



# Employment Outcomes of Minnesota Graduates

## Where Are Your Graduates Now?



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Labor Market Information Office

Department of Employment and Economic Development

For Job Seekers For Business For Government About Us **Data** A-Z Index

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## Data

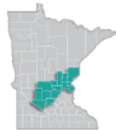
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## Central Region

The Minnesota Department of Employment and Economic Development is excited to be offering a series of workshops on utilizing our Labor Market Information tools.

### Labor Market

Explore the Central Minnesota labor market, including employment, unemployment, wages, occupations, and industries through the series of profiles, articles, and blogs in this section.



*Counties:* Benton, Chisago, Isanti, Kanabec, Kandiyohi, McLeod, Meeker, Mille Lacs, Pine, Renville, Sherburne, Stearns, Wright

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## Regional Profiles

### Planning Region

[Central Minnesota](#)

*Counties:* Benton, Chisago, Isanti, Kanabec, Kandiyohi, McLeod, Meeker, Mille Lacs, Pine, Renville, Sherburne, Stearns, Wright

### Economic Development Regions

[Region 6E](#)

*Counties:* Kandiyohi, McLeod, Meeker, Renville

[Region 7E](#)

*Counties:* Chisago, Isanti, Kanabec, Mille Lacs Pine

[Region 7W](#)

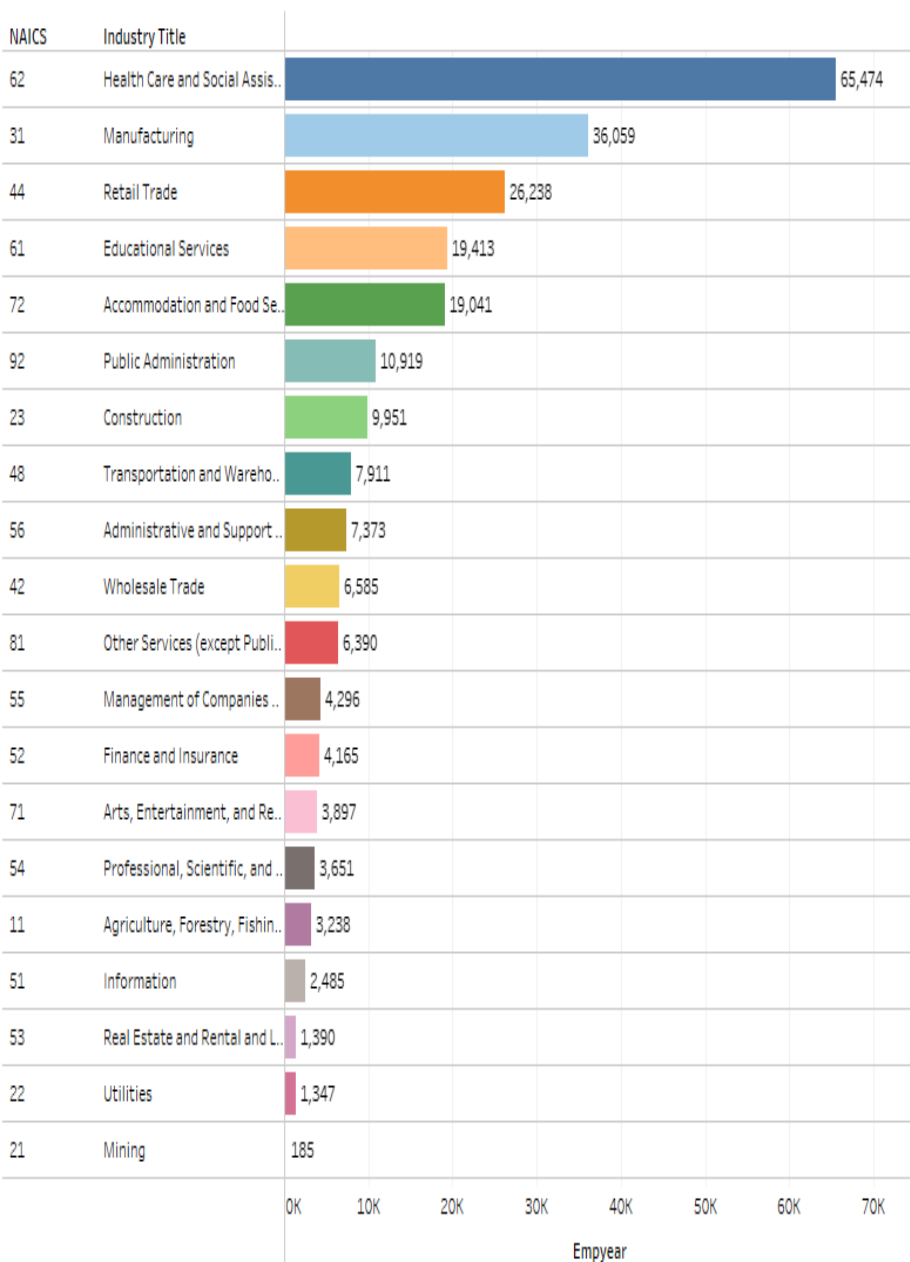
*Counties:* Benton, Sherburne, Stearns, Wright

