

Helping Hands

Research and Data Assistance from DEED and Real-Time Talent

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Agenda

- **Introduction**

- Importance of data to grant writing

- **DEED Labor Market Information**

- Who we are and what we have available
 - Occupations in Demand, Employment Outlook, Cost of Living, American Community Survey, Local Area Unemployment Statistics, Data Tools

- **Real-Time Talent**

- Who we are and what real-time data is
 - Example uses of the TalentNeuron Recruit real-time data source

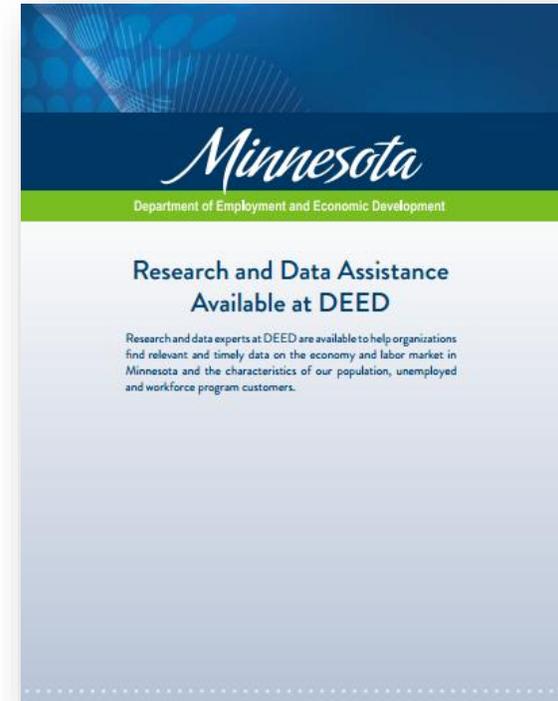
- **DEED Agency Performance Management**

- Who we are and how we work
 - Examples of data available from DEED

- **Questions and Answers**

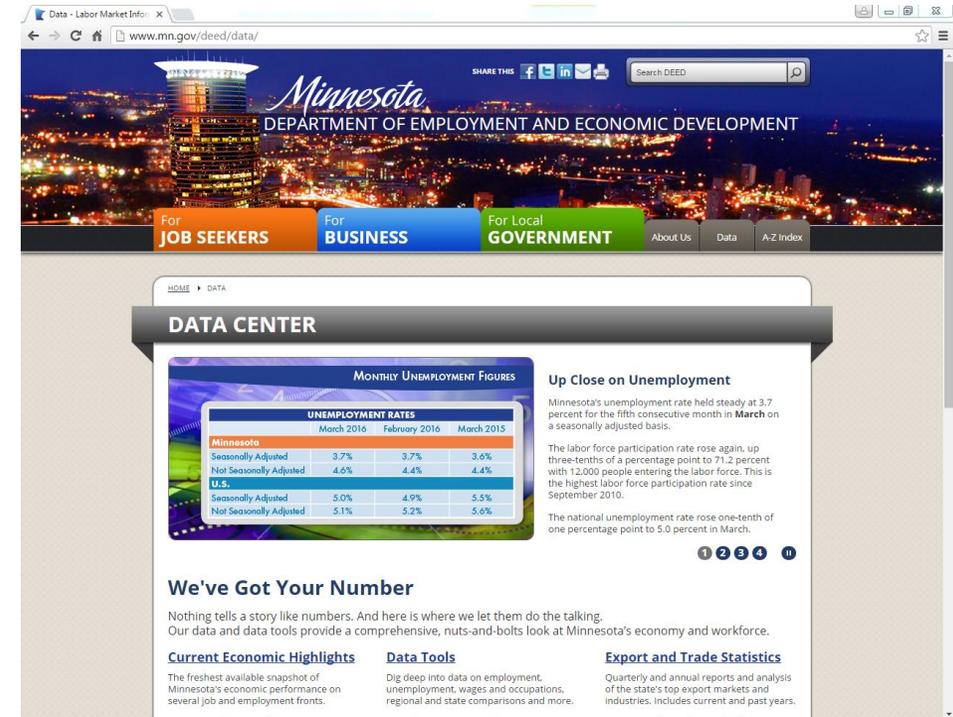
Strengthening grant proposals

- Make a data-driven, evidence-based case for your program
- Go beyond “how many” to “what’s unique” and “what’s the impact” of your program
- Get ready to get to know data
- And you don’t have to do it alone. **We can help!**



DEED Labor Market Information office

- Labor Market Information is the foundation for informed, market-responsive planning and decision making
- Each state produces employment and economic statistics in cooperation with the U.S. Department of Labor's Bureau of Labor Statistics (BLS)
- LMI includes industry employment statistics, unemployment rates, wages and salaries, job projections and much, much more!
- www.mn.gov/deed/data/



Occupations in Demand

- Relative ranking of jobs in demand from Job Vacancy Survey, UI Claims, OES data
 - Local knowledge and priorities
 - Job Vacancy Survey data is helpful
- Can be sorted by typical education, wage, or future growth
 - Provides a regional and statewide list of colleges offering related programs
- www.mn.gov/deed/oid/

Minnesota
DEPARTMENT OF EMPLOYMENT AND ECONOMIC DEVELOPMENT

OID (OCCUPATIONS IN DEMAND)

OID Home Change Area Glossary Export 3 thru 5 star results Export 1 thru 5 star results

This is a ranking of occupations currently in demand in the selected region. Measures of long-term demand (Growth Rate and Total Openings) are included in the table to provide a broader picture of demand. Long-term and current demand may not always coincide due to the fast pace at which market conditions can change.

To further refine these results use the filters below:
Wage Range (median) All Wage Ranges
Education Category All Education Categories
Job Title Keyword Search
Get Filtered Results Reset Search Filters

Click the underlined Education Requirements for information about training for that job.
Minnesota Results: 534 Show only 3 thru 5 Star Occupations in Results

SOC Code	Job Title	Current Demand Rank	Current Demand Indicator	25th Percentile Wage	Median Wage	MN Projected Growth Rate	MN Projected Openings	Education Requirements	On-the-job Training Requirements
434051	Customer Service Representatives	1	*****	\$28,171/yr	\$35,671/yr	Average	16,280	High school diploma or equivalent	Short term on the job training
291141	Registered Nurses	2	*****	\$58,141/yr	\$72,022/yr	Well Above Average	20,330	Associate's degree	None
353021	Combined Food Preparation and Serving Workers, Inc	3	*****	\$16,993/yr	\$18,352/yr	Above Average	26,890	Less than high school	Short term on the job training
412031	Retail Salespersons	4	*****	\$18,662/yr	\$21,491/yr	Above Average	36,010	Less than high school	Short term on the job training
311014	Nursing Assistants	5	*****	\$23,554/yr	\$27,580/yr	Above Average	8,480	Postsecondary non-degree award	None
533032	Heavy and Tractor-Trailer Truck Drivers	6	*****	\$34,872/yr	\$42,101/yr	Average	8,290	Postsecondary non-degree award	Short term on the job training
399021	Personal Care Aides	7	*****	\$21,142/yr	\$23,032/yr	Well Above Average	26,220	Less than high school	Short term on the job training
292061	Licensed Practical and Licensed Vocational Nurses	8	*****	\$36,787/yr	\$42,343/yr	Well Above Average	7,490	Postsecondary non-degree award	None
435081	Stock Clerks and Order Fillers	9	*****	\$19,271/yr	\$24,487/yr	Well Below Average	10,440	Less than high school	Short term on the job training

Employment Outlook

- Industry and Occupational projections
- Short-term (2015-2016) and Long-term (2014-2024) projections
 - New jobs created (+130,000 statewide)
 - Replacement openings (+696,940 statewide)
- Can be sorted by growth, total openings, typical education, or wages
- www.mn.gov/deed/eo/

