

Workforce Trends & Careers of Tomorrow

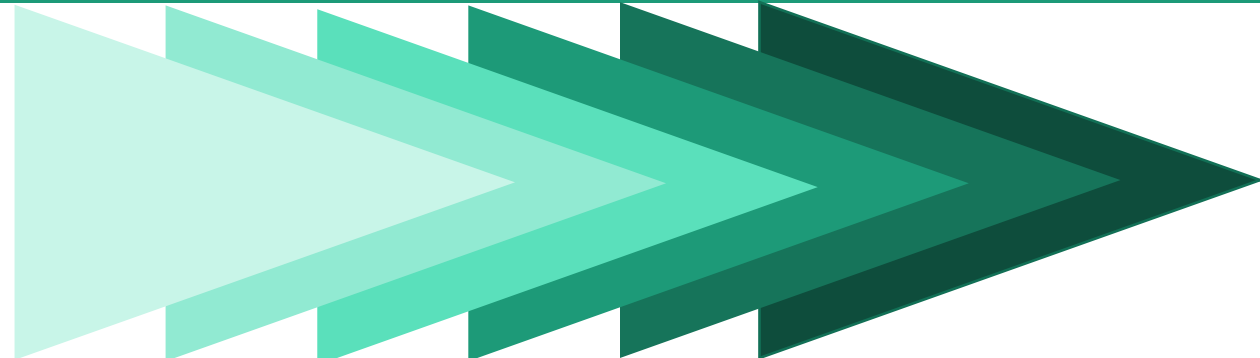
For the Hennepin Carver WIB

RealTime Talent

Erin Olson, Senior Director of Strategic Research

July 11, 2023

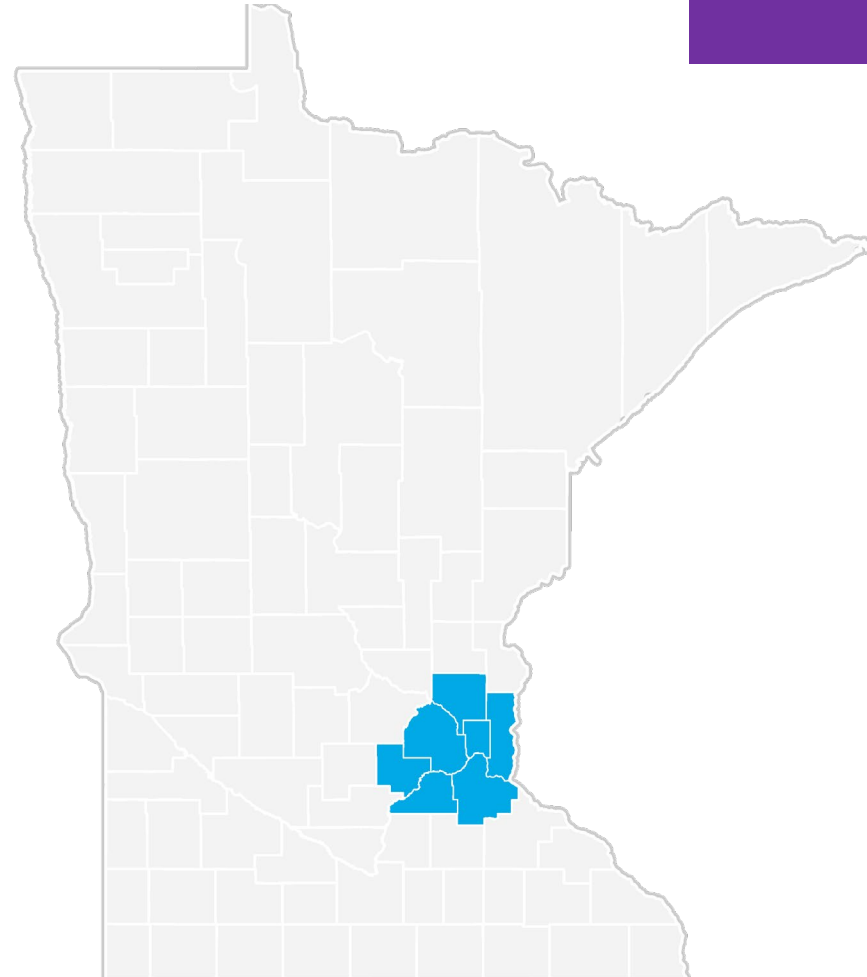
Metro-wide content based on a report series developed for Minnesota State Career and Technical Education. The contents of this series were made possible through the Strengthening Career and Technical Education for the 21st Century Act (Perkins V) Federal grant from the United States Department of Education administered through Minnesota State Colleges and Universities.



Overview

MSP Metro

- Community Profile
- Workforce Forecast
- Talent Shortage
- Career Field Insights



Access the full reports here:

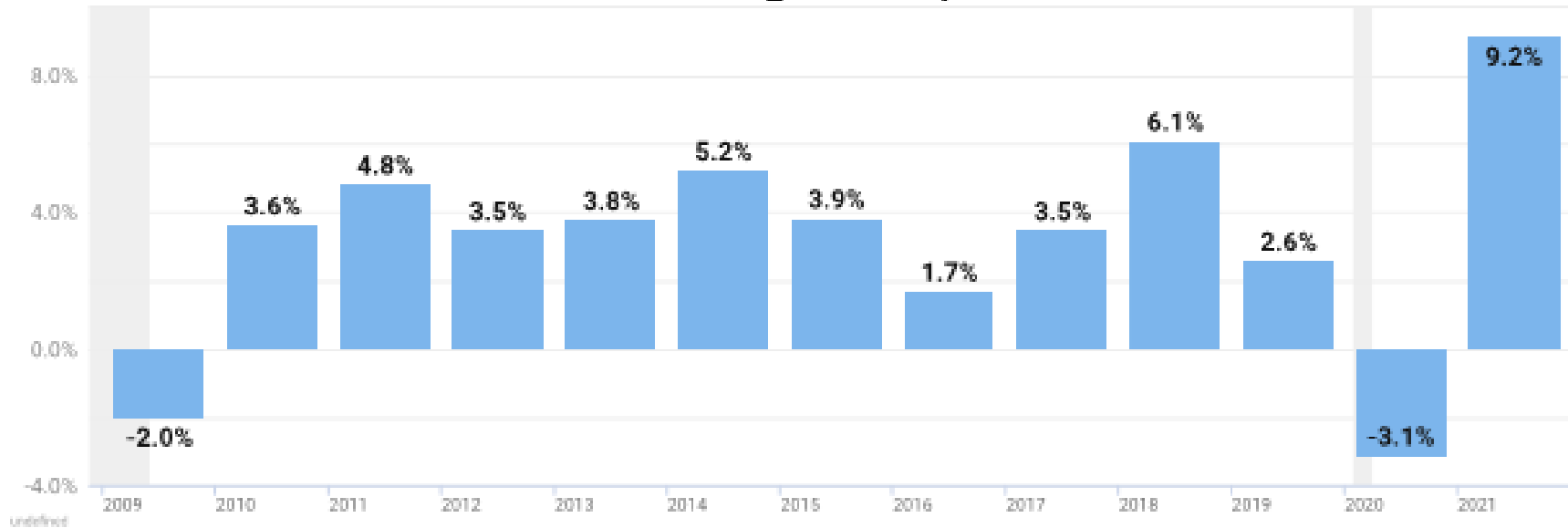
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Community Profile