### County Profiles

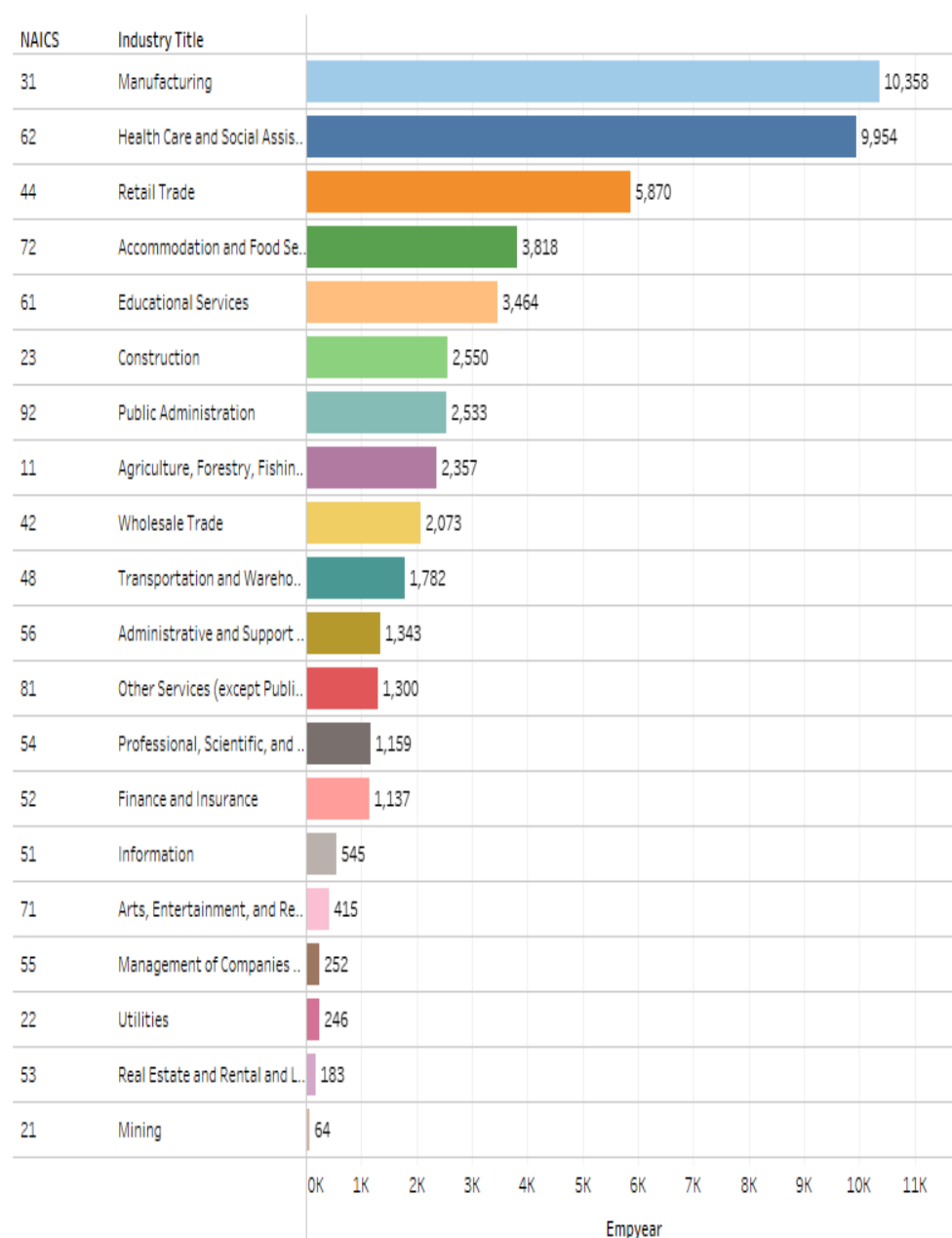
[Benton](#), [Chisago](#), [Isanti](#), [Kanabec](#), [Kandiyohi](#), [McLeod](#), [Meeker](#), [Mille Lacs](#), [Pine](#), [Renville](#), [Sherburne](#), [Stearns](#), [Wright](#)

# What does your community look like?

EDR 10 - Southeast Industry Employment in 2022



EDR 6E- Southwest Central Industry Employment in 2022



# Rural Minnesota Labor Force Woes

- We estimate that Rural Minnesota has about 31k fewer workers than in 2020
- We project +2.1% (+28k) labor force growth from 2025-2035 outside the metro
  - This will be much faster in a few counties but typically a stagnant labor force in the coming decade
- Rural Minnesota has a higher share of millennials and boomers in the labor force
- But not enough to fill our jobs with a 0.4 JPV in 2022