Minnesota
DEPARTMENT OF EMPLOYMENT AND ECONOMIC DEVELOPMENT

EMPLOYMENT OUTLOOK

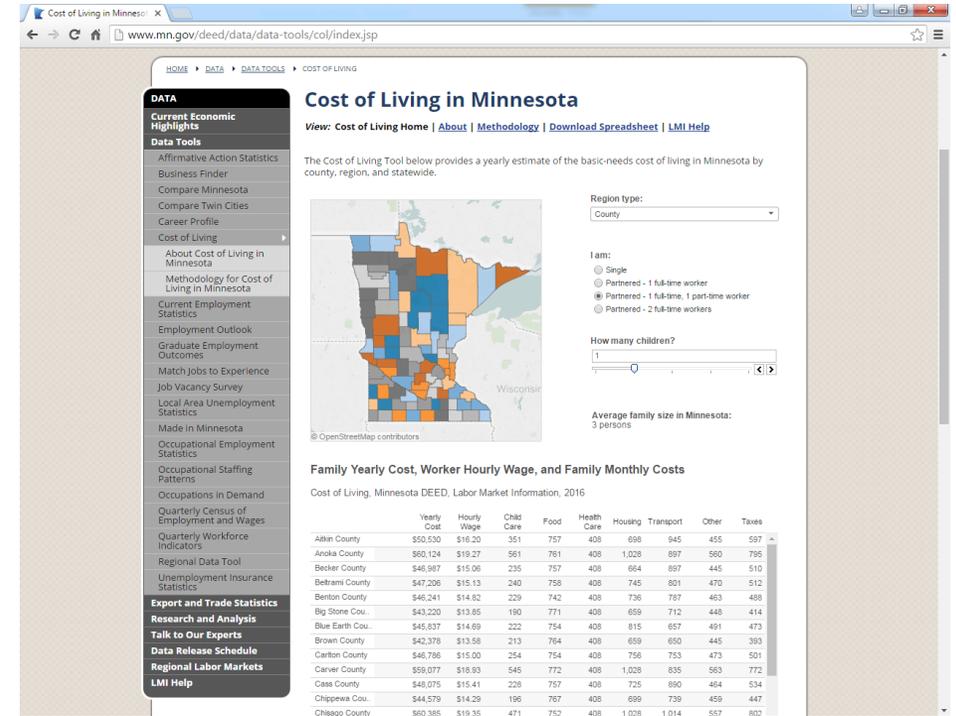
Employment Outlook Home | Change Area | Change Occupation | Start Over | Download Data

Long-Term Occupation Projections
Click column headings to sort data.

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**
000000	Total: All Occupations	3,007,000	3,137,000	4.3%	130,000	696,940	860,360
110000	Management Occupations	226,482	233,599	2.2%	5,117	49,500	58,220
111000	Top Executives	47,535	48,711	2.4%	1,176	11,270	12,860
111011	Chief Executives	8,700	8,329	-4.2%	-371	1,480	1,480
111021	General and Operations Managers	37,579	39,173	4.2%	1,594	9,510	11,100
111031	Legislators	1,256	1,209	-3.7%	-47	280	280
112000	Advertising, Marketing, Promotions, Public Relations	23,109	24,035	4%	926	5,700	6,630
112011	Advertising and Promotions Managers	872	899	3%	27	280	310
112021	Marketing Managers	7,724	8,266	7%	542	1,830	2,370
112022	Sales Managers	12,924	13,195	2%	271	3,060	3,330
112031	Public Relations and Fundraising Managers	1,589	1,675	5.4%	86	540	630
113000	Operations Specialties Managers	48,823	51,784	6%	2,961	10,530	13,560
113011	Administrative Services Managers	7,499	8,009	6.8%	510	1,400	1,910
113021	Computer and Information Systems Managers	10,025	11,471	14.4%	1,446	1,180	2,630
113031	Financial Managers	15,289	15,912	4%	623	3,620	4,240
113051	Industrial Production Managers	5,312	5,246	-1.2%	-66	1,500	1,500
113061	Purchasing Managers	2,415	2,450	1.4%	35	570	610
113071	Transportation, Storage, and Distribution Managers	2,397	2,416	0.7%	19	530	560
113111	Compensation and Benefits Managers	565	592	4.7%	27	160	190
113121	Human Resources Managers	4,078	4,359	6.8%	281	1,190	1,470
113131	Training and Development Managers	1,243	1,329	6.9%	86	360	450
119000	Other Management Occupations	109,015	109,069	0%	54	22,000	25,180

Cost of Living

- Estimate of basic-needs cost-of-living budget in Minnesota by county, region, or statewide
 - Required hourly wage
- Can be modified by household situation
 - Single, Partnered (full-time and part-time)
 - 0-4 children
- Costs for housing, food, transportation, health care, child care, other, and taxes
- www.mn.gov/deed/col/



Incomes and Poverty

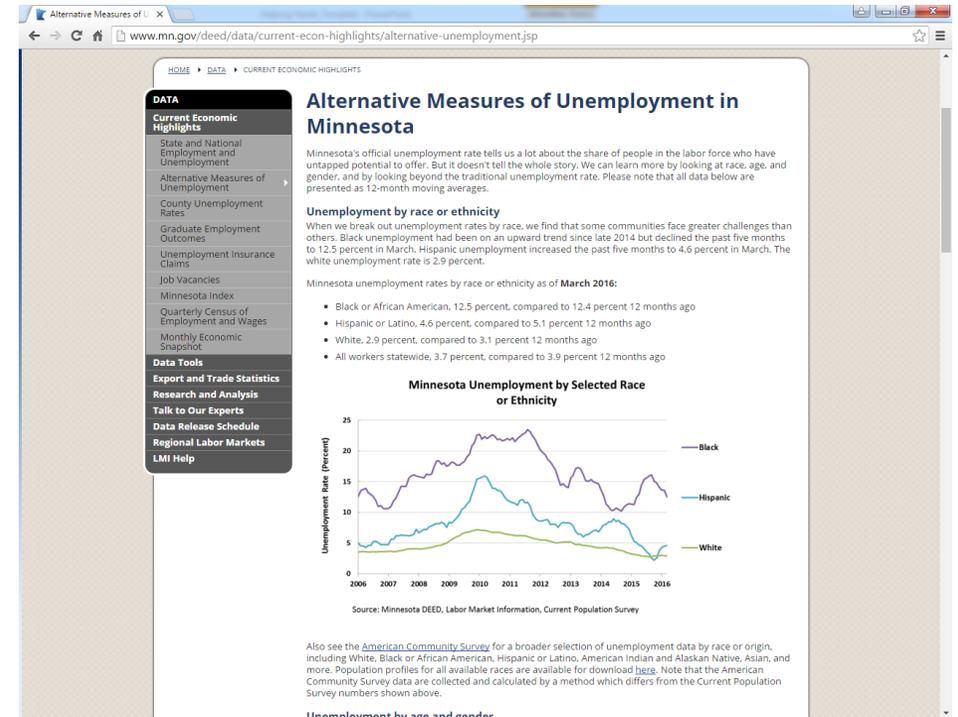
- U.S. Census Bureau
- American Community Survey
 - Selected Economic Characteristics
 - Income and Benefits
 - Poverty
- Employment Status
 - Labor force participation
 - Unemployment
 - Educational attainment
 - By Gender, Age, Race, Ethnicity
- <http://factfinder.census.gov/faces/nav/jsf/pages/index.xhtml>

The screenshot shows the American FactFinder interface with a table titled "SELECTED ECONOMIC CHARACTERISTICS" for the "2010-2014 American Community Survey 5-Year Estimates". The table compares data for the United States and Minnesota across various employment categories. The table includes columns for Estimate, Margin of Error, and Percent Margin of Error for both the United States and Minnesota. The data is presented for the year 2014.

