Total, All Industries</b>	<b>176,726</b>	<b>-897</b>	<b>-0.5%</b>	<b>+3,790</b>	<b>+2.2%</b>	<b>-1,334</b>	<b>-0.7%</b>
<b>Health Care &amp; Social Assistance</b>	<b>31,227</b>	<b>+472</b>	<b>+1.5%</b>	<b>+844</b>	<b>+2.8%</b>	<b>+2,195</b>	<b>+7.6%</b>
<b>Ambulatory Health Care Services</b>	<b>7,790</b>	<b>+593</b>	<b>+8.2%</b>	<b>+1,585</b>	<b>+25.5%</b>	<b>+2,286</b>	<b>+41.5%</b>
Offices of Physicians	3,593	+592	+19.7%	+1,225	+51.7%	+1,673	+87.1%
Offices of Dentists	938	-1	-0.1%	-25	-2.6%	-77	-7.6%
Offices of Other Health Practitioners	1,061	+30	+2.9%	+20	+1.9%	+142	+15.5%
Outpatient Care Centers	358	-131	-26.8%	+127	+55.0%	+178	+98.9%
Medical & Diagnostic Laboratories	70	+50	+250.0%	N/A	N/A	+46	+191.7%
Home Health Care Services	1,506	+4	+0.3%	+148	+10.9%	+238	+18.8%
Other Ambulatory Health Care Svcs.	262	+49	+23.0%	N/A	N/A	+101	+62.7%
<b>Hospitals</b>	<b>7,309</b>	<b>-702</b>	<b>-8.8%</b>	<b>-1,065</b>	<b>-12.7%</b>	<b>-1,544</b>	<b>-17.4%</b>
General Medical & Surgical Hospitals	6,493	-616	-8.7%	-1,036	-13.8%	-1,453	-18.3%
Psychiatric & Substance Abuse Hospitals	876	-25	-2.8%	+31	+3.7%	-31	-3.4%
<b>Nursing &amp; Residential Care Facilities</b>	<b>10,371</b>	<b>+364</b>	<b>+3.6%</b>	<b>-231</b>	<b>-2.2%</b>	<b>-42</b>	<b>-0.4%</b>
Nursing Care Facilities	5,579	-6	-0.1%	-589	-9.5%	-639	-10.3%
Residential Developmental Disability, Mental Health & Substance Abuse Facs.	2,291	+188	+8.9%	-849	-27.0%	-775	-25.3%
Continuing Care Retirement Community & Assisted Living Facilities	1,391	+280	+25.2%	+468	+50.7%	N/A	N/A
Other Residential Care Facilities	1,108	-99	-8.2%	+738	+199.5%	+803	+263.3%
<b>Social Assistance</b>	<b>5,756</b>	<b>+217</b>	<b>+3.9%</b>	<b>+555</b>	<b>+10.7%</b>	<b>+1,495</b>	<b>+35.1%</b>
Individual & Family Services	2,601	+329	+14.5%	+474	+22.3%	+919	+54.6%
Community Food, Housing & Emrg. Svc.	129	-7	-5.1%	+23	+21.7%	-55	-29.9%
Vocational Rehabilitation Services	2,338	-185	-7.3%	+19	+0.8%	+545	+30.4%
Child Day Care Services	688	+82	+13.5%	+40	+6.2%	+87	+14.5%

Source: DEED [Quarterly Census of Employment & Wages \(QCEW\)](#) program

### Industry Demand

The steady increase in health care and social assistance employment since 2000 has led to a growing number of [job vacancies](#) across the Southwest Minnesota region as well, with the exception of a brief decline in hiring activity during the Great Recession from 2006 to 2009. In fact, the 1,818 job vacancies reported by health care and social assistance employers in the fourth quarter of 2016 was the highest number ever posted, and the region has averaged just over 1,400 vacancies over the past four second quarter surveys. The 1,280 postings in the second quarter of 2017 were a 192 percent increase in job postings compared to the low point set in 2009 (see Figure 2).



The median wage offer for these vacancies dropped to \$12.97 per hour in the second quarter of 2017, which was nearly identical to the median wage offer across all industries, and was also just \$0.02 less than the previous year. Well over half (58%) of the region’s health care and social assistance job postings were part-time, which was slightly higher than the total of all industries. Not surprisingly, health care postings were also more likely to require postsecondary education, a certificate or license, and prior work experience (see Table 3).

**Table 3. Southwest Minnesota Health Care & Social Assistance, Job Vacancy Survey, 2<sup>nd</sup> Quarter 2017**

NAICS Industry Title	Number of Job Vacancies	Median Wage Offer	Percent Part-time	Percent Requiring Postsecondary Education	Percent Requiring 1+ Years Work Experience	Percent Requiring Certificate or License
<b>Total, All Industries</b>	<b>9,015</b>	<b>\$12.95</b>	<b>47%</b>	<b>19%</b>	<b>29%</b>	<b>33%</b>
<b>Health Care &amp; Social Assistance</b>	<b>1,280</b>	<b>\$12.97</b>	<b>58%</b>	<b>36%</b>	<b>34%</b>	<b>52%</b>

Source: DEED [Job Vacancy Survey](#)

The largest number of health care and social assistance vacancies were for healthcare practitioners and technical occupations, such as registered nurses, physician assistants, physical therapists, speech-language pathologists, and family and general practitioners. These positions had the highest education requirements, with over 96 percent requiring postsecondary education or a certificate or license, but also the highest wage offers, at \$23.04. The region also had high demand for lower-skilled and lower wage healthcare support and personal care and service occupations, such as nursing assistants, home health aides, and personal care aides. Median wage offers hovered between \$10 and \$12 an hour for these jobs, and over two-thirds were part-time, while less than 20 percent required postsecondary education or training (see Table 4).