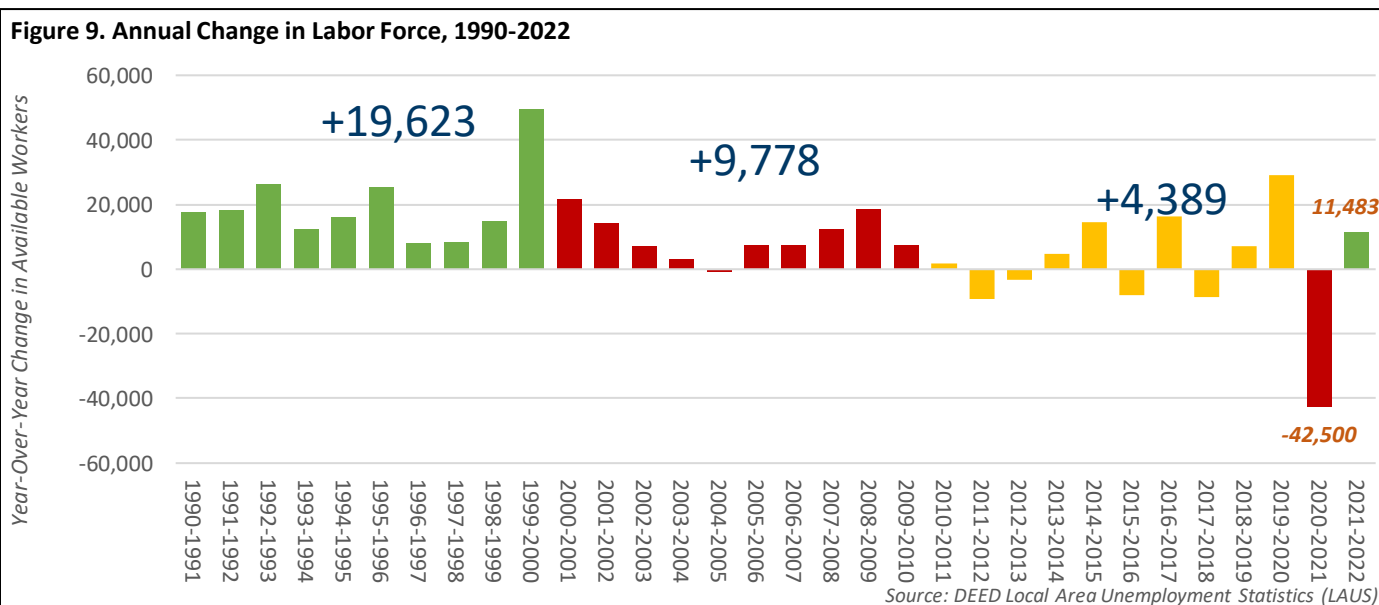
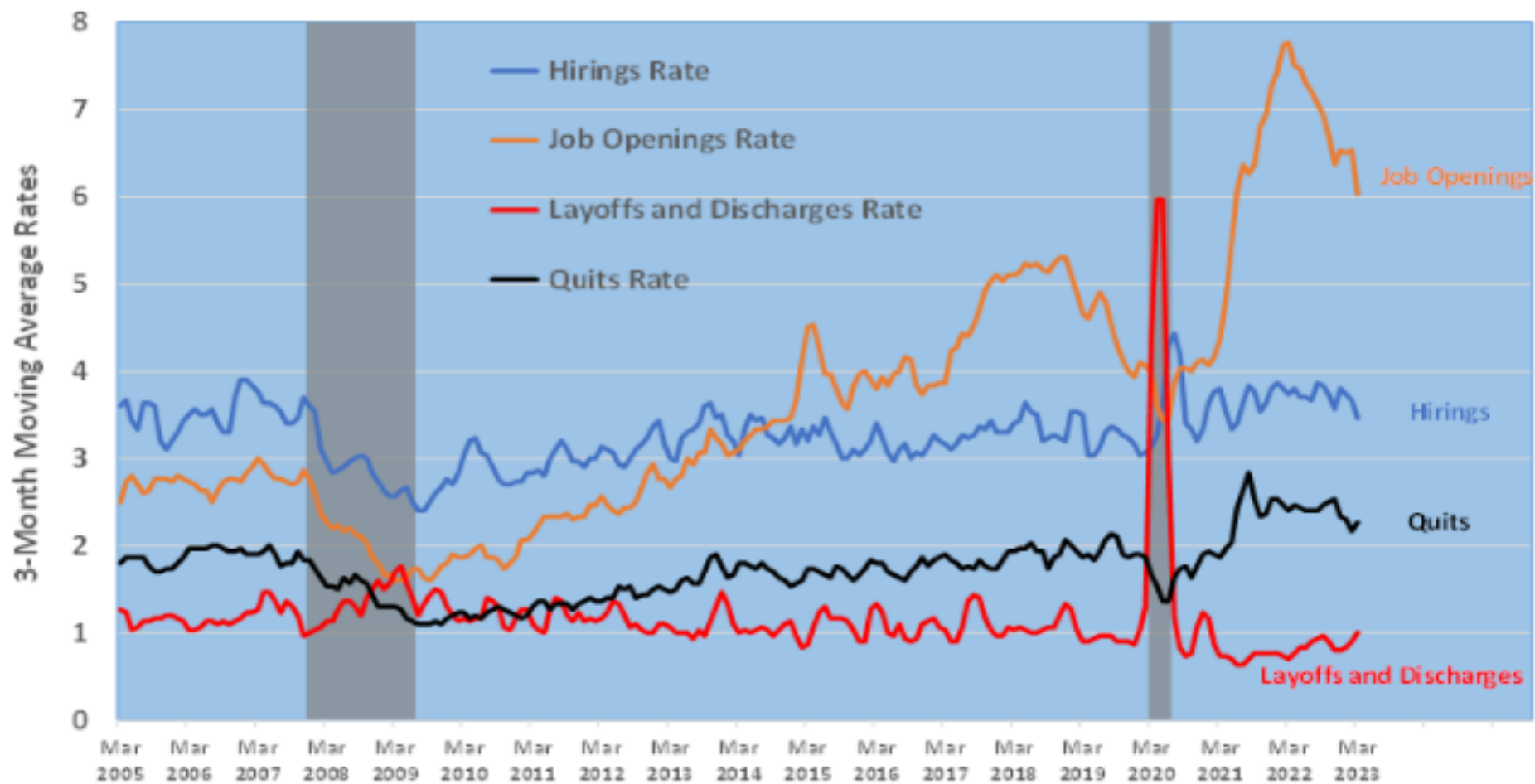