Subject	United States			Minnesota				
	Estimate	Margin of Error	Percent Margin of Error	Estimate	Margin of Error	Percent Margin of Error		
EMPLOYMENT STATUS								
Population 16 years and over	248,775,628	+/-15,778	248,775,628	(X)	4,247,699	+/-1,131	4,247,699	(X)
In labor force	159,965,511	+/-117,729	63.9%	+/-0.1	2,976,014	+/-5,259	70.1%	+/-0.1
Civilian labor force	157,940,014	+/-110,868	63.5%	+/-0.1	2,975,943	+/-5,264	70.0%	+/-0.1
Employed	143,435,233	+/-129,103	57.7%	+/-0.1	2,781,933	+/-5,649	65.5%	+/-0.1
Unemployed	14,504,781	+/-37,028	5.8%	+/-0.1	192,010	+/-2,529	4.5%	+/-0.1
Armed Forces	1,025,497	+/-3,742	0.4%	+/-0.1	2,071	+/-220	0.0%	+/-0.1
Not in labor force	89,810,117	+/-109,246	36.1%	+/-0.1	1,271,655	+/-5,187	29.9%	+/-0.1
Civilian labor force	157,940,014	+/-110,868	157,940,014	(X)	2,973,843	+/-5,264	2,973,843	(X)
Percent Unemployed	(X)	(X)	9.2%	+/-0.1	(X)	(X)	6.5%	+/-0.1
Females 16 years and over								
In labor force	127,647,895	+/-9,941	127,647,895	(X)	2,153,890	+/-971	2,153,890	(X)
Civilian labor force	74,914,270	+/-59,187	58.7%	+/-0.1	1,427,353	+/-3,744	66.3%	+/-0.2
Employed	68,306,233	+/-64,587	53.5%	+/-0.1	1,345,830	+/-3,971	62.5%	+/-0.2
Own children under 6 years	23,202,576	+/-16,486	23,202,576	(X)	411,125	+/-1,955	411,125	(X)
All parents in family in labor force	15,031,649	+/-29,483	64.8%	+/-0.1	303,761	+/-2,950	73.9%	+/-0.6
Own children 6 to 17 years	47,016,227	+/-19,315	47,016,227	(X)	824,345	+/-2,221	824,345	(X)
All parents in family in labor force	33,247,914	+/-46,368	70.7%	+/-0.1	646,081	+/-3,395	78.4%	+/-0.4
COMMUTING TO WORK								
Workers 16 years and over	141,337,148	+/-142,073	141,337,148	(X)	2,733,199	+/-5,682	2,733,199	(X)
Car, truck, or van -- drove alone	107,990,698	+/-109,172	76.4%	+/-0.1	2,133,374	+/-6,960	78.1%	+/-0.2

Local Area Unemployment Statistics

- Labor Force, Employed, Unemployed, and Unemployment Rate
 - Current Population Survey
 - County data back to 1990, through 2016
- Alternative Measures of Unemployment
 - By Race or Ethnicity
 - By Age or Gender
 - Long-term Unemployed, Discouraged
 - Part-time Underemployed
- www.mn.gov/deed/laus/





DEED LMI

- Contact us for more information – we are here to serve!
- Regional Profiles
 - County Profiles
 - Updated annually
 - DEED data, many other sources
- www.mn.gov/deed/data/regional-lmi/

DEED's Regional Analysts

We've got you covered...

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Other callouts on map: Northwest PIC WSA 1, Rural MN CEP WSA 2, Stearns-Benton ETC WSA 17, Central MN WSA 5, Southwest MN PIC WSA 6, South Central WSA 7, Dakota-Scott WSA 14, Southeastern MN WSA 8, Hennepin-Carver WSA 9, City of Minneapolis WSA 10, Washington County WSA 16, Ramsey County WSA 15, Anoka County WSA 12, City of Duluth WSA 4.

Who is Real-Time Talent?

- A public-private collaboration committed to ensuring Minnesota's workers have the skills needed by Minnesota's employers – for economic growth and prosperity of:

- Individuals & Families
- Business & Industry
- Towns & Cities
- Counties & Regions
- The State of Minnesota

User Engagement

Employment Counselors · Education Leaders
Placement Professionals · Research Professionals
Higher Education Advisors · Grant Developers
Workforce Investment Planners
Employer Engagement Professionals

82 Organizations
300+ Real-Time Data Users

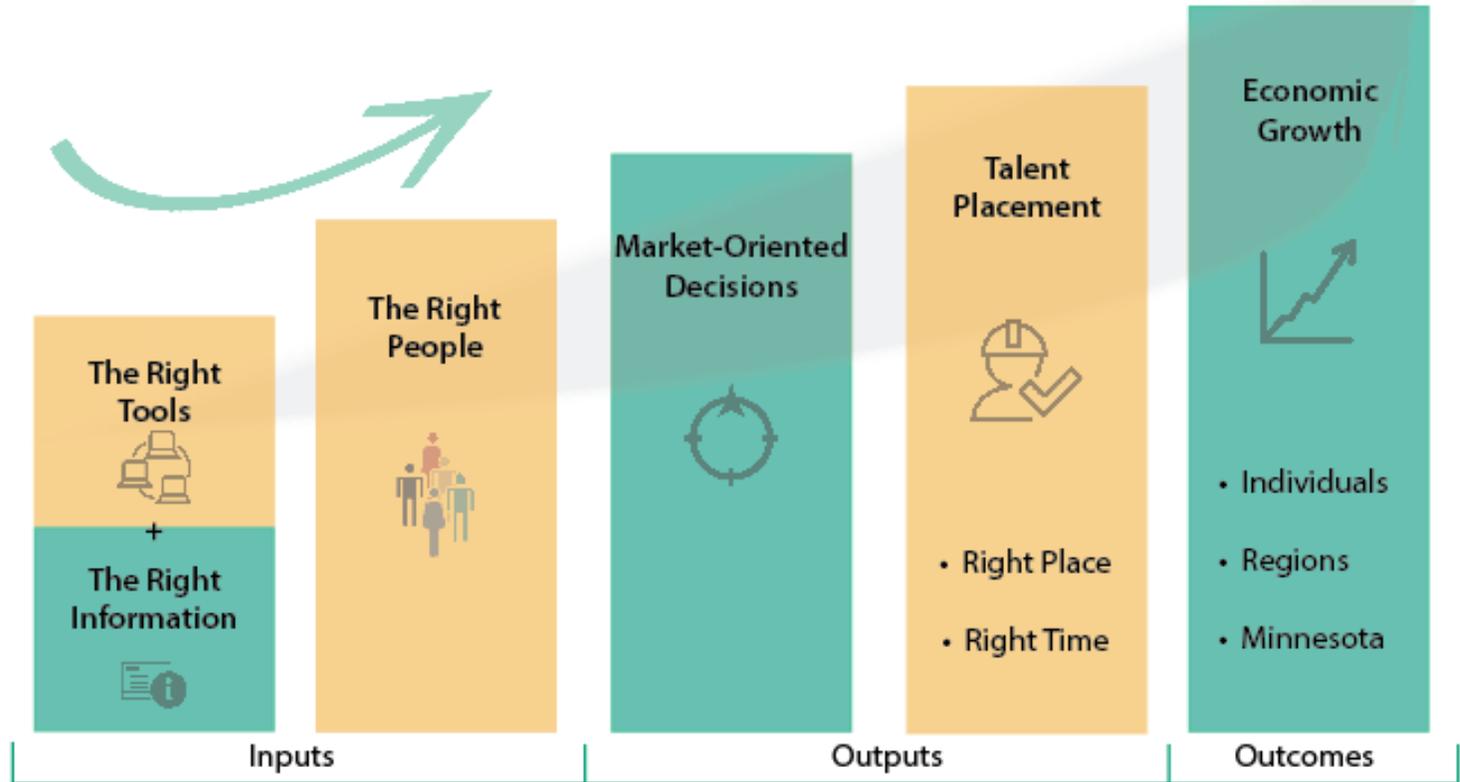
Strategic Engagement

Economic Development
Workforce Development
Industry Sector Research
Regional and Sector Initiatives
Workforce Investment Planners
Statewide and Regional Planning and Policy



The Real-Time Talent Logic Model

The aggregation of labor market informed decisions at all levels of the education and workforce ecosystems will result in significant and comprehensive change!