MSP Metro Minnesota

One-Year % Change in GDP, MSP Metro



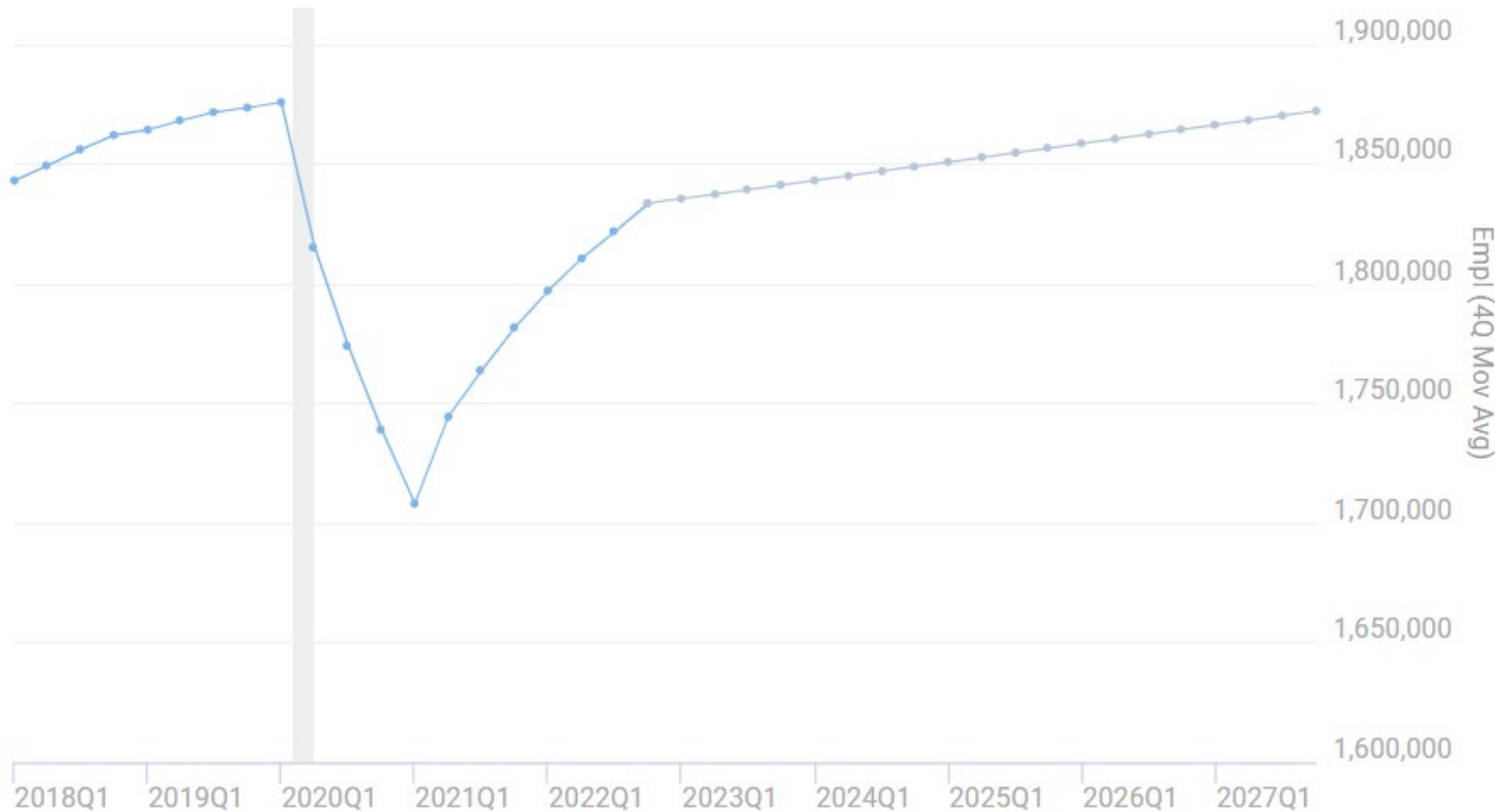
- Gross Regional Product (GRP) rose +9.2%
- Real Estate and Leasing contributes most to GRP

GDP (in \$ millions)
Twin Cities 7-County Metro, 2021



Workforce of Today & Tomorrow

MSP Metro Employment Forecast, 2022Q4



Hennepin and Carver Counties
Total Employment: 994,026
(54.2% of metro employment)
Unempl. Rate: 2.0% (16,423 people)
Hist. 5-Year Avg. Ann. Growth: -0.2%
Forecast 5-Year Avg. Ann. Growth: 0.4%

Total Employment: 1,833,376

Unemployment Rate: 2.1% (35,981 people)