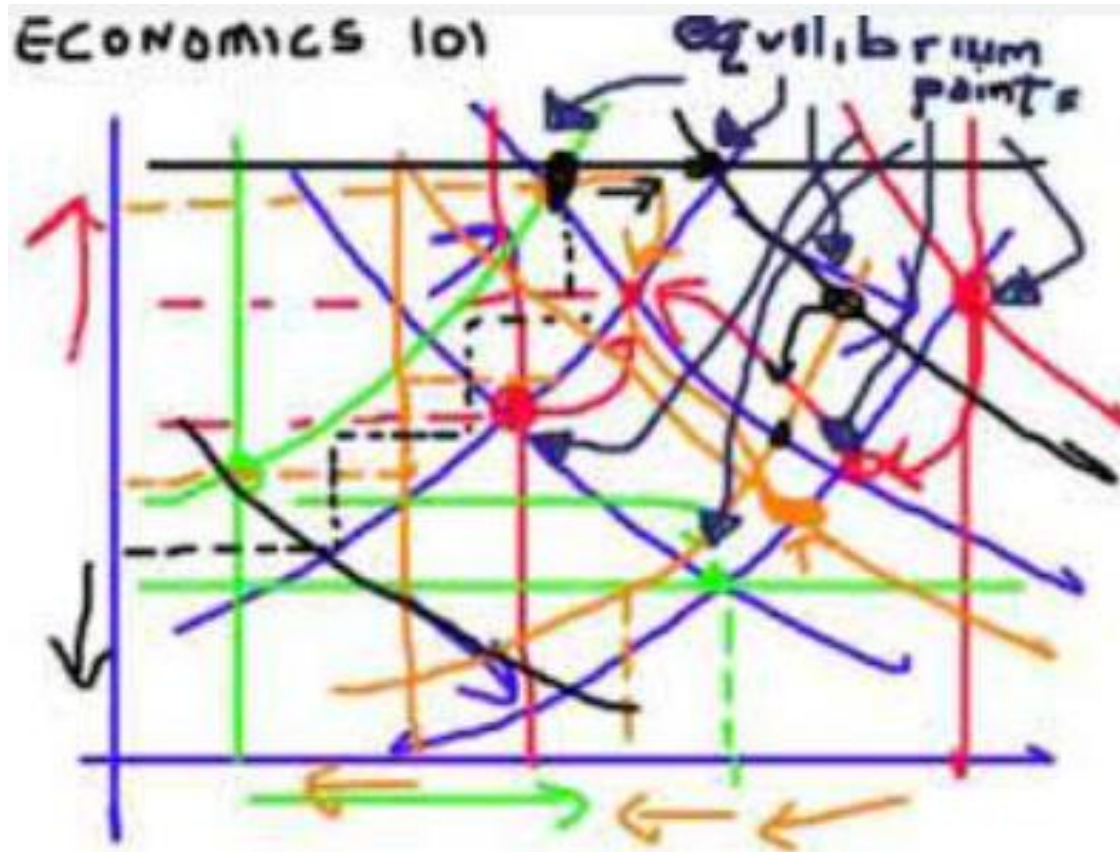