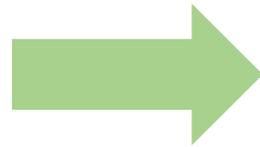


What is Real-Time Data (RTD)?

- Any information delivered immediately after it is collected.
 - Snapshot in time
 - Weather forecast, transit, smartphones
 - Our every-day reality
 - Traditional instruments were designed for an Industrial Era that is no longer the same

Past Economic Environment

Market stability
Product vs. Service dichotomy
Long product life cycles
Employee lifetime loyalty



Current Economic Environment

Dynamic global markets
Blurred boundaries between services, products, and Industries
Short product life cycles
Contract work, temp work, layoffs

Francis X. Diebold and Glenn D. Rudebusch (1991), 'Forecasting Output with the Composite Leading Index: A Real-Time Analysis'. *Journal of the American Statistical Association* 86 (415), pp. 603–10.

Why is Real-Time Data Useful?

1. **Currency**

- Reflects immediate changes in labor market demand

2. **Specificity**

- Searchable by title, skill or certification, region, industry, occupation, employer, etc.
- Find data on emerging skills, occupations, or specific “jobs” within an occupation.

3. **Breadth**

- Contract employment
- Temp to hire
- Anonymous posts - Craigslist

4. **Volume**

- Massive amounts of information in a matter of seconds

5. **Cost-Effective**

- Don't necessarily need high-level statistical skill, time, or data cleaning costs

What is CEB TalentNeuron Recruit?

- A real-time labor market data tool  | For the Talent Marketplace 
- Information from millions of online job postings worldwide
 - **Jobs** - Title, function, wage, occupation (SOC), industry (NAICS), FT/PT/Temp/Seasonal
 - **Requirements** – Hard and soft skills, certifications, education, experience level
 - **Employer** – Craigslist, Contract, Staffing, Direct
 - **Candidates** – Location, skill set, education, counts
 - **Geography** – City, County, MSA, District, Region, State, Nation, or any combination
 - **Date Range** – Up to current date and time
 - **Hiring Difficulty** – Comparisons by geography by search specifications
- Provides insight into how employers are recruiting
- Integrates with other data sources

▼ Job criteria

Keyword ⓘ ▼

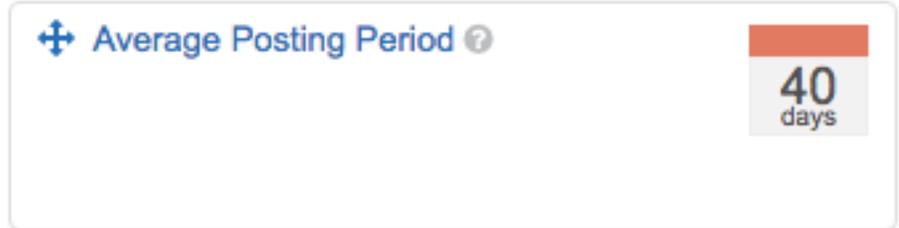
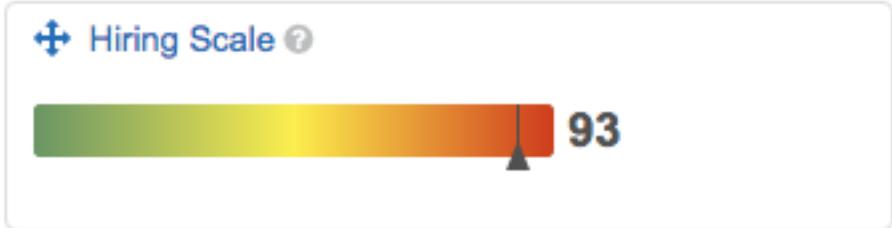
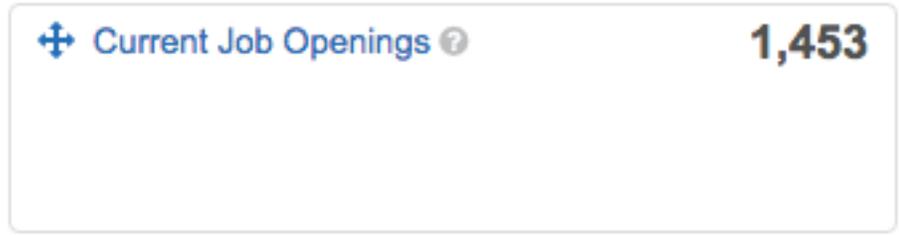
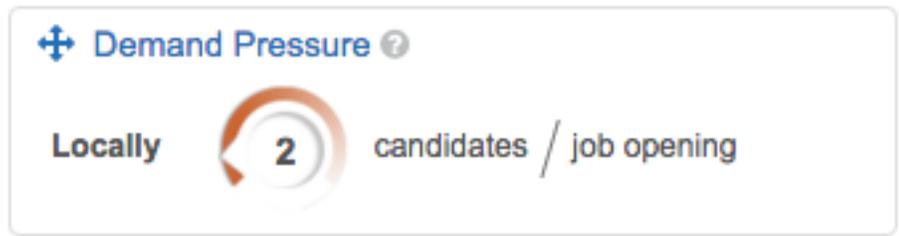
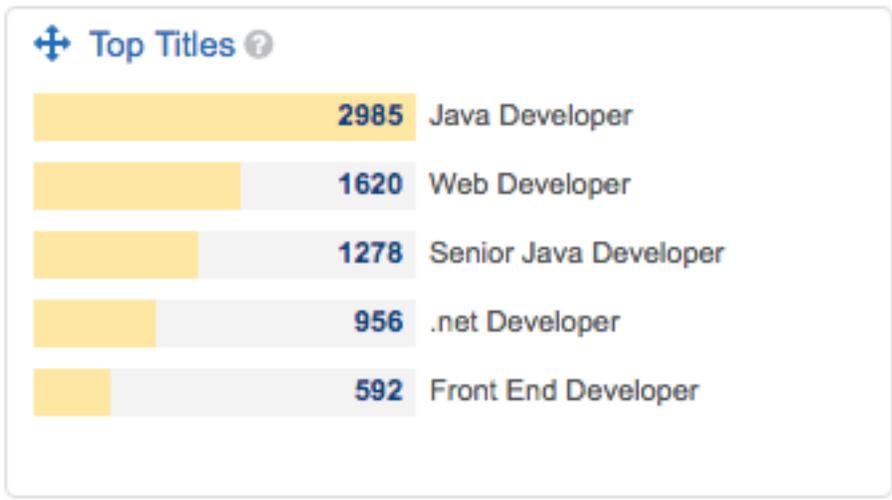
Location ⓘ ▼

- All locations
- Minneapolis-St. Paul-Bloomington MSA, MN
- Rochester MSA, MN
- Duluth MSA, MN
- St. Cloud MSA, MN
- Mankato-North Mankato MSA, MN
- Minnesota**

[Show more...](#)

Search Definition: [\[Clear\]](#) [\[Save\]](#) [\[PDF\]](#) **Generate Report**
 Web Developers; Information Technology in Minnesota

Here is a summary of the data matching your query. Click on the links in any section to view more information.