**Table 4. Southwest Minnesota Health Care Occupations, Job Vacancy Survey, 2<sup>nd</sup> Quarter 2017**

SOC Occupational Title	Number of Job Vacancies	Median Wage Offer	Percent Part-time	Percent Requiring Postsecondary Education	Percent Requiring 1+ Years Work Experience	Percent Requiring Certificate or License
<b>Total, All Occupations</b>	<b>9,015</b>	<b>\$12.95</b>	<b>47%</b>	<b>19%</b>	<b>29%</b>	<b>33%</b>
<b>Healthcare Practitioners &amp; Technical Occs.</b>	<b>471</b>	<b>\$23.04</b>	<b>42%</b>	<b>98%</b>	<b>52%</b>	<b>96%</b>
Health Diagnosing & Treating Practitioners	261	\$27.96	36%	100%	69%	100%
Health Technologists & Technicians	202	\$17.23	52%	94%	28%	92%
Other Healthcare Practitioners	8	\$20.67	0%	81%	100%	68%
<b>Healthcare Support Occupations</b>	<b>290</b>	<b>\$11.86</b>	<b>64%</b>	<b>20%</b>	<b>16%</b>	<b>66%</b>
Nursing, Psych. & Home Health Aides	261	\$11.82	61%	16%	17%	65%
Occupational & Physical Therapy Assts.	8	\$16.68	N/A	N/A	N/A	N/A
Other Healthcare Support Occupations	21	\$13.49	85%	41%	5%	72%
<b>Personal Care &amp; Service Occupations</b>	<b>451</b>	<b>\$10.88</b>	<b>74%</b>	<b>4%</b>	<b>5%</b>	<b>14%</b>
Other Personal Care & Services Workers	439	\$10.89	74%	4%	5%	14%
<b>Community &amp; Social Service Occupations</b>	<b>86</b>	<b>\$14.25</b>	<b>18%</b>	<b>69%</b>	<b>58%</b>	<b>65%</b>
Counselors, Social Workers, & Other	86	\$14.25	18%	69%	58%	65%

*Source: DEED [Job Vacancy Survey](#)*

### Industry Occupational Employment

DEED's Occupational Employment Statistics (OES) program provides detailed employment and wage data for a wide range of occupations involved in health care and social assistance. In sum, there were an estimated 29,150 people working in health care and social assistance-related occupations in Southwest Minnesota, accounting for about 16 percent of total employment in the region. Wages were relatively high for many of these occupations, including some – especially community and social service occupations – that were higher in the region than the state. In many other cases, especially healthcare practitioners and support occupations, wages were lower in Southwest Minnesota than the state.

The largest healthcare occupations in the region include personal care aides (7,380 jobs), registered nurses (4,140 jobs), nursing assistants (3,140 jobs), licensed practical nurses (1,520 jobs), home health aides (1,520 jobs), social and human service assistants (1,080 jobs). Looking at location quotients, the region has higher than expected concentrations of several health care workers, including occupational health and safety technicians, emergency medical technicians and paramedics, personal care aides, nursing assistants, and physical therapist aides.

Median hourly wages for health care and social assistance occupations ranged from around \$11 an hour at the low end to more than \$140 an hour at the high end. Physicians and surgeons, obstetricians and gynecologists, family and general practitioners, and psychiatrists all were making above \$200,000 per year at the average, making them among the highest-earning occupations in the region. Over 30 different healthcare occupations had median wages above \$25 per hour in the region, representing 7,400 filled jobs.

In contrast, only 10 health care and social assistance-related occupations earned median hourly wages below \$15, but they represented 15,000 filled jobs. This included personal care aides, nursing assistants, home health aides, childcare workers, and recreation workers, which offered wages between \$23,750 and \$26,500 for full-time, year-round workers. The remaining health care occupations earned between \$15 and \$25 per hour at the median, including social and human service assistants, licensed practical nurses, and child, family, and school social workers (see Table 5).