Figure 3  
Minnesota JOLTS Measurements  
March 2005 - March 2023



Source: BLS JOLTS - <https://www.bls.gov/jlt> 3-month moving average of seasonally adjusted data

# What To Make Of This Stuff?

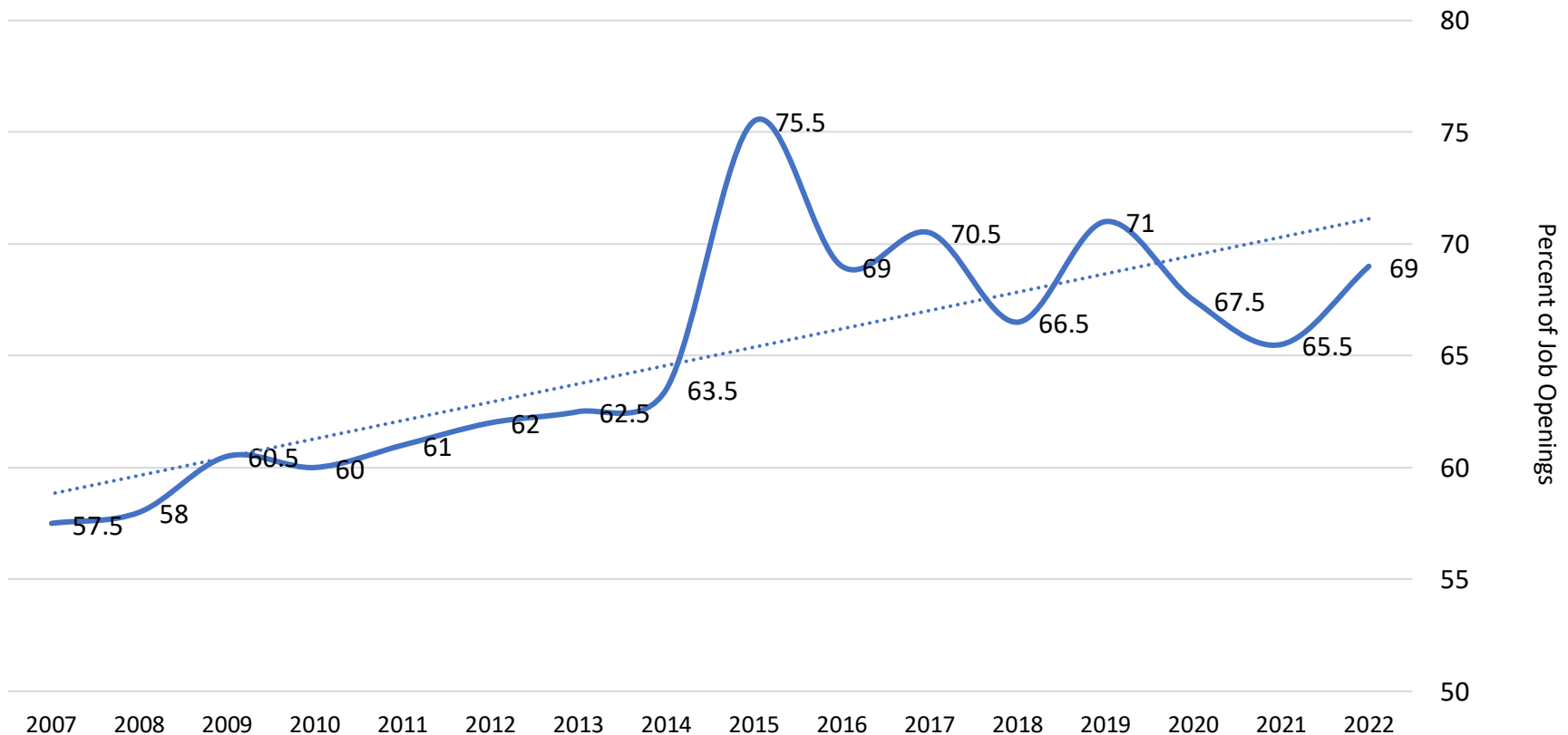


Are you asking yourself “why did Luke just tell us all that?”

# Impact to Higher Education is Still Unfolding

- The educational needs of our workforce is driven by business cycles, not necessarily technology