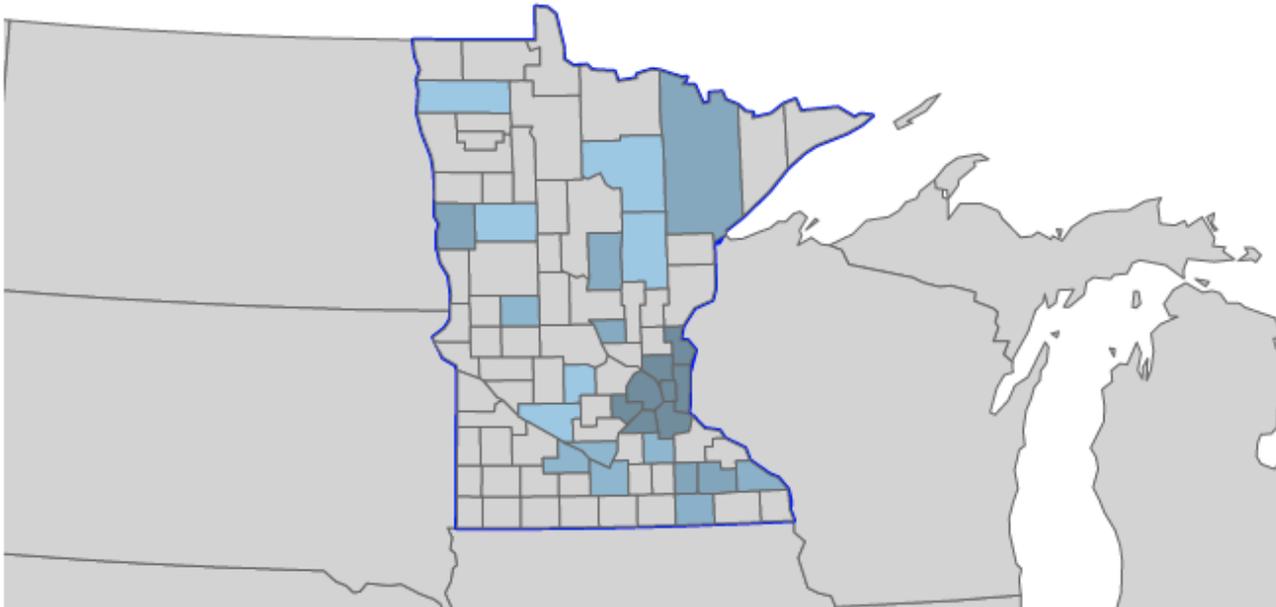


*Includes anonymous and staffing positions. Data visualized at 2:00pm on 4/21/16.

▼ **Maps** Heat map showing Hiring Scale, Job Volume, Candidate Supply, Market Salary and Posting Period. ⓘ

Map type: Candidate Supply Map view: States, Counties

Lower candidate counts Higher candidate counts Unavailable Selected Locations



Search Definition: [\[Clear\]](#) [\[Save\]](#) [\[PDF\]](#)
 Web Developers; Information Technology in Minnesota

[Generate Report](#)

▼ **Hiring Scale** View the difficulty-to-fill indicator based on market conditions. ⓘ

Potential Candidates in the workforce: **3,400**
 Direct Employers currently competing: **309**
 Open Jobs posted by Direct Employers: **758**



▼ **Recruitment Indicators** Metrics to get a deeper understanding of the market. ⓘ

Demand Pressure

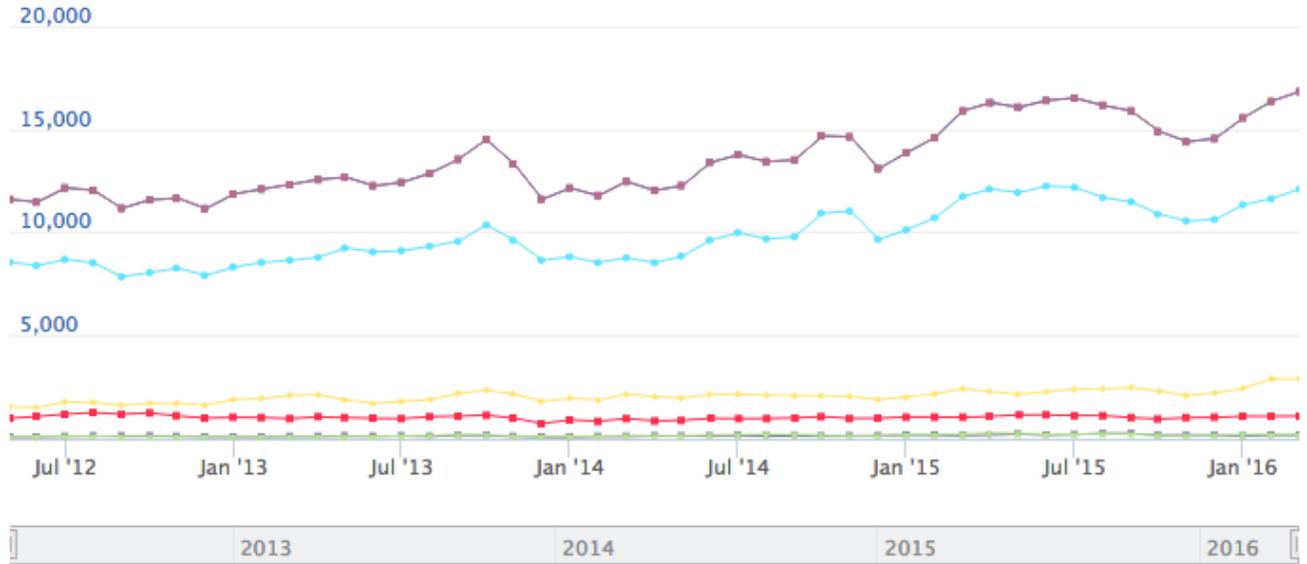
Nationally candidates / job opening

Locally candidates / job opening

*Excludes anonymous and staffing positions. Data visualized at 2:00pm on 4/21/16.

EXAMPLE:

As of April 18, 2016, there were approximately 264 healthcare IT (HIT) jobs being advertised in the Twin Cities 7-County Metro, with 37 employers seeking new talent. The average posted salary for all HIT jobs is \$93,350. The average HIT posting remains live online for an average of 43 days, higher than the state’s overall average (39) but below the national average (44).”



Legend	Data series	Axis Position
Selected Date: 2016 Feb		Left None Right
■ Total Volume 16 362	Total Volume	<input type="range"/>
■ Top 1: Hennepin County, M.. 11 637	Top 5 <input type="text" value="Counties"/>	<input type="range"/>
■ Top 2: Ramsey County, MN 2 904	Saved <input type="text" value="IT in 7-County Metro"/>	<input type="range"/>
■ Top 3: Dakota County, MN 1 091	Client <input type="text" value="Please select"/>	<input type="range"/>
■ Top 4: Washington County... 209	Stock Price <input type="text" value="Stockticker"/>	<input type="range"/>
■ Top 5: Anoka County, MN 177		
■ IT in 7-County Metro 16 362		

*Excludes anonymous and staffing positions. Data visualized at 2:00pm on 4/21/16.

▼ Job criteria

Keyword ?

Enter keywords

Location ?

- All locations
- Minneapolis-St. Paul-Bloomington MSA, MN
- Rochester MSA, MN
- Duluth MSA, MN
- St. Cloud MSA, MN
- Mankato-North Mankato MSA, MN
- Minnesota**

Show more...
Enter a location

Function ?