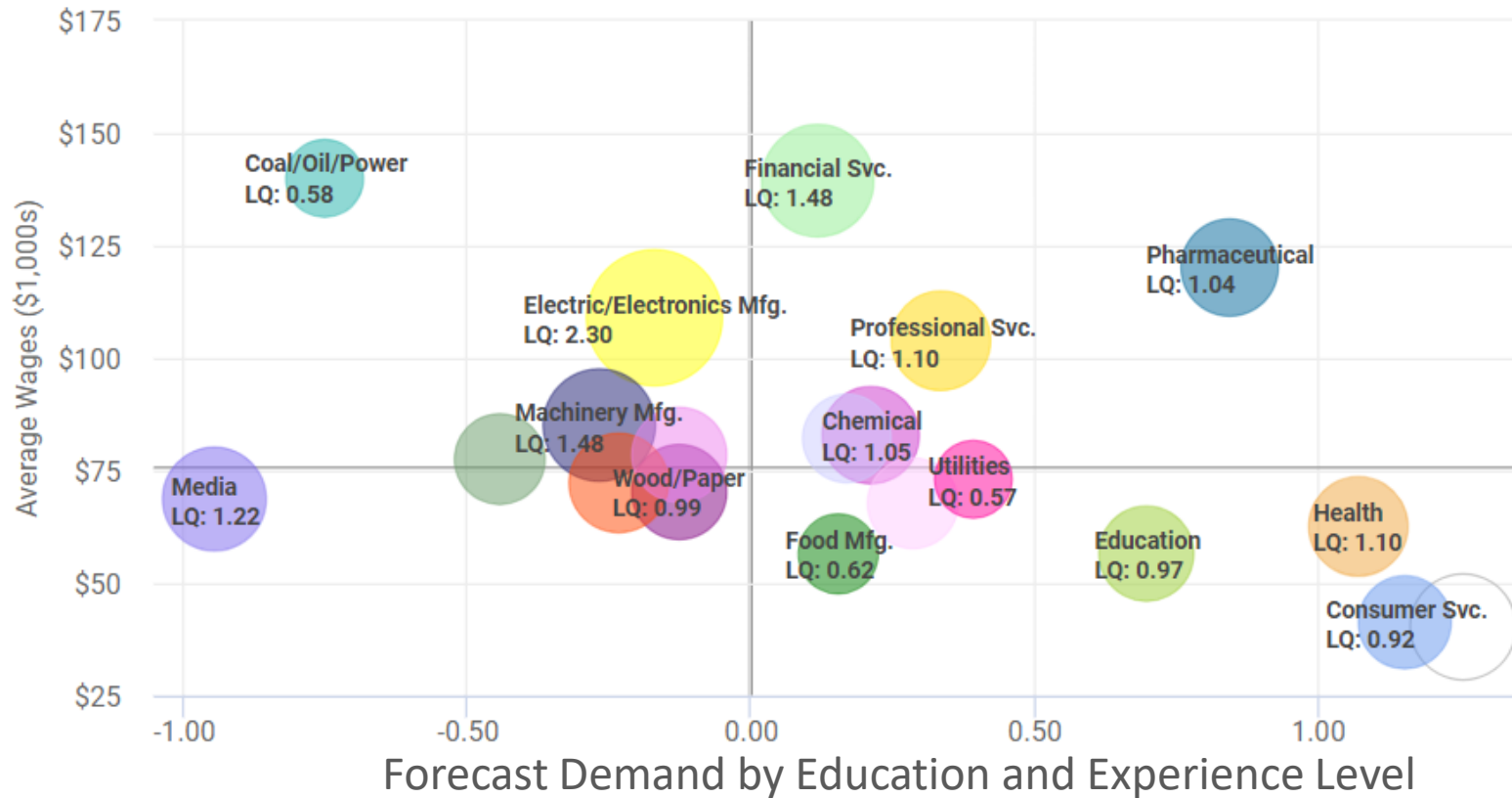
Historical 5-Year Average Annual Growth: 0.0%

Forecast 5-Year Average Annual Growth: 0.4% (down from 0.7% 2022Q2 est.)