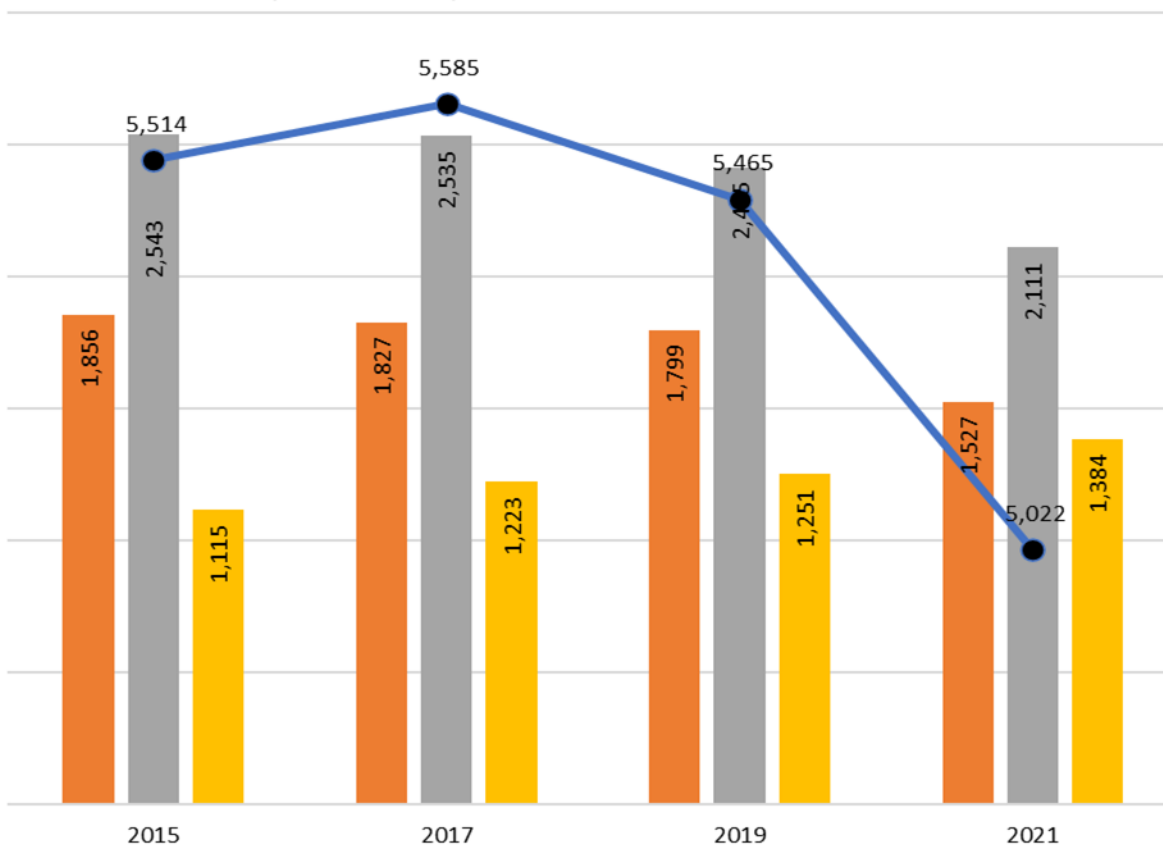
Minnesota's Share of Job Openings Requiring High School Diploma or Less



# Our Students

**Figure 1. Central Minnesota College Enrollment Trends For Recent High School Graduates**

2-year 4-year Outside of MN All Enrollment



High school graduates enrolling in college the fall after high school graduation

Source: MN SLEDs

- 65% of high school graduates enrolled in college in the fall following graduation
- By 2021 overall enrollment of high school graduates **dropped to 59% from about 500 fewer Central Minnesota graduates enrolling in college**
- 33% enrolled at a 2- year and 45% at a 4- year institution while the remainder enrolled in college outside of Minnesota.



## Officials have released a list of the proposed program cuts:

### Majors

- Philosophy, BA
- Philosophy Interdisciplinary, BA
- Real Estate, BS
- Theatre and Social Change, BA
- Insurance, BS
- Nuclear Medicine Technology

### Master's

- Marriage & Family Therapy, MS

### Grad Certificates

- Marriage & Family Therapy

### Minors

- British Studies
- Ethics
- Ethics Interdisciplinary
- Philosophy
- Philosophy Interdisciplinary
- Religious Studies
- Theatre