- All functions
- Information Technology**

Search Definition: [\[Clear\]](#) [\[Save\]](#) [\[PDF\]](#)
 Web Developers; Information Technology in Minnesota

[Generate Report](#)

Time frame: 2016-01-01 - 2016-04-21 [Apply](#)
Jobs: [Available](#)

Include: Staffing Anonymous Duplicates

▼ **Employers** [Download](#) [Settings](#) Top [5](#)

	Time-Frame	Prior Year
CyberCoders	157	-38.4%
Technosoft Corporation	153	+64.5%
Robert Half International	113	+4.6%
Unitedhealth Group	103	-24.3%
Randstad	101	+87.0%
Anonymous	581	-36.7%
Others (1,270)	4,287	-3.0%
Total (1,276)	5,495	-8.1%

▼ **Sources** [Download](#) [Settings](#) Top [25](#)

Sites	Time-Frame	Prior Year
Dice	1,442	+29.5%

▼ **Skills/Certifications** [Download](#) [Settings](#) Top [10](#)

Hard Skills

	Time-Frame	Prior Year
JavaScript	2,734	3,273
Java	2,253	2,529
Cascading Style Sheets	1,994	2,138
Hypertext markup language	1,939	2,623
jQuery	1,431	1,934
Web services	1,291	1,626
Extensible markup language	1,172	1,682
HTML5	1,063	1,158
Microsoft .NET Framework	1,025	1,314
Microsoft SQL Server	1,008	1,369

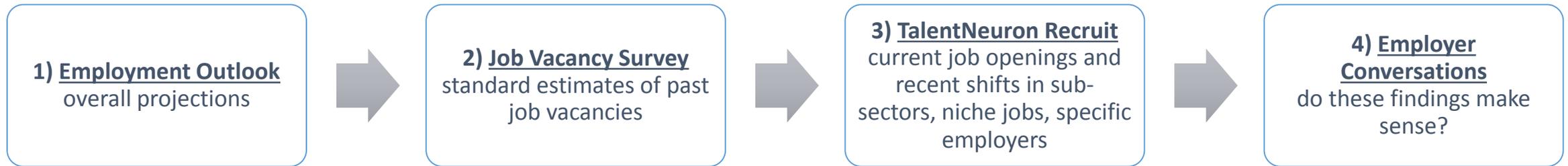
▼ **Job Types** [Download](#) [Settings](#)

*Includes anonymous and staffing positions. Data visualized at 2:00pm on 4/21/16.

How can I use TalentNeuron Recruit?

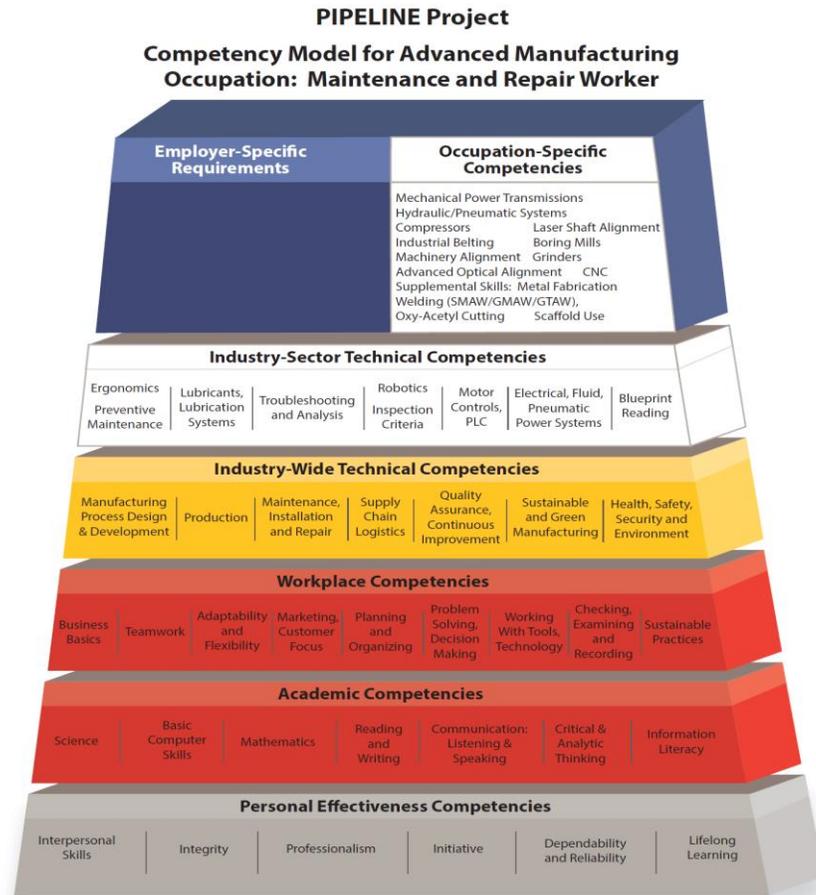
Get current data to strengthen your proposal or application

- Grant Applications
 - **Minnesota Job Skills Partnership Program, Rural MN CEP**



- Project Proposals
 - **TechHire** – use RTD reports to verify IT needs & develop surveys
- Career Pathways
 - **MSPWin’s Career Readiness** – use RTD alongside DEED Occupations in Demand
 - **Pipeline Project Competency Pyramids** – use RTD to verify employer focus groups

Curriculum and Dual Training



Based on: Advanced Manufacturing Competency Model Employment and Training Administration, United States Department of Labor, April 2010.

MANUFACTURING



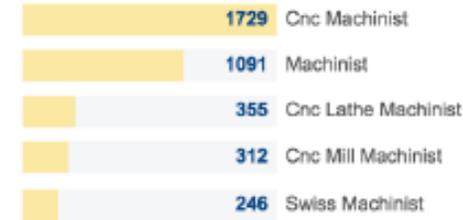
HIGH MATCH
 between job posting
 requirements and
 Pipeline Competencies

Machinist

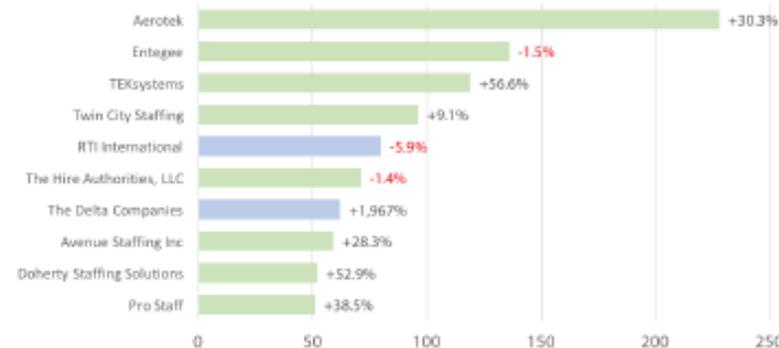
Machinist Jobs Posted Online in MN



Top 5 Job Titles Used by Employers



Top Employers of 2015



Current Hiring Statistics (3/31/16)

Online openings, including staffing: 376 jobs
 Number of employers hiring now: 151 employers
 Candidate supply: 12,000
 Average posting period: 50 days
 Median salary: \$41,450

Locally **32** candidates / job opening

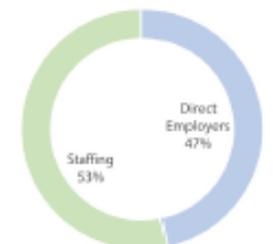
Top 5 Hard Skills (2015)

1. CNC Machine Operation
2. Shop Math
3. Enterprise Resource Planning Software*
4. Precision Machining Experience
5. Geometric Dimensioning & Tolerancing*

Top 5 Soft Skills (2015)

1. Oral & Written Communication
2. Team-Oriented, Teamwork
3. Troubleshooting*
4. Problem-Solving
5. Detail-Oriented*

Online Job Postings, 2015



Research Support from Real-Time Talent

- Data Pulls - for specific grant, career pathways, and curriculum needs
- Reports
- Industry Fact Sheets
- Occupation Snapshots
- Survey Advising
- Search Criteria