Table 5. Southwest Minnesota Health Care & Social Assistance-related Occupational Wage & Employment Statistics, 2017		Southwest Minnesota			Minnesota
SOC Code	SOC Title	Estimated Regional Employment	Median Hourly Wage	Location Quotient	Median Hourly Wage
<b>00-0000</b>	<b>Total, All Occupations</b>	<b>181,430</b>	<b>\$16.58</b>	<b>1.0</b>	<b>\$19.62</b>
11-9111	Medical & Health Services Managers	530	\$35.86	1.1	\$47.00
<b>21-0000</b>	<b>Community &amp; Social Service Occupations</b>	<b>3,400</b>	<b>\$21.04</b>	<b>1.0</b>	<b>\$21.32</b>
21-1011	Substance Abuse & Behavioral Disorder Counselors	N/A	\$24.26	N/A	\$22.43
21-1012	Educational, Guidance, School & Vocational Counselors	230	\$19.56	0.9	\$25.71
21-1013	Marriage & Family Therapists	N/A	\$29.31	N/A	\$22.31
21-1014	Mental Health Counselors	N/A	\$26.96	N/A	\$22.67
21-1015	Rehabilitation Counselors	200	\$19.39	0.9	\$16.83
21-1019	Counselors, All Other	20	\$34.32	0.5	\$19.06
21-1021	Child, Family, & School Social Workers	540	\$24.10	1.2	\$26.47
21-1022	Healthcare Social Workers	150	\$21.42	0.7	\$27.94
21-1023	Mental Health & Substance Abuse Social Workers	120	\$25.72	0.6	\$22.41
21-1029	Social Workers, All Other	40	\$31.73	0.7	\$26.02
21-1091	Health Educators	80	\$28.56	0.8	\$24.24
21-1093	Social & Human Service Assistants	1,080	\$18.67	1.2	\$15.43
21-1094	Community Health Workers	50	\$18.68	0.6	\$17.07
21-1099	Community & Social Service Specialists, All Other	280	\$20.16	1.2	\$21.13
<b>29-0000</b>	<b>Healthcare Practitioners &amp; Technical Occupations</b>	<b>11,510</b>	<b>\$25.70</b>	<b>1.0</b>	<b>\$32.85</b>
29-1011	Chiropractors	50	\$35.40	0.9	\$32.85
29-1021	Dentists, General	90	\$78.48	0.8	\$88.38
29-1031	Dietitians & Nutritionists	80	\$28.70	1.0	\$29.06
29-1041	Optometrists	50	\$48.91	1.1	\$56.31
29-1051	Pharmacists	370	\$57.92	0.9	\$62.19
29-1062	Family & General Practitioners	180	\$96.72	1.0	\$91.72
29-1064	Obstetricians & Gynecologists	30	\$131.76	0.8	\$118.51
29-1066	Psychiatrists	N/A	N/A	N/A	\$113.24
29-1067	Surgeons	60	\$143.40	0.7	\$138.78
29-1069	Physicians & Surgeons, All Other	270	\$113.53	1.1	\$123.39
29-1071	Physician Assistants	110	\$51.40	0.9	\$51.95
29-1081	Podiatrists	10	\$31.51	1.2	\$92.80
29-1122	Occupational Therapists	120	\$34.07	0.8	\$35.26
29-1123	Physical Therapists	180	\$40.08	0.7	\$38.38
29-1125	Recreational Therapists	20	\$26.16	0.6	\$22.62
29-1126	Respiratory Therapists	N/A	\$30.59	N/A	\$32.25
29-1127	Speech-Language Pathologists	140	\$27.95	0.9	\$33.14
29-1128	Exercise Physiologists	10	\$21.65	0.6	\$28.84
29-1131	Veterinarians	100	\$36.15	1.0	\$40.15
29-1141	Registered Nurses	4,140	\$27.92	1.0	\$36.25
29-1171	Nurse Practitioners	N/A	\$50.77	N/A	\$52.03
29-1199	Health Diagnosing & Treating Practitioners, All	10	\$51.14	0.1	\$36.54
29-2011	Medical & Clinical Laboratory Technologists	230	\$30.34	0.9	\$32.02
29-2012	Medical & Clinical Laboratory Technicians	220	\$21.53	1.0	\$21.86
29-2021	Dental Hygienists	270	\$31.24	0.9	\$35.19
29-2032	Diagnostic Medical Sonographers	N/A	\$34.81	N/A	\$37.56
29-2034	Radiologic Technologists	N/A	\$28.33	N/A	\$30.92

29-2035	Magnetic Resonance Imaging Technologists	N/A	\$31.40	0.0	\$35.40
29-2041	Emergency Medical Technicians & Paramedics	590	\$14.66	1.8	\$17.80
29-2052	Pharmacy Technicians	530	\$14.87	1.1	\$17.13
29-2055	Surgical Technologists	150	\$23.54	1.1	\$25.66
29-2056	Veterinary Technologists & Technicians	170	\$14.36	1.1	\$16.56
29-2057	Ophthalmic Medical Technicians	80	\$16.12	1.4	\$20.78
29-2061	Licensed Practical & Licensed Vocational Nurses	1,520	\$19.78	1.4	\$21.34
29-2071	Medical Records & Health Information Technicians	250	\$18.27	1.0	\$22.07
29-2081	Opticians, Dispensing	160	\$15.43	1.2	\$18.25
29-2099	Health Technologists & Technicians, All Other	70	\$23.92	0.9	\$26.36
29-9011	Occupational Health & Safety Specialists	100	\$32.93	1.0	\$36.57
29-9012	Occupational Health & Safety Technicians	30	\$24.21	2.3	\$24.02
29-9091	Athletic Trainers	60	N/A	1.2	N/A
<b>31-0000</b>	<b>Healthcare Support Occupations</b>	<b>6,140</b>	<b>\$13.04</b>	<b>1.1</b>	<b>\$15.11</b>
31-1011	Home Health Aides	1,520	\$11.73	0.9	\$12.79
31-1014	Nursing Assistants	3,140	\$12.73	1.6	\$14.77
31-2011	Occupational Therapy Assistants	10	\$22.89	0.3	\$23.48
31-2021	Physical Therapist Assistants	40	\$22.33	0.4	\$26.37
31-2022	Physical Therapist Aides	30	\$16.36	1.5	\$17.47
31-9011	Massage Therapists	30	\$18.47	0.2	\$21.43
31-9091	Dental Assistants	360	\$23.39	1.0	\$23.02
31-9092	Medical Assistants	430	\$14.80	0.7	\$18.38
31-9093	Medical Equipment Preparers	N/A	\$19.08	N/A	\$19.77
31-9094	Medical Transcriptionists	N/A	\$17.43	N/A	\$20.90
31-9095	Pharmacy Aides	40	\$11.24	1.4	\$11.89
31-9096	Veterinary Assistants & Laboratory Animal Caretakers	50	\$15.60	0.7	\$14.49
31-9097	Phlebotomists	120	\$15.10	1.0	\$17.41
31-9099	Healthcare Support Workers, All Other	170	\$16.04	1.2	\$16.90
<b>39-0000</b>	<b>Personal Care &amp; Service Occupations</b>	<b>10,440</b>	<b>\$12.14</b>	<b>1.2</b>	<b>\$11.77</b>
39-9011	Childcare Workers	600	\$11.41	0.9	\$11.36
39-9021	Personal Care Aides	7,380	\$12.18	1.7	\$11.69
39-9031	Fitness Trainers & Aerobics Instructors	200	\$18.25	0.6	\$18.28
39-9032	Recreation Workers	600	\$11.83	1.2	\$12.72
43-6013	Medical Secretaries	660	\$17.25	0.9	\$19.96