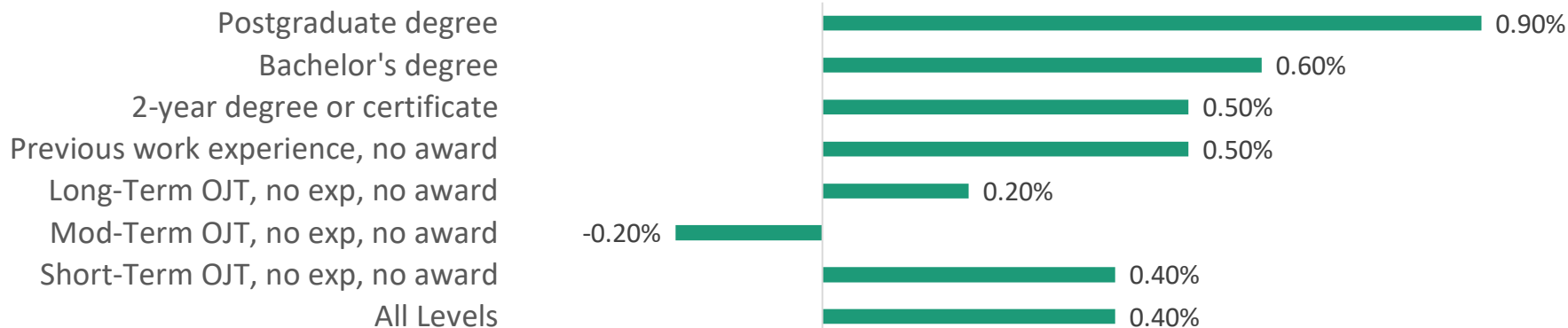
Industry Forecast

Industry Clusters for Twin Cities 7-County Metro as of 2022Q4



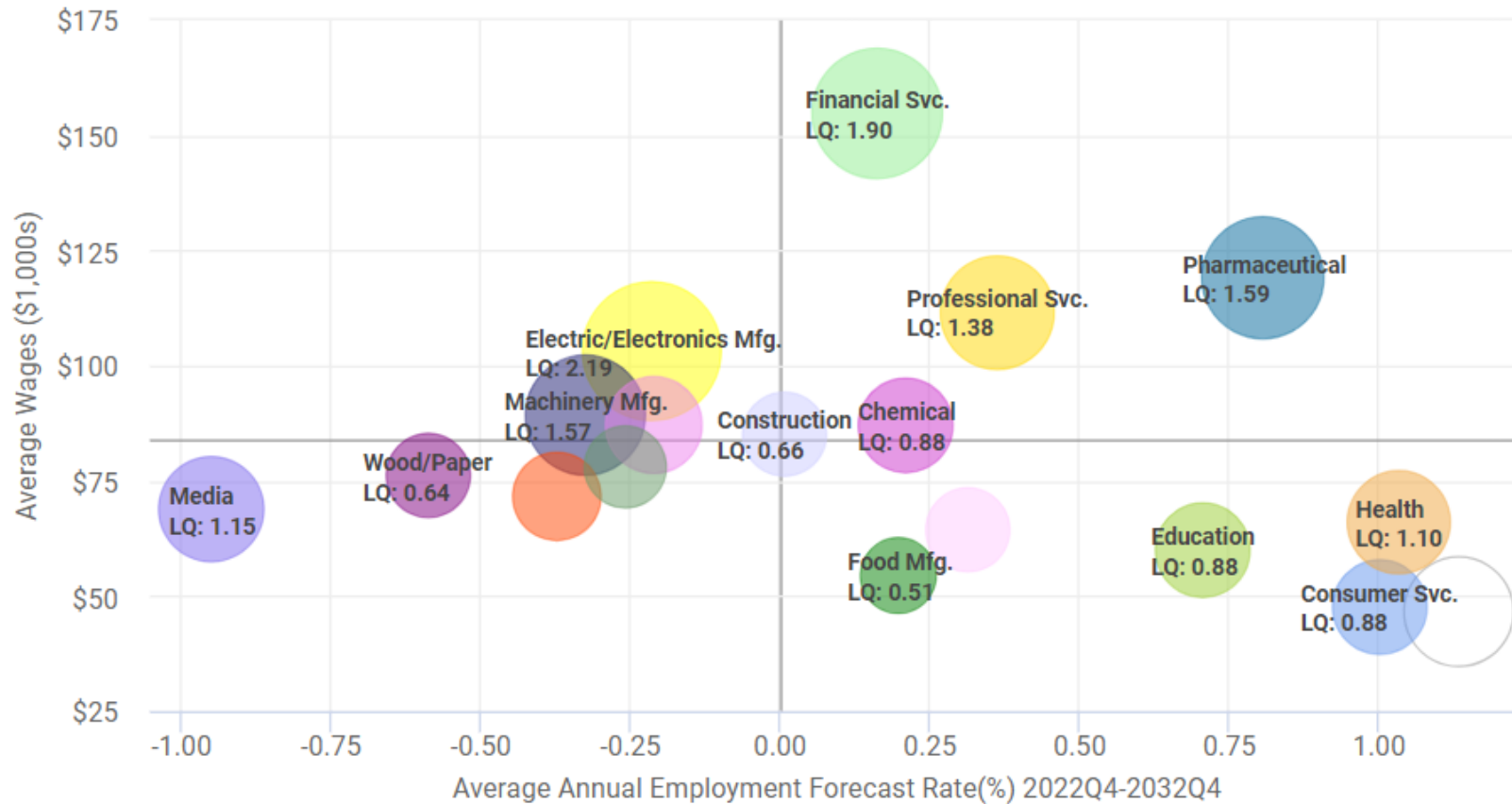
MSP Metro Minnesota

- Food Mfg.
- Wood/Paper
- Media
- Metal & Product Mfg.
- Retail
- Consumer Svc.
- Financial Svc.
- Freight Tran.
- Utilities
- Health
- Chemical
- Electric/Electronics Mfg.
- Machinery Mfg.
- Coal/Oil/Power
- Professional Svc.
- Education
- Construction
- Pharmaceutical
- Public Admin.
- Competitive Advantage Threshold



Industry Forecast

Industry Clusters for Hennepin and Carver Counties as of 2022Q4



- Food Mfg.
- Chemical
- Wood/Paper
- Electric/Electronics Mfg.
- Media
- Machinery Mfg.
- Metal & Product Mfg.
- Retail
- Professional Svc.
- Construction
- Consumer Svc.
- Education
- Financial Svc.
- Freight Tran.
- Public Admin.
- Health
- Competitive Advantage Threshold

Hennepin-Carver

Higher concentration of the following high-growth industry clusters

- Financial Services
- Pharmaceutical
- Professional Services
- Machinery Manufacturing



Talent Shortage

Occupation Gaps

MSP Metro Minnesota

Hennepin and Carver Counties	
Gateway Careers in Shortage (Mid-level experience, education, and wages)	Target Careers in Shortage (High education and wages)
Restaurant Cooks	Software Developers
General Maintenance and Repair Workers	Registered Nurses
Elementary School Teachers	General and Operations Managers
Secondary School Teachers	Financial Managers
Computer User Support Specialists	Market Research Analysts
Industrial Machinery Mechanics	Lawyers



New in 2022

- 1) Software Developers now ranks as top occupation of shortage statewide, and in the MSP Metro
- 2) Two new occupations of the top 10 roles in highest talent shortage are Origin and Gateway Careers that typically require an industry credential: Restaurant Cooks and Maintenance and Repair Workers