Focus on Healthcare

Real-Time Insights by Real-Time Talent

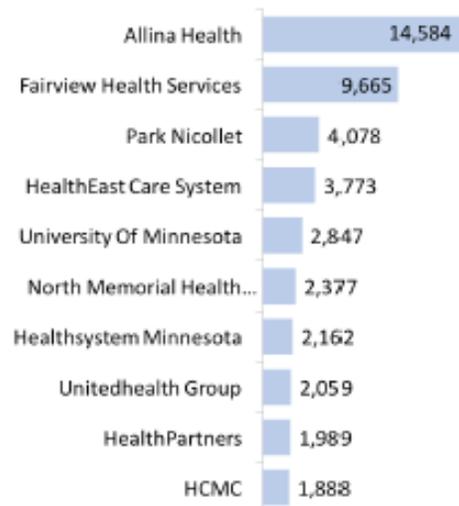
Contents

- Industry Overview 1
- Recruiting Trends 2
- Top Entry-Level Skills 3
- About Real-Time Talent 4



Healthcare Recruiting in the Twin Cities, 2015

Top 10 Employers in Healthcare



Salary Distribution of 2015 Health Jobs

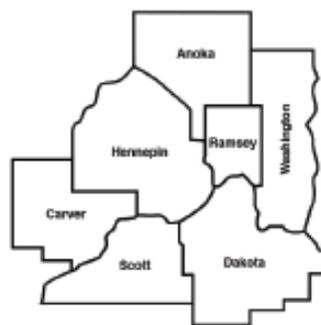


Employers of Healthcare Workers

3,944 (11.8% Staffing)

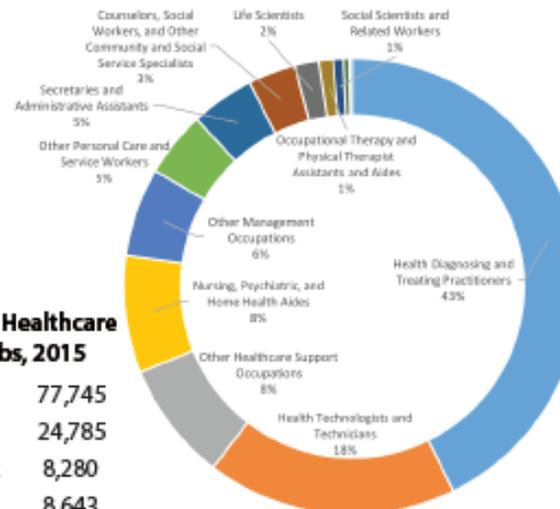
Top Websites Used

- #1: U.S. Jobs 35.7%
- #2: Job Network 33.4%
- #3: Corporate Site 31.5%
- #4: LinkedIn 18.1%
- #5: Craigslist 10.4%



Occupation with Highest Total Healthcare Relative Demand Jobs, 2015

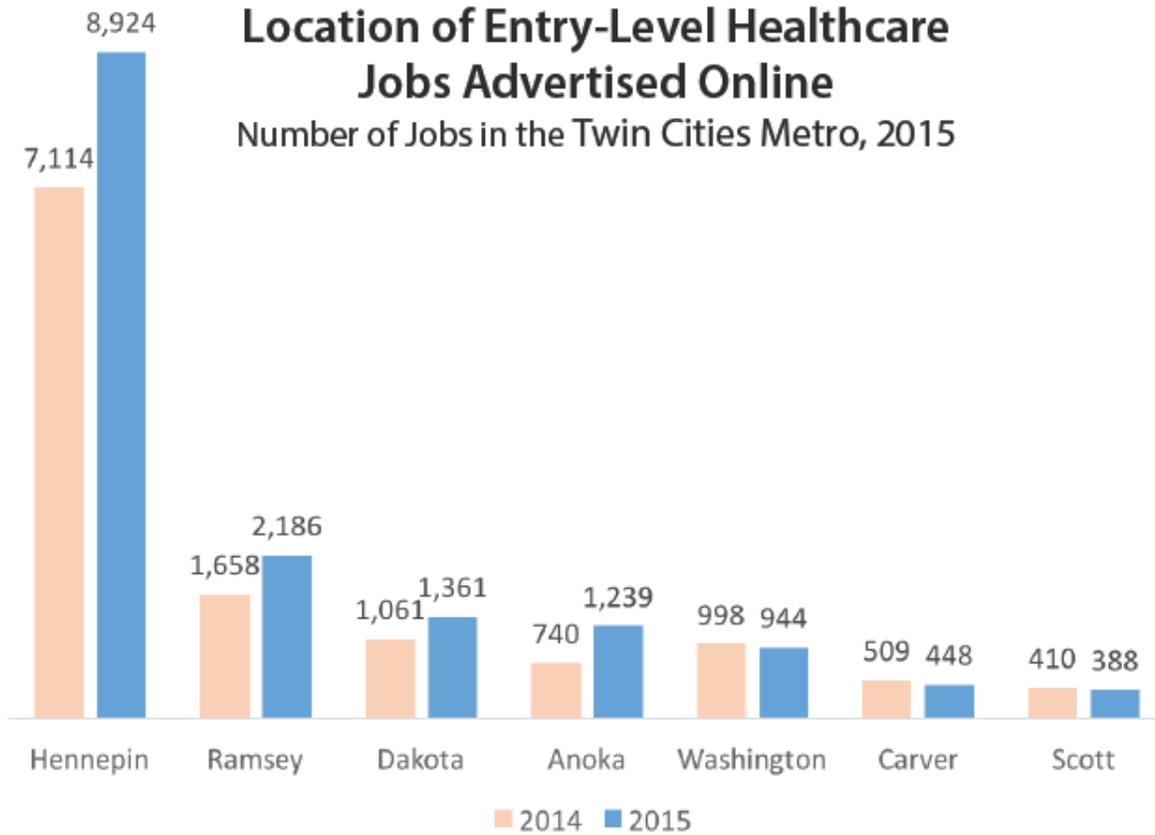
- Hennepin:** Medical Records Tech 77,745
- Ramsey:** Respiratory Therapist 24,785
- Anoka:** Healthcare Support Work 8,280
- Dakota:** Licensed Practical Nurse 8,643
- Scott:** Psychiatric Technician 2,573
- Washington:** Family & General Prac 5,796
- Carver:** School Psych, Appliance Tech 2,488
- Twin Cities Metro:** Registered Nurse 130,310



Twin Cities Metro Healthcare Jobs Advertised Online in 2015

Only jobs for which a salary was provided or a reliable BLS salary estimate could be determined were included in the salary distribution measure. Counts of corporate site listings might be uncounted due to some privacy restrictions of companies to spidering or posting of vacancies in an unreadable format (i.e. PDF).