Source: DEED Occupational Employment Statistics (OES) program

Not surprisingly, wage levels are commensurate with educational attainment in health care and social assistance occupations. According to DEED's [Educational Requirements for Occupations](#) data, the highest paying occupations tend to have the highest educational requirements, while the lowest paying occupations have the lowest entry requirements. For example, 99 percent of the family and general practitioners and dentists in Minnesota have professional degrees, and they have median annual wages above \$160,000 in the region. In contrast, 93 percent of personal care aides in Minnesota have a high school diploma or less, with a median hourly wage of \$12.18 in Southwest Minnesota.

However, there are exceptions to the rule. Healthcare social workers require a master's degree, but are earning \$21.42 per hour at the median in Southwest Minnesota; while diagnostic medical sonographers, magnetic resonance imaging technologists, radiologic technologists, and dental hygienists all require just an associate's degree but pay above \$28 an hour at the median.

The data show that over two-thirds of health care and social assistance-related occupations (56 of 81) do require postsecondary training, ranging from vocational training – including nursing assistants and licensed practical nurses – to graduate or professional degrees – including social workers and pharmacists. These occupations represent 52.4 percent of total filled jobs. There were also 22 occupations that can be entered with a high school diploma or less, representing about one-fourth of the occupational list, but 47.6 percent of total filled jobs, due to large numbers of people employed as personal care aides, home health aides, and social and human service assistants (see Table 6).

Table 6. Education & Training Requirements for Healthcare Occupations in Southwest Minnesota								
Occupation Title	Education & Training Requirements in Minnesota						Southwest Minnesota	
	No Formal Educ. Req.	High School	Vocat. Training	Associate Degree	Bachelor Degree	Graduate or Prof. Degree	Median Hourly Wage	Estimated Regional Employment
<b>GRADUATE OR PROFESSIONAL DEGREE</b>								
Child, Family, & School Social Workers	0%	4%	0%	2%	81%	13%	\$24.10	540
Pharmacists		0%	1%	1%	52%	46%	\$57.92	370
Physical Therapists	0%		0%	3%	74%	23%	\$40.08	180
Speech-Language Pathologists	0%		0%	1%	25%	74%	\$27.95	140
Physicians & Surgeons, All Other	0%	0%	1%	0%	4%	95%	>\$100.00	270
Mental Hlth./Subs. Abuse Social Workers	0%	2%		1%	50%	47%	\$25.72	120
Occupational Therapists	0%	0%	1%	4%	77%	17%	\$34.07	120
Healthcare Social Workers	0%	1%		1%	61%	36%	\$21.42	150
Family & General Practitioners	0%		0%		1%	99%	\$96.72	180
Nurse Practitioners		0%	0%	3%	10%	86%	\$50.77	N/A
Physician Assistants	0%	0%	2%	5%	20%	73%	\$51.40	110
Surgeons		1%	0%		3%	95%	>\$100.00	60
Veterinarians		0%	7%		2%	90%	\$36.15	100
Chiropractors		6%	7%		36%	51%	\$35.40	50
Optometrists					12%	88%	\$48.91	50
Internists, General					1%	99%	>\$100.00	N/A
Dentists, General	0%				1%	99%	\$78.48	90
Pediatricians, General					3%	97%	N/A	N/A
Marriage & Family Therapists	0%		0%	0%	37%	62%	\$29.31	N/A
Psychiatrists				1%	6%	93%	N/A	N/A
Obstetricians & Gynecologists					2%	98%	>\$100.00	30
Audiologists	1%				8%	91%	N/A	N/A
Nurse Anesthetists			2%	4%	27%	67%	N/A	N/A
Genetic Counselors					4%	96%	N/A	N/A
Anesthesiologists			11%		7%	82%	N/A	N/A
Nurse Midwives			2%	11%	22%	66%	N/A	N/A
<b>BACHELOR'S DEGREE</b>								
Medical & Health Services Managers	0%	2%	1%	9%	65%	23%	\$35.86	530
Mental Health Counselors	0%	11%	2%	1%	62%	25%	\$26.96	N/A
Subs. Abuse & Beh. Disorder Counselors	5%	11%	6%	12%	59%	7%	\$24.26	N/A
Occupational Health & Safety Specialists	2%	26%	1%	8%	58%	5%	\$32.93	100
Health Educators	0%	5%	14%	21%	54%	5%	\$28.56	80
Medical & Clinical Lab. Technologists	1%	7%	12%	19%	59%	1%	\$30.34	230
Dietitians & Nutritionists	2%	5%	2%	5%	81%	5%	\$28.70	80
Recreational Therapists	2%	7%	8%	32%	49%	1%	\$26.16	20
Athletic Trainers	2%	2%	1%	2%	90%	4%	N/A	60