Zero Unemployment

MSP Metro Minnesota

Occupations with No Unemployed Workforce and Employing over 75 Workers, MSP M

SOC	Occupation	Current						5-Year History		Total Demand
		Empl	Mean Ann Wages ²	LQ	Unempl	Unempl Rate	30-Day Online Job Ads ³	Empl Change	Ann %	
33-1012	First-Line Supervisors of Police and Detectives	916	\$112,400	0.65	0	0.0%	7	1	0.0%	313
51-5111	Prepress Technicians and Workers	676	\$49,800	2.19	0	0.0%	27	-321	-7.5%	313
29-1041	Optometrists	431	\$140,800	0.80	0	0.0%	105	66	3.4%	83
29-1211	Anesthesiologists	360	\$352,400	0.91	0	0.0%	20	-46	-2.4%	46
11-1031	Legislators	314	\$61,800	0.73	0	n/a	n/a	-2	-0.1%	123
29-1223	Psychiatrists	283	\$302,500	0.91	0	0.0%	46	3	0.2%	58
29-1214	Emergency Medicine Physicians	267	\$280,500	0.59	0	0.0%	4	136	15.2%	44
53-4031	Railroad Conductors and Yardmasters	267	\$76,300	0.50	0	0.0%	7	-66	-4.3%	123
29-1218	Obstetricians and Gynecologists	256	\$296,800	0.92	0	0.0%	21	-10	-0.8%	30
29-1242	Orthopedic Surgeons, Except Pediatric	237	\$325,800	1.17	0	0.0%	9	120	15.0%	27
29-1213	Dermatologists	233	\$339,600	1.92	0	0.0%	6	118	15.2%	38
29-1212	Cardiologists	228	\$350,100	0.98	0	0.0%	17	115	15.2%	37
53-4011	Locomotive Engineers	200	\$83,000	0.49	0	0.0%	1	-83	-6.7%	96
11-9131	Postmasters and Mail Superintendents	177	\$83,400	1.21	0	0.0%	n/a	-14	-1.5%	52
29-1241	Ophthalmologists, Except Pediatric	160	\$212,500	1.09	0	0.0%	5	83	15.6%	27
23-1012	Judicial Law Clerks	140	\$59,200	0.97	0	0.0%	186	-64	-7.3%	47
29-1222	Physicians, Pathologists	123	\$284,000	0.94	0	0.0%	3	64	15.8%	22
31-9095	Pharmacy Aides	120	\$36,300	0.23	0	0.0%	11	-18	-2.8%	64
29-1224	Radiologists	118	\$374,500	0.32	0	0.0%	13	61	15.7%	20
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	109	\$103,700	0.69	0	0.0%	n/a	4	0.7%	23
29-1291	Acupuncturists	102	\$72,200	0.67	0	0.0%	3	47	13.0%	38
29-1217	Neurologists	96	\$300,300	0.99	0	0.0%	25	47	14.6%	16
51-8012	Power Distributors and Dispatchers	75	\$99,600	0.69	0	0.0%	n/a	4	1.1%	31
00-0000	Total - All Occupations	1,812,189	\$64,300	1.00	42,138	2.4%	120,050	-11,066	-0.1%	1,062,080

Hennepin and Carver Counties Top Occupations with Zero Unemployed Workers

- Directors of Religious Activities
- Machinery Maintenance Workers
- Transportation Security Screeners
 - Extruding Machine Setters
 - Actuaries
- Separating Machine Operators
 - School Psychologists
 - Optometrists



Career Field Analysis



Target Occupations

High wage (above regional average)

High-skill (require some credential)

High-demand (2/4 indicators: under 3% unempl, higher than average 5-year growth, total 5-year demand >50% of current empl, high job posting volume)

*Often also high occupation gap and award gap

Gateway Occupations

Mid-wage (\$42,000 – regional average)

Low-middle skills (HS diploma, some OJT)

Sufficient demand (3-5% unemployment and/or high volumes of current opportunities)

Origin Occupations

Low wage (<\$42,000/year)

Low skill (no credential)

Low demand (over 5% unemployment, low growth, low replacement demand, and/or low job postings)

Gateway Occupations of Focus

Regional Summary of Top High-Demand Industries and Gateway Occupations

	Overall Unemployment Rate 2022Q2	Overall Mean Wage	Gateway Occupation Unemployment Rate 2022Q2	Top 4-Digit Sub-Industries of High Local Concentration (LQ) and High Demand (replacement or growth)	Top Gateway Occupations with Occupation Gaps and/or Award Gaps in Order of Total Employment, including Unemployment Rate*
MSP Metro	2.4%	\$64,300	2.3%	<ul style="list-style-type: none"> • Medical Equipment and Supplies Manufacturing (4.25) • Scheduled Air Transportation (2.37) • Insurance Carriers (2.35) • Electrical Equipment Manufacturing (2.33) 	<ul style="list-style-type: none"> • Customer Service Representatives (2.8%) • Office Clerks, General (2.2%) • Secretaries & Administrative Assistants (1.7%) • Heavy & Tractor Trailer Truck Drivers (2.2%) • Bookkeeping, Accounting, & Auditing Clerks (1.8%)
Minnesota Statewide	2.5%	\$60,300	2.3%	<ul style="list-style-type: none"> • Hog and Pig Farming (6.05) • Metal Ore Mining (5.13) • Other Residential Care Facilities (3.28) • Farm Product Raw Material Merchant Wholesalers (3.18) 	<ul style="list-style-type: none"> • Heavy Tractor-Trailer & Truck Drivers (OG, AG; 2.2%) • Bookkeeping, Accounting, & Auditing Clerks (AG; 1.8%) • Maintenance & Repair Workers (OG; 1.4%) • Carpenters (OG; 3.2%) • Light Truck Drivers (AG; 2.2%)



Health Science Technology

Summary Statistics

- **2022Q2 Employment:** 164,131 (9.1% of MSP employment)
- **Average Wage:** \$79,900 (compared to \$64,300 across all occupations)
- **Location Quotient:** 1.00
- **2022Q2 Unemployment:** 2,005 (1.3% rate)
- **30-Day Job Ads:** 14,567*
- **5-Year Ann Avg Employment Change:** 0.6%
- **Forecast 5-Year Ann Employment Change:** 1.1%
- **Total 5-Year Demand:** 75,366

Health Science Technology

High Location Quotient

MSP Metro
<ul style="list-style-type: none"> • Bioengineers & Biomedical Engineers • Genetic Counselors • Dermatologists • Orthotists & Prosthetists • Nurse Anesthetists

	MSP Metro
Avg. Wage	Region: \$63,000 Field: \$79,900
Unempl Rate	Region: 2.4% Field: 1.3%
Origin Occupations	<ul style="list-style-type: none"> • Home Health Aides • Nursing Assistants • Veterinary Technologists & Technicians • Healthcare Support Workers, All Other • Psychiatric Technicians
Gateway Occupations	<ul style="list-style-type: none"> • Medical Secretaries • LPNs • Medical Assistants • Pharmacy Technicians • Dental Assistants
Target Occupations	<ul style="list-style-type: none"> • Registered Nurses • Medical & Health Services Managers • Dental Hygienists • Nurse Practitioners • Physical Therapists

Top Occupation Gaps

- Registered Nurses
- Medical & Health Services Managers
- Nurse Practitioners
- Licensed Practical & Licensed Vocational Nurses
- Medical Assistants

Top Award Gaps

- Medical Assistants
- Registered Nurses
- Licensed Practical & Licensed Vocational Nurses
- Medical Records Specialists
- Medical & Health Services Managers



Human Services

Summary Statistics

- **2022Q2 Employment:** 289,455 (16.0% of MSP employment)
- **Average Wage:** \$57,600 (compared to \$64,300 across all occupations)
- **Location Quotient:** 1.03
- **2022Q2 Unemployment:** 5,572 (1.9% rate)
- **30-Day Job Ads:** 12,689*
- **5-Year Ann Avg Employment Change:** 0.8%
- **Forecast 5-Year Ann Employment Change:** 1.4%
- **Total 5-Year Demand:** 180,512