Top Entry-Level Skills in Healthcare



Total Entry-Level Healthcare Positions in the 7-County Metro in 2015

12,490 (+24% since 2014)

Ranking of In-Demand Baseline Soft Skills for Entry-Level Healthcare Occupations In 2015

Skill	Occupation								
	Overall Healthcare Industry (130,310 jobs)	Pharmacy Aides (81 jobs)	Pharmacy Technicians (2,652 jobs)	Community Health Workers (19 jobs)	Dietary Technicians (168 jobs)	Home Health Aides (5,101 jobs)	Personal Care Aides (6,028 jobs)	Physical Therapist Aides (68 jobs)	Patient Representatives (1,373 jobs)
Oral and written communication	1	5	2	1	1	1	1	1	2
Integrity	2	2	1	8	2	4	9	3	3
Team-oriented, teamwork	3	6	3		3	2	7	2	8
Problem solving	4	13	14		6	8	5	4	12
Customer service oriented	5	1	5	2	11	12	10	4	1
Work independently	6	8	12	6	13	15	11		5
Detail oriented	7	7	4		4	7	8		7
Organizational skills	8		10		13	17	23	5	19
Marketing	9	11	13	3	8	10	4	6	20
Critical thinking	10		58		5	38		6	
Basic computer skills	11		21	8	7	9	18	5	18
Creativity	12	11	17		9	6	3	6	26
Self-starting / Self-motivated	13	4	19	8	9	11	6	7	16
Quality improvement	14		59		10		53	6	22
Time management	15		31	8		13	16	4	25
Strong leadership skills	16		35		12	23	22	7	31
Management skills	17	13	28		12	14	14	7	29
Management experience	18	13	40		10	22	21		40
Coaching	19		37	4	11	30	15		34
Dependability	20	13	25			3	2		41
Entrepreneurial	21	11	33	8	14	27	32	5	33
Keyboarding	22	9	29	8	13			4	17
Data entry	23		11	5	11	29	27	6	14
Project Management	24		27		13	18	17		40
Troubleshooting	25		32		14	31	25		32
Process Improvement	26	13	54			49	54		10
Strong interpersonal skills	27		15		14	37	35	5	30
Negotiation skills	28	11	39		11	28	19	7	36
Business development	29		34	8	14	24	22	7	38
Decision making skills	30		26			34	24		32
Additional Top 5 Skills
Cash registers	49	3	7		12	40	34		49
Ability to take initiative	72		53			69		5	47
Insurance verification	82		56						4

Where can this Data be Accessed?

- Data: www.wantedanalytics.com
- Minnesota Support, Tools, and Reports: www.realtimentalentmn.org

Submit a customized research or grant support request on our website or contact:

erin.olson@realtimentalentmn.org 651-325-4277

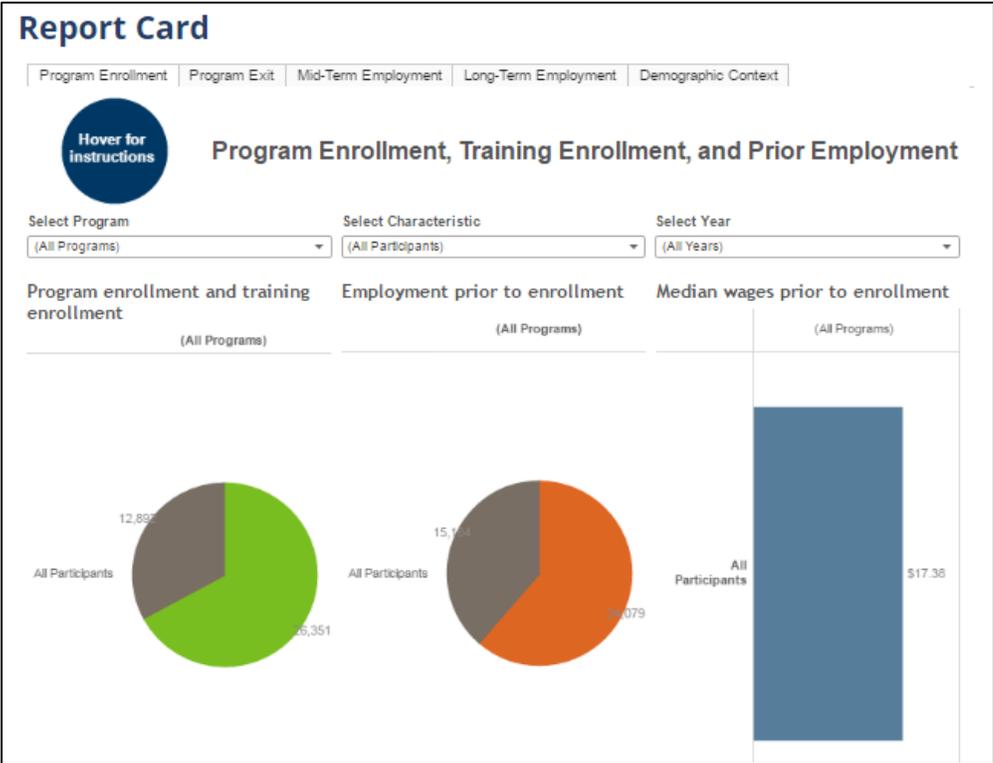
Performance Management @ DEED

- Facilitate results-based accountability (RBA) that is client-focused, impartial, and transparent.
- We provide data-driven analysis and context to those who use, deliver, and fund the Minnesota economic and workforce development systems.
 - Customer surveys
 - Program performance outcomes
 - Net impact analysis
 - RBA goal setting and tracking

We've got data

- Aggregate demographic data and performance outcomes for customers who are:
 - Enrolled in a DEED workforce program tracked in Workforce One
 - Visit a WorkForce Center or use MinnesotaWorks.net (state's no fee job bank)
- Data can be used for comparison or benchmarking purposes
- Some monthly/quarterly/annual reports are already available:
 - Uniform Outcomes Report Card mn.gov/deed/performance
 - WorkForce Center and MinnesotaWorks usage statistics: mn.gov/deed/data/research/mnworks-usage.jsp
 - Job Service: mn.gov/deed/images/job-service-annual.pdf
 - MinnesotaWorks.net: mn.gov/deed/images/mnw-annual.pdf

Uniform Outcome Report Card



Employment data (“wage detail”)

- All establishments covered under the Unemployment Insurance (UI) Program are required to report wage and employment statistics quarterly to DEED.
- Employers report quarterly hours worked and quarterly earning by Social Security Number (SSN).
- The UI Program covers about 97% of Minnesota’s wage and salary employment. Workers and jobs excluded from these statistics include:
 - federal government workers
 - railroad workers
 - full-time students working for their school
 - insurance and real estate salespeople
 - proprietors and the self-employed
 - family farm workers
 - elected government officials
 - others who work only on a commission basis

Access to wage detail

- UI data is private and allowable uses for access to individual-level data are governed under Minn. Stat. 268.19.
- DEED uses wage detail for official state- and federal-funded workforce training program performance.
 - WIASRD or MN Performs (federal programs)
 - Uniform Outcome Report Card; mn.gov/deed/performance (state programs)
- DEED partners with state agencies, organizations and other external groups to provide aggregate wage detail reports.

Example: workforce program data request

- A program offers pre-employment services to individuals transitioning back into the labor force.
- Program participants are asked to follow-up with staff on their job search process.
- Half of the participants do not follow-up with their counselor, so the organization does not know if their services are effective.
- Can we help the organization understand the employment outcomes of their participants?

Example: workforce program data request continued

Data request process:

- ✓ Meet to discuss needs, data available, and how DEED could report
- ✓ Write data sharing agreement, which is reviewed and signed by all parties
- ✓ DEED staff work with organization staff to securely transfer data
- ✓ Do work and send report
- ✓ DEED destroys data files

What is a net impact analysis?

- How well would your participants do if they didn't have your program?
- We need data on both groups: your participants AND a comparison group

Example: WorkForce Center customer request

- An organization offers unique services to unemployed job seeking customers.
- They see their customers get jobs quickly after receiving the services.
- They suspect that their services are the reason why customers get a job so quickly, so they are submitting a grant proposal that would allow them to expand their services.
- To quantify the impact of their services, they want to compare the employment outcomes for the services they provide to a group of unemployed individuals who did not receive the same service.

Example: WFC customer request continued

- Define “control group” – or the group who did not receive the services the organization provided
 - ✓ Unemployed
 - ✓ Be located in a certain geography
 - ✓ Receive services during a certain period of time
 - ✓ Receive at least 4 hours of job-seeking services
- Crunch some numbers...
- Report the percent of the control group who found employment 90 days after their last date of service.

Please contact us!

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