ASSOCIATE DEGREE								
Registered Nurses	0%	1%	2%	54%	41%	1%	\$27.92	4,140
Radiologic Technologists	0%	6%	20%	69%	4%	1%	\$28.33	N/A
Dental Hygienists	0%		0%	61%	36%	1%	\$31.24	270
Surgical Technologists	1%	13%	33%	51%	3%	0%	\$23.54	150
Medical & Clinical Lab. Technicians	6%	34%	18%	32%	9%	1%	\$21.53	220
Veterinary Technologists & Technicians	24%	7%	10%	57%	2%	0%	\$14.36	170
Physical Therapist Assistants		2%	6%	79%	11%	1%	\$22.33	40
Respiratory Therapists		1%	7%	38%	52%	2%	\$30.59	N/A
Diagnostic Medical Sonographers		4%	28%	63%	4%	1%	\$34.81	N/A
Magnetic Resonance Imaging (MRI) Tech.		5%	13%	76%	3%	2%	\$31.40	N/A
Occupational Therapy Assistants		1%	9%	74%	12%	3%	\$22.89	10
Cardiovascular Technologists	5%	19%	23%	43%	8%	2%	N/A	N/A
Nuclear Medicine Technologists	10%			78%	11%		N/A	N/A
VOCATIONAL TRAINING								
Nursing Assistants	13%	29%	55%	3%	0%	0%	\$12.73	3,140
Licensed Practical Nurses	0%	1%	28%	60%	10%	0%	\$19.78	1,520
Emrgcy. Medical Tech. (EMT) Paramedics	1%	15%	75%	8%	0%	0%	\$14.66	590
Dental Assistants	1%	5%	77%	14%	1%	2%	\$23.39	360
Medical Records & Health Info. Techs.	3%	29%	21%	32%	14%	1%	\$18.27	250
Massage Therapists	0%	3%	75%	18%	3%	1%	\$18.47	30
Medical Transcriptionists	7%	12%	60%	16%	5%		\$17.43	N/A
HIGH SCHOOL OR LESS								
Personal Care Aides (PCA)	30%	63%	5%	1%	0%	0%	\$12.18	7,380
Home Health Aides (HHA)	24%	66%	10%	0%	1%	0%	\$11.73	1,520
Social & Human Service Assistants	5%	64%	4%	16%	11%	0%	\$18.67	1,080
Medical Secretaries	4%	61%	24%	8%	4%	0%	\$17.25	660
Pharmacy Technicians	15%	51%	19%	13%	2%	1%	\$14.87	530
Childcare Workers	14%	57%	11%	10%	9%	0%	\$11.41	600
Medical Assistants	3%	24%	48%	23%	2%	0%	\$14.80	430
Fitness Trainers & Aerobics Instructors	17%	40%	18%	6%	19%	0%	\$18.25	200
Opticians, Dispensing	1%	78%	7%	4%	0%	9%	\$15.43	160
Phlebotomists	2%	54%	41%	3%	1%		\$15.10	120
Community Health Workers	4%	18%	16%	46%	17%		\$18.68	50
Orderlies	32%	44%	21%	1%	1%		N/A	N/A
Physical Therapist Aides	4%	58%	4%	27%	5%	2%	\$16.36	30
Dietetic Technicians	25%	46%	11%	18%	1%		N/A	N/A
Psychiatric Technicians	3%	56%	8%	12%	19%	1%	N/A	N/A
Ophthalmic Medical Technicians	4%	38%	34%	19%	3%	2%	\$16.12	80
Occupational Health & Safety Technicians		30%	20%	19%	27%	4%	\$24.21	30
Psychiatric Aides	4%	88%	3%	2%	2%	0%	N/A	N/A
Occupational Therapy Aides		58%	24%	10%	8%		N/A	N/A
Medical Equipment Preparers	5%	55%	23%	14%	2%	1%	\$19.08	N/A
Pharmacy Aides	28%	47%	12%	10%	2%	1%	\$11.24	40
Veterinary Assts. & Animal Caretakers	1%	26%	23%	51%			\$15.60	50
NO CLEAR EDUCATIONAL ASSIGNMENT								
Healthcare Support Workers, All Other	15%	62%	17%	2%	3%	1%	\$16.04	170
Health Technologists, All Other	3%	22%	25%	45%	5%	1%	\$23.92	70
Healthcare Practitioners, All Other		9%	11%	15%	53%	12%	\$51.14	10

Source: DEED [Educational Requirements for Occupations, Occupational Employment Statistics](#)

## Occupations in Demand

Because of the steady growth in health care and social assistance, many healthcare-related occupations are in high demand according to DEED's [Occupations in Demand](#) tool (see Table 7).