Human Services

High Location Quotient

MSP Metro
<ul style="list-style-type: none"> • Preschool Special Ed Teachers • Postsecondary Area Ethnic & Cultural Studies Teachers • Court, Municipal, & License Clerks • Postsecondary Social Work Teachers • Social Workers, All Other

	MSP Metro
Avg. Wage	Region: \$64,300 Field: \$57,600
Unempl Rate	Region: 2.4% Field: 1.9%
Origin Occupations	<ul style="list-style-type: none"> • Personal Care Aides • Teaching Assistants • Childcare Workers • Security Guards • Preschool Teachers
Gateway Occupations	<ul style="list-style-type: none"> • Social & Human Service Assistants • Self-Enrichment Teachers • Substance Abuse & Mental Health Counselors • Child, Family, & School Social Workers • Paralegals & Legal Assistants
Target Occupations	<ul style="list-style-type: none"> • Elementary School Teachers • Lawyers • Secondary School Teachers • Middle School Teachers • Compliance Officers

Top Occupation Gaps

- Elementary School Teachers
- Middle School Teachers
- Hairdressers, Hairstylists, & Cosmetologists
- Lawyers
- Preschool Teachers

Top Award Gaps

- Teaching Assistants
- Hairdressers, Hairstylists, & Cosmetologists
- Childcare Workers
- Coaches & Scouts
- Substance, Behavioral, & Mental Counselors



Arts, Communications, & Information Systems

Summary Statistics

- **2022Q2 Employment:** 110,861 (6.1% of MSP employment)
- **Average Wage:** \$89,200 (compared to \$64,300 across all occupations)
- **Location Quotient:** 1.28
- **2022Q2 Unemployment:** 1,837 (1.7% rate)
- **30-Day Job Ads:** 12,619*
- **5-Year Ann Avg Employment Change:** 2.0%
- **Forecast 5-Year Ann Employment Change:** 0.9%
- **Total 5-Year Demand:** 50,389

Arts, Communications, & Information Systems

High Location Quotient

MSP Metro
<ul style="list-style-type: none"> • Computer Network Support Specialists • Print Binding & Finishing Workers • Printing Press Operators • Prepress Technicians • Computer Systems Analysts

	MSP Metro
Avg. Wage	Region: \$64,300 Field: \$89,200
Unempl Rate	Region: 2.4% Field: 1.7%
Origin Occupations	<ul style="list-style-type: none"> • Floral Designers • Broadcast Announcers & Radio Disc Jockeys • Costume Attendants
Gateway Occupations	<ul style="list-style-type: none"> • Computer User Support Specialists • Graphic Designers • Printing Press Operators • Photographers • Telecommunications Equipment Installers
Target Occupations	<ul style="list-style-type: none"> • Software Developers • Computer Systems Analysts • Computer Network Support Specialists • Computer Occupations, All Other • Network & Computer Systems Administrators

Top Occupation Gaps

- Software Developers
- Information Security Analysts
- Computer Systems Analysts
- Software Quality Assurance Analysts & Testers
- Computer Network Support Specialists

Top Award Gaps

- Software Developers
- Computer Systems Analysts
- Computer User Support Specialists
- Musicians & Singers
- Computer Occupations, All Other

Business, Management, & Admin *Summary Statistics*

- **2022Q2 Employment:** 812,613 (44.8% of MSP employment)
- **Average Wage:** \$62,400 (compared to \$64,300 across all occupations)
- **Location Quotient:** 1.02
- **2022Q2 Unemployment:** 21,419 (2.7% rate)
- **30-Day Job Ads:** 58,255*
- **5-Year Ann Avg Employment Change:** -1.0%
- **Forecast 5-Year Ann Employment Change:** 0.4%
- **Total 5-Year Demand:** 512,475

Business, Management, & Admin

High Location Quotient

MSP Metro
<ul style="list-style-type: none"> • Gambling & Sports Book Writers & Runners • Gambling Service Workers, All Other • Brokerage Clerks • Labor Relations Specialists • New Accounts Clerks

	MSP Metro
Avg. Wage	Region: \$64,300 Field: \$62,400
Unempl Rate	Region: 2.4% Field: 2.7%
Origin Occupations	<ul style="list-style-type: none"> • Retail Salespersons • Cashiers • Fast Food & Counter Workers • Janitors & Cleaners • Stockers & Order Fillers
Gateway Occupations	<ul style="list-style-type: none"> • Customer Service Representatives • Office Clerks, General • Secretaries & Administrative Assistants • Bookkeeping Clerks • Supervisors of Retail Workers
Target Occupations	<ul style="list-style-type: none"> • General & Operations Managers • Accountants & Auditors • Business Operations Specialists • Management Analysts • Market Research Analysts

Top Occupation Gaps

- General & Operations Managers
- Restaurant Cooks
- Market Research Analysts & Specialists
- Financial Managers
- Management Analysts

Top Award Gaps

- General & Operations Managers
- Management Analysts
- Business Operations Specialists, All Other
- Human Resources Specialists
- Accountants & Auditors



Engineering, Manufacturing, & Technology

Summary Statistics

- **2022Q2 Employment:** 417,324 (23.0% of MSP employment)
- **Average Wage:** \$60,200 (compared to \$64,300 across all occupations)
- **Location Quotient:** 0.94
- **2022Q2 Unemployment:** 10,787 (2.8% rate)
- **30-Day Job Ads:** 20,876*
- **5-Year Ann Avg Employment Change:** 0.1%
- **Forecast 5-Year Ann Employment Change:** 0.4%
- **Total 5-Year Demand:** 228,264

Engineering, Manufacturing, & Technology

High Location Quotient

MSP Metro
<ul style="list-style-type: none"> • Timing Device Assemblers & Adjusters • Photographic Process Workers & Processing Machine Operators • Industrial Engineering Techs • Airline Pilots, Copilots, & Flight Engineers • Hydrologists