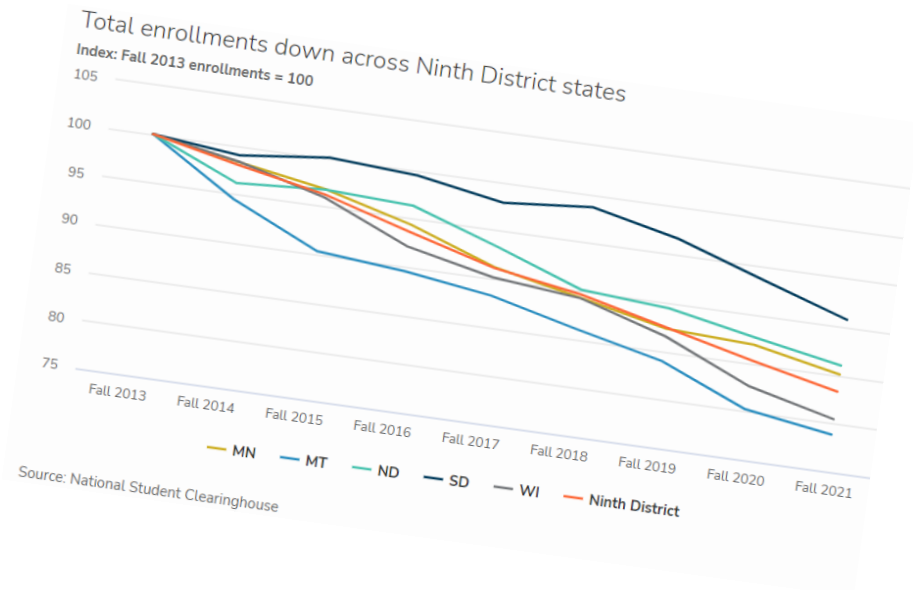
# Change Happens

House Higher Education Finance and Policy Committee 1/19/23

By that measurement, enrollment in the Minnesota State system declined by 27.9% between fiscal years 2013 and 2022. The schools experiencing the largest drops were:

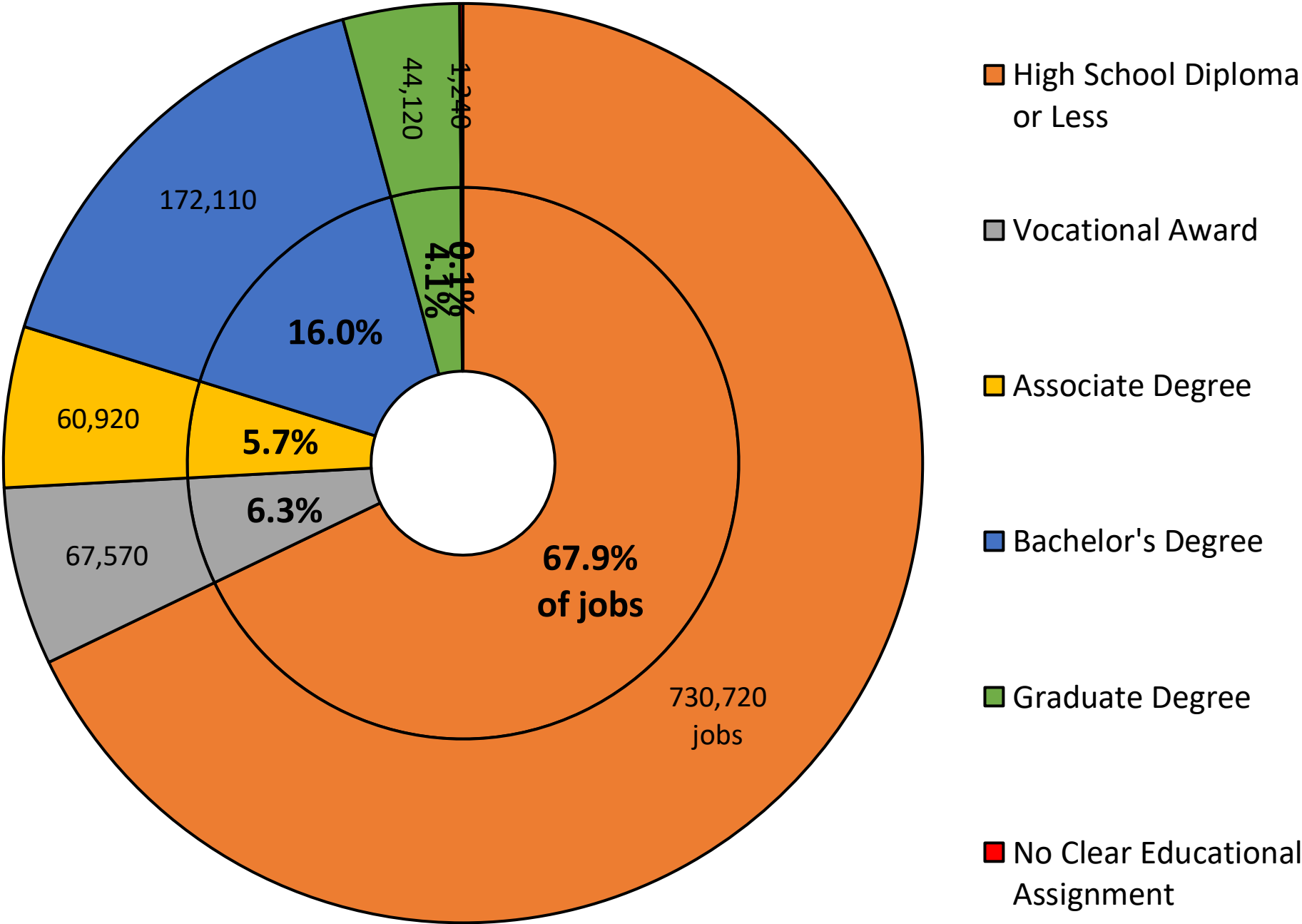
- Fond du Lac Tribal and Community College, 45.7%;
- Minneapolis Community and Technical College, 43.2%;
- Inver Hills Community College, 42.8%;
- Northland Community and Technical College, 42.5%;
- Hennepin Technical College, 41.9%; and
- St. Cloud State University, 41.5%.