Table 7. Southwest Minnesota Health Care & Social Assistance-Related Occupations in Demand						
SOC Occupational Title	Current Demand Rank	Current Demand Indicator	Median Annual Wage	Projected 10-year Growth Rate	Projected 10-year Total Openings	Typical Education Requirement
Personal Care Aides	1	Five Stars	\$26,458	23.2%	1,300	Less than high school
Registered Nurses	2	Five Stars	\$56,815	5.0%	960	Associate's degree
Nursing Assistants	7	Five Stars	\$27,125	-0.6%	700	Postsec. non-degree award
Licensed Practical Nurses	12	Five Stars	\$42,936	1.7%	420	Postsec. non-degree award
Social & Human Service Assistants	23	Five Stars	\$41,846	6.1%	430	High school diploma or equiv.
Medical Secretaries	34	Five Stars	\$36,174	5.7%	50	High school diploma or equiv.
Child, Family, & School Social Workers	35	Five Stars	\$52,133	1.7%	100	Master's degree
Physician Assistants	39	Five Stars	\$107,805	13.1%	30	Master's degree
Childcare Workers	41	Five Stars	\$20,284	2.9%	660	High school diploma or equiv.
Clinical/Cnslng. & School Psychologists	49	Five Stars	\$63,455	7.1%	60	Doctoral/professional degree
Physical Therapists	59	Five Stars	\$82,795	13.1%	80	Doctoral/professional degree
Pharmacy Technicians	69	Five Stars	\$31,051	-2.6%	40	High school diploma or equiv
Medical & Health Services Managers	71	Five Stars	\$73,754	6.3%	130	Bachelor's degree
Medical & Clinical Lab. Technologists	73	Five Stars	\$63,816	3.8%	30	Bachelor's degree
Nurse Practitioners	75	Five Stars	\$103,068	11.9%	30	Master's degree
Radiologic Technologists	77	Five Stars	\$60,114	1.9%	40	Associate's degree
Emergency Med. Techs. & Paramedics	81	Five Stars	\$35,001	2.8%	160	Postsec. non-degree award
Family & General Practitioners	83	Five Stars	\$200,163	-5.4%	30	Doctoral/professional degree
Home Health Aides	89	Five Stars	\$24,200	20.5%	1,140	Less than high school
Surgical Technologists	95	Five Stars	\$50,890	6.3%	20	Associate's degree
Healthcare Social Workers	98	Four Stars	\$46,702	2.6%	40	Master's degree
Pharmacists	106	Four Stars	\$125,345	-7.2%	70	Doctoral/professional degree
Medical Assistants	107	Four Stars	\$34,122	21.3%	150	High school diploma or equiv.
Dental Assistants	108	Four Stars	\$48,851	10.2%	140	Postsec. non-degree award
Psychiatrists	113	Four Stars	NA	19.0%	10	Doctoral/professional degree
Mental Health Counselors	117	Four Stars	\$55,106	12.4%	50	Bachelor's degree
Occupational Health & Safety Specs.	119	Four Stars	\$71,948	1.0%	20	Bachelor's degree
Internists, General	121	Four Stars	NA	-2.8%	0	Doctoral/professional degree
Mental Hlth/Subs. Abuse Social Wrkrs.	131	Four Stars	\$53,473	0.9%	20	Master's degree
Medical Records & Health Info. Techs.	133	Four Stars	\$37,788	2.2%	50	Postsec. non-degree award
Dentists, General	150	Four Stars	\$165,723	8.6%	40	Doctoral/professional degree
Respiratory Therapists	159	Four Stars	\$67,077	2.1%	10	Associate's degree
Pediatricians, General	160	Four Stars	\$200,006	0.0%	0	Doctoral/professional degree
Opticians, Dispensing	162	Four Stars	\$30,940	26.3%	50	High school diploma or equiv.
Phlebotomists	166	Four Stars	\$31,528	8.2%	30	High school diploma or equiv.
Marriage & Family Therapists	168	Four Stars	\$83,685	10.7%	0	Master's degree
Rehabilitation Counselors	173	Four Stars	\$46,714	13.3%	120	Bachelor's degree
Medical Equipment Preparers	174	Four Stars	\$39,865	4.4%	10	High school diploma or equiv.
Surgeons	183	Four Stars	NA	4.0%	10	Doctoral/professional degree
Recreational Therapists	192	Four Stars	\$55,340	0.0%	10	Bachelor's degree
Ophthalmic Medical Technicians	193	Four Stars	\$33,427	25.9%	10	High school diploma or equiv.

Source: DEED [Occupations in Demand](#)

## Industry Outlook

According to DEED’s [2014 to 2024 Employment Outlook](#) data, the Southwest Minnesota health care and social assistance sector is projected to gain another 3,100 jobs over the next decade, a 10.4 percent increase. That is much faster than the projected growth rate in the region, which is expected to grow just 1.0 percent across all industries. In fact, the projected job growth in health care is expected to exceed the total job growth in the region. With slower growth, the region will fall behind the statewide growth rate, which is expected to expand 4.3 percent overall and by 17.4 percent in the health care and social assistance sector.