	MSP Metro
Avg. Wage	Region: \$64,300 Field: \$60,200
Unempl Rate	Region: 2.4% Field: 2.8%
Origin Occupations	<ul style="list-style-type: none"> • Laborers & Stock Movers • Team Assemblers • Landscaping & Groundskeeping Workers • Packers & Packagers • Packaging & Filling Machine Operators
Gateway Occupations	<ul style="list-style-type: none"> • Heavy & Tractor Trailer Drivers • Maintenance & Repair Workers, General • Light Truck Drivers • Construction Laborers • Carpenters
Target Occupations	<ul style="list-style-type: none"> • Industrial Engineers • Purchasing Agents • Construction Managers • Mechanical Engineers • Architectural & Engineering Managers

Top Occupation Gaps

- Maintenance & Repair Workers
- Heavy & Tractor Trailer Truck Drivers
- Industrial Machinery Mechanics
- Industrial Engineers
- Construction Managers

Top Award Gaps

- Welders, Cutters, Solderers, & Brazers
- Industrial Engineers
- Industrial Engineering Technicians
- Civil Engineers
- Automotive Service Technicians & Mechanics

Agriculture, Food, & Natural Resources

Summary Statistics

- **2022Q2 Employment:** 68,191 (3.8% of MSP employment)
- **Average Wage:** \$61,700 (compared to \$64,300 across all occupations)
- **Location Quotient:** 0.71
- **2022Q2 Unemployment:** 1,594 (2.4% rate)
- **30-Day Job Ads:** 3,537*
- **5-Year Ann Avg Employment Change:** 0.0%
- **Forecast 5-Year Ann Employment Change:** 0.7%
- **Total 5-Year Demand:** 41,749

Agriculture, Food, & Natural Resources

High Location Quotient

MSP Metro
<ul style="list-style-type: none"> • Animal Scientists • Hydrologists • Food Scientists & Technologists • Stationary Engineers & Boiler Operators • Agricultural Sciences Teachers, Postsecondary

	MSP Metro
Avg. Wage	Region: \$64,300 Field: \$61,700
Unempl Rate	Region: 2.4% Field: 2.4%
Origin Occupations	<ul style="list-style-type: none"> • Landscaping & Groundskeeping Workers • Animal Caretakers • Bakers • Farmworkers & Laborers, Crop, Nursery, & Greenhouse • Veterinary Technicians
Gateway Occupations	<ul style="list-style-type: none"> • Supervisors of Groundskeeping Workers • Telecommunications Equipment Installers • Chefs & Head Cooks • Refuse & Recyclable Material Collectors • Chemical Technicians
Target Occupations	<ul style="list-style-type: none"> • Aircraft Mechanics & Service Technicians • Environmental Scientists • Veterinarians • Life, Physical, & Social Science Technicians • Biological Science Teachers, Postsecondary

Top Occupation Gaps

- Aircraft Mechanics & Service Technicians
- Plumbers, Pipefitters, & Steamfitters
- Veterinary Technologists & Technicians
- HVAC Mechanics & Installers
- Farmers, Ranchers, & Agricultural Managers

Top Award Gaps

- Veterinary Technologists & Technicians
- Veterinary Assistants
- Environmental Scientists & Specialists
- Environmental Engineers
- Telecommunications Equipment Installers



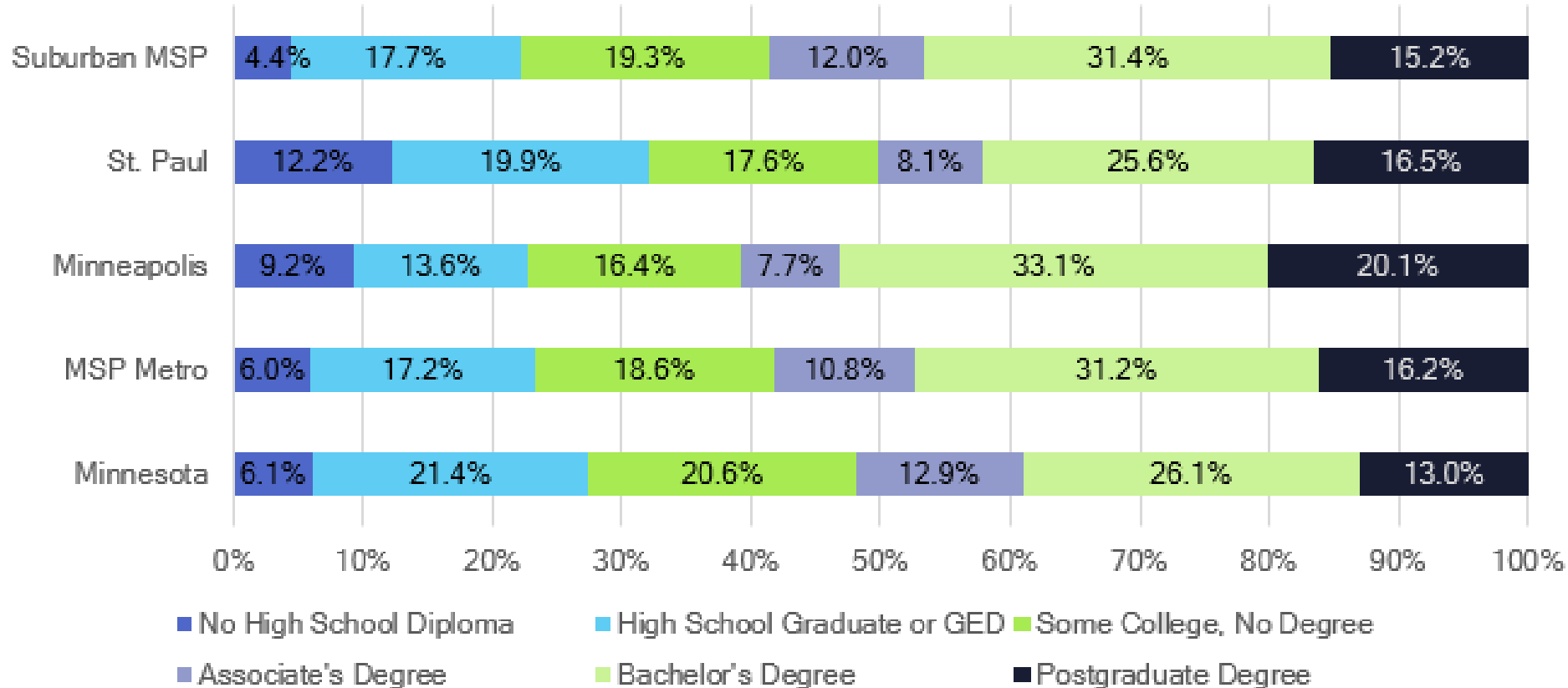
Thank you!