Ambulatory health care services is projected to be the fastest growing subsector in the region, jumping by over 22 percent, or 1,481 net new jobs through 2024. The job growth is expected to be spread across several industries, but is expected to be largest and fastest in home health care services, which may grow nearly 50 percent, or 719 additional jobs. Offices of other health practitioners are also expected to gain nearly 475 new jobs, while outpatient care centers are projected to add nearly 90 net new jobs.

Job growth at nursing and residential care facilities is expected to be split between community care and assisted living facilities for the elderly, which may gain almost 450 jobs, and residential mental health facilities, which could add about 650 new jobs. In contrast, the region is expected to lose jobs at nursing care facilities and other residential care facilities. Hospitals are projected to see about 2 percent growth, adding just 179 jobs from 2014 to 2024, primarily at privately-owned hospitals, compared to losses at government-owned hospitals.

Social assistance is expected to see rapid job growth, led by gains at individual and family services and vocational rehabilitation services. Despite great need, child day care services are not expected to see much job growth, adding just 73 net new jobs (see Table 8).

**Table 8. Southwest Minnesota Industry Employment Projections, 2014-2024**

NAICS Code	Industry	Estimated Employment 2014	Projected Employment 2024	Percent Change 2014-2024	Numeric Change 2014-2024
<b>0</b>	<b>Total, All Industries</b>	<b>208,555</b>	<b>210,669</b>	<b>+1.0%</b>	<b>+2,114</b>
<b>62</b>	<b>Health Care &amp; Social Assistance</b>	<b>29,597</b>	<b>32,673</b>	<b>+10.4%</b>	<b>+3,076</b>
<b>621</b>	<b>Ambulatory Health Care Services</b>	<b>6,616</b>	<b>8,097</b>	<b>+22.3%</b>	<b>+1,481</b>
6211	Offices of Physicians	2,581	2,623	+1.6%	+42
6212	Offices of Dentists	958	1,049	+9.4%	+91
6213	Offices of Other Health Practitioners	985	1,461	+48.3%	+476
6214	Outpatient Care Centers	403	507	+25.8%	+104
6216	Home Health Care Services	1,487	2,206	+48.3%	+719
<b>622</b>	<b>State-owned Hospitals</b>	<b>912</b>	<b>1,030</b>	<b>+12.9%</b>	<b>+118</b>
<b>622</b>	<b>Local-owned Hospitals</b>	<b>2,771</b>	<b>2,618</b>	<b>-5.5%</b>	<b>-153</b>
<b>622</b>	<b>Privately-owned Hospitals</b>	<b>4,549</b>	<b>4,763</b>	<b>+4.7%</b>	<b>+214</b>
<b>623</b>	<b>Nursing &amp; Residential Care Facilities</b>	<b>9,630</b>	<b>10,298</b>	<b>+6.9%</b>	<b>+668</b>
6231	Nursing Care Facilities	5,061	4,733	-6.4%	-328
6232	Residential Mental Health Facilities	3,069	3,715	+21.0%	+646
6233	Community Care Facilities for the Elderly	1,099	1,540	+40.1%	+441
6239	Other Residential Care Facilities	401	310	-22.6%	-91
<b>624</b>	<b>Social Assistance</b>	<b>5,119</b>	<b>5,867</b>	<b>+14.6%</b>	<b>+748</b>
6241	Individual & Family Services	2,022	2,354	+16.4%	+332
6242	Emergency & Other Relief Services	126	115	-8.7%	-11
6243	Vocational Rehabilitation Services	2,442	2,796	+14.4%	+354
6244	Child Day Care Services	529	602	+13.7%	+73

Source: DEED 2014-2024 [Employment Outlook](#)

## Occupational Outlook

Many healthcare-related occupations are expected to rank among the fastest growing in Southwest Minnesota through 2024. In addition to new jobs being created, the region is also expected to have significant demand due to a large number of replacement openings – jobs that become available because the existing workers retire out of the labor force or change careers. There may be as many as 7,630 total healthcare-related openings in the region, with over two-thirds being replacement openings. All but nine of the health care and social assistance-related occupations are expected to see new job growth from 2014 to 2024. The largest growth will be experienced by personal care aides, home health aides, registered nurses, nursing assistants, and child care workers, which are all projected to add more than 660 total openings (see Table 9).

SOC Code	Occupation	Estimated Employment 2014	Projected Employment 2024	Percent Change 2014-2024	Numeric Change 2014-2024	2014-2024 Replacement Openings*	2014-2024 Total Openings**
<b>0</b>	<b>Total, All Occupations</b>	<b>208,555</b>	<b>210,669</b>	<b>+1.0%</b>	<b>+2,114</b>	<b>+48,070</b>	<b>+55,090</b>
119111	Medical & Health Services Managers	412	438	+6.3%	+26	+100	+130
<b>210000</b>	<b>Community &amp; Social Service Occupations</b>	<b>4,513</b>	<b>4,729</b>	<b>+4.7%</b>	<b>+216</b>	<b>+950</b>	<b>+1,180</b>
211093	Social & Human Service Assistants	1,678	1,781	+6.1%	+103	+320	+430
211015	Rehabilitation Counselors	368	417	+13.3%	+49	+70	+120
211021	Child, Family, & School Social Workers	408	415	+1.7%	+7	+90	+100
211012	Educ., Guidance, School & Voc. Counselors	295	309	+4.7%	+14	+60	+70
211099	Community & Social Service Specialists	264	265	+0.3%	+1	+50	+50
211022	Healthcare Social Workers	150	154	+2.6%	+4	+30	+40
211023	Mental Hlth & Subst. Abuse Social Workers	101	102	+0.9%	+1	+20	+20
211091	Health Educators	48	48	0.0%			
211094	Community Health Workers	25	30	+20.0%	+5		+10
<b>290000</b>	<b>Healthcare Practitioners &amp; Technical Occs</b>	<b>9,964</b>	<b>10,396</b>	<b>+4.3%</b>	<b>+432</b>	<b>+2,190</b>	<b>+2,670</b>
291141	Registered Nurses	3,384	3,554	+5.0%	+170	+790	+960
292061	Licensed Practical Nurses	1,410	1,435	+1.7%	+25	+400	+420
292041	Emergency Medical Techs. & Paramedics	829	853	+2.8%	+24	+130	+160
292052	Pharmacy Technicians	412	401	-2.6%	-11	+40	+40
291051	Pharmacists	330	306	-7.2%	-24	+70	+70
291123	Physical Therapists	206	233	+13.1%	+27	+50	+80
292071	Medical Records & Health Info. Techs.	218	223	+2.2%	+5	+40	+50
292012	Medical & Clinical Lab. Technicians	215	221	+2.7%	+6	+50	+50
292021	Dental Hygienists	189	209	+10.5%	+20	+30	+50
291021	Dentists, General	162	176	+8.6%	+14	+30	+40
292055	Surgical Technologists	158	168	+6.3%	+10	+10	+20
292056	Veterinary Technologists & Technicians	152	156	+2.6%	+4	+10	+10
291011	Chiropractors	125	155	+24.0%	+30	+20	+50
291062	Family & General Practitioners	146	138	-5.4%	-8	+30	+30
292011	Medical & Clinical Lab. Technologists	129	134	+3.8%	+5	+30	+30
291131	Veterinarians	131	129	-1.5%	-2	+20	+20
292081	Opticians, Dispensing	95	120	+26.3%	+25	+20	+50
291127	Speech-Language Pathologists	112	117	+4.4%	+5	+20	+30
291041	Optometrists	80	103	+28.7%	+23	+20	+50
291071	Physician Assistants	91	103	+13.1%	+12	+20	+30
291069	Physicians & Surgeons, All Other	88	90	+2.2%	+2	+20	+20
291031	Dietitians & Nutritionists	79	79	0.0%			

SOC Code	Occupation	Estimated Employment 2014	Projected Employment 2024	Percent Change 2014-2024	Numeric Change 2014-2024	2014-2024 Replacement Openings*	2014-2024 Total Openings**
291122	Occupational Therapists	67	75	+11.9%	+8	+10	+20
292099	Health Technologists & Technicians	57	62	+8.7%	+5		+10
299091	Athletic Trainers	50	52	+4.0%	+2	+10	+10
291125	Recreational Therapists	48	48	0.0%		+10	+10
292057	Ophthalmic Medical Technicians	27	34	+25.9%	+7		+10
<b>310000</b>	<b>Healthcare Support Occupations</b>	<b>7,393</b>	<b>8,081</b>	<b>+9.3%</b>	<b>+688</b>	<b>+1,650</b>	<b>+2,370</b>
311011	Home Health Aides	2,660	3,206	+20.5%	+546	+600	+1,140
311014	Nursing Assistants	3,138	3,119	-0.6%	-19	+700	+700
319092	Medical Assistants	375	455	+21.3%	+80	+70	+150
319091	Dental Assistants	410	452	+10.2%	+42	+100	+140
319099	Healthcare Support Workers, All Other	137	154	+12.4%	+17	+20	+40
319011	Massage Therapists	130	143	+10.0%	+13	+10	+20
319097	Phlebotomists	109	118	+8.2%	+9	+20	+30
312021	Physical Therapist Assistants	59	65	+10.1%	+6	+10	+20
312022	Physical Therapist Aides	42	47	+11.9%	+5	+10	+10
312011	Occupational Therapy Assistants	16	21	+31.2%	+5		+10
<b>390000</b>	<b>Personal Care &amp; Service Occupations</b>	<b>9,726</b>	<b>10,842</b>	<b>+11.4%</b>	<b>+1,116</b>	<b>+1,800</b>	<b>+2,950</b>
399021	Personal Care Aides	4,172	5,144	+23.2%	+972	+330	+1,300
399011	Childcare Workers	2,058	2,118	+2.9%	+60	+600	+660
399032	Recreation Workers	505	502	-0.5%	-3	+90	+90
399031	Fitness Trainers & Aerobics Instructors	136	144	+5.8%	+8	+20	+30

\* Replacement Openings: Net replacement openings is an estimate of the need for new work force entrants to replace workers who leave an occupation. It estimates the net movement of  
1) experienced workers who leave an occupation and start working in another occupation, stop working altogether, or leave the geographic area, minus  
2) experienced workers who move into such an opening. It thus does not represent the total number of jobs to be filled due to the need to replace workers.

\*\* Total Openings: Total job openings represent the sum of employment increases and net replacements. If employment change is negative, job openings due to growth are zero and total job openings equals net replacements.

Source: DEED [Employment Outlook](#)

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<http://www.mn.gov/deed/data/regional-lmi/southwest-lmi.jsp>

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