If you have questions about this report, please contact:
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Appendix

Population Educational Attainment

Educational Attainment, Age 25-64



Career Field Analysis

Occupation Characteristics for Consideration

- High-Wage: Paying above the area mean wage
- High-Skill: Requiring some form of credential
- High-Demand: 2/4 of the following requirements met:
 - Low unemployment
 - High volume of job postings in the past 3 months
 - Forecasted growth outpaces average regional forecasted growth
 - Forecasted total demand equal to or greater than 50% of total current employment
- Occupation Gaps
- Award Gaps

Health Science Technology

MSP Metro

Target Occupations (all HW, HD, HS)

Registered Nurses (OG, AG)

Medical & Health Services Managers (OG, AG)

Dental Hygienists (OG)

Nurse Practitioners (OG, AG)

Physical Therapists (OG, AG)

Gateway Occupations

Medical Secretaries & Administrative Assistants (HD, OG, AG)

Licensed Practical Nurses (HS, HD, OG, AG)

Medical Assistants (HS, HD, OG, AG)

Pharmacy Technicians (HD, OG, AG)

Dental Assistants (HS, HD, OG)

Origin Occupations

Likely

Home Health Aides (HD, AG)

Nursing Assistants (HS, HD, OG)

Veterinary Technologists & Technicians (HS, HD, OG, AG)

Healthcare Support Workers, All Other (HD, AG)

Psychiatric Technicians (HS, HD, OG)

Aligned

Customer Service Reps

Childcare Workers

Human Services

MSP Metro

Target Occupations (all HW, HD, HS, OG)

Elementary School Teachers

Lawyers

Secondary School Teachers

Middle School Teachers

Compliance Officers (AG)

Gateway Occupations

Social & Human Service Assistants (HD)

Self-Enrichment Teachers (HD, OG, AG)

Substance, Behavioral, & Mental Health Counselors (HS, HD, OG, AG)

Child, Family, & School Social Workers (HS, HD, OG, AG)

Paralegals & Legal Assistants (HS, HD, OG, AG)

Origin Occupations

Likely

Personal Care Aides (HD, AG)

Teaching Assistants (HS, HD, AG)

Childcare Workers (HD, AG)

Security Guards (HD, AG)

Preschool Teachers (HS, HD, OG, AG)

Aligned

Retail Sales Workers

Secretaries

Cashiers

Cooks

Customer Service Reps

Arts, Communications, & Information Systems

MSP Metro

Target Occupations (all HW, HD, HS, OG, AG)

Software Developers

Computer Systems Analysts

Computer Network Support Specialists

Computer Occupations, All Other

Network & Computer Systems Administrators

Gateway Occupations

Computer User Support Specialists (HS, HD, AG)

Graphic Designers (HS, AG)

Printing Press Operators (AG)

Photographers (HD, OG, AG)

Telecommunications Equipment Installers & Repairers (HS, HD, AG)

Origin Occupations

Likely

Floral Designers

Broadcast Announcers & Radio Disc Jockeys (HS, HD, OG, AG)

Costume Attendants (HD, AG)

Aligned

Library Technicians

Hosts & Hostesses

Customer Service Representatives

Photo Process Machine Operators

Business, Management, & Administration

MSP Metro

Target Occupations (all HW, HD, HS, OG, AG)

General & Operations Managers

Accountants & Auditors

Business Operations Specialists, All Other

Management Analysts

Market Research Analysts a&Marketing Specialists

Gateway Occupations

Customer Service Representatives (HD, AG)

Office Clerks, General (HD, AG)

Secretaries and Administrative Assistants (HD, AG)

Bookkeeping, Accounting, and Auditing Clerks (HS, HD, AG)

Supervisors of Retail Workers (HD)

Supervisors of Food Preparation & Serving Workers (HD, OG, AG)

Origin Occupations

Likely

Retail Salespersons (HD)

Cashiers (HD)

Fast Food & Counter Workers (HD)

Janitors & Cleaners (HD)

Stockers & Order Fillers (HD)

Aligned

Library Technicians

Eligibility Interviewers

Childcare Workers

Engineering, Manufacturing, & Technology

MSP Metro

Target Occupations (all HW, HD, HS)
 Industrial Engineers (OG, AG)
 Purchasing Agents, Except Wholesale, Retail (AG)
 Construction Managers (OG, AG)
 Mechanical Engineers (OG)
 Architectural & Engineering Managers (OG)

Gateway Occupations

Heavy & Tractor Trailer Drivers (HS, HD, OG, AG)
 Maintenance & Repair Workers, General (HD, OG)
 Light Truck Drivers (HD, AG)
 Construction Laborers (HD)
 Carpenters (OG)

Origin Occupations	Likely	Aligned
	Laborers & Freight, Stock Movers (HD)	Parking Lot Attendants
	Team Assemblers	Retail Sales Workers
	Landscaping & Groundskeeping Workers (HD)	Stockers and Order Fillers
	Packers & Packagers, Hand	Janitors and Cleaners
	Packaging & Filling Machine Operators & Tenders (OG)	

Agriculture, Food, & Natural Resources

MSP Metro

Target Occupations (all HW, HD, HS)

Aircraft Mechanics & Service Technicians (OG, AG)

Environmental Scientists & Specialists (OG, AG)

Veterinarians (OG)

Life, Physical, & Social Science Technicians (AG)

Biological Science Teachers, Postsecondary (OG)

Gateway Occupations

Supervisors of Groundskeeping Workers (HD, OG)

Telecommunications Equipment Installers & Repairers (HS, HD, AG)

Chefs & Head Cooks (HD, OG, AG)

Refuse and Recyclable Material Collectors- (HD, AG)

Chemical Technicians (HS, HD)

Origin Occupations

Likely

Landscaping & Groundskeeping Workers (HD)

Animal Caretakers (HD, AG)

Bakers (HD, AG)

Farmworkers & Laborers

Veterinary Techs (HS, HD, OG, AG)

Aligned

Compliance Officers

Laborers & Freight Movers

Stockers & Order Fillers

Customer Service Reps

Cooks