By comparison, the largest school in the system, Minnesota State University, Mankato, saw its enrollment fall only 7.9% over the same period. Southwest Minnesota State University is 10.7% smaller than a decade ago.



SCSU, along with many universities nationwide, is dealing with a significant enrollment decline. Research has found the student population at SCSU has dropped by almost 50 percent since 2010.

Figure 18. Rural Minnesota’s Share of Jobs by Educational Requirements, 2022



# Students to the left of me

- If students are not adequately informed about the consequences of their instructional program choices and outcomes based on the experience of past graduates from those programs, they may make decisions that have a negative impact on their employment and economic stability throughout their lives.
- Future wage growth is not consistent across programs and the need to invest more time and money to secure a living wage even after completion of a four-year degree might not be what graduates were expecting.

# Employers to the right, Here education is, stuck in the middle with you

- Employers complain about skills gap, but the solution is not simple
- Employer demand does not always drive student interest (demand)
  - Think of the trades programs that have had to shut down due to lack of student interest
- Even if bureaucracy and union contracts didn't prevent colleges from rapidly changing funding allocations (professors, assets, and so on), money still follows students
- Telling our colleges to change curricula only goes so far, they rely on students to actually select the programs employers would prefer.
- But incentives also fight against making changes in the education side. (if the most popular program (most profitable) doesn't provide graduates with desirable employment options will colleges opt for potential layoffs to re-allocate resources?)

# Career and Education Guidance

If you think it's as simple as telling OUR students to get good grades and go to college, you might be surprised.

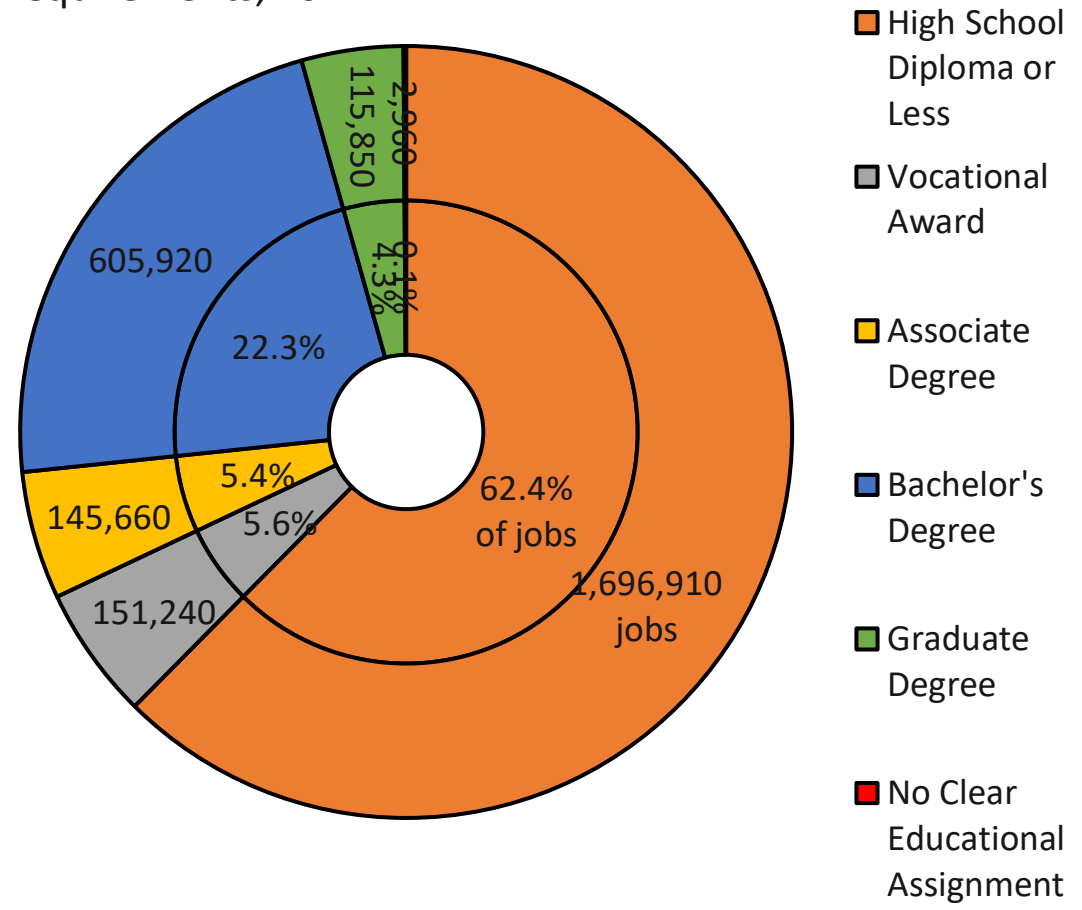
*The devil is in the details*

# You are an influencer

- How are we framing career opportunities?
- How do we think and talk about our communities?

*Do we encourage deciding an education or a career path first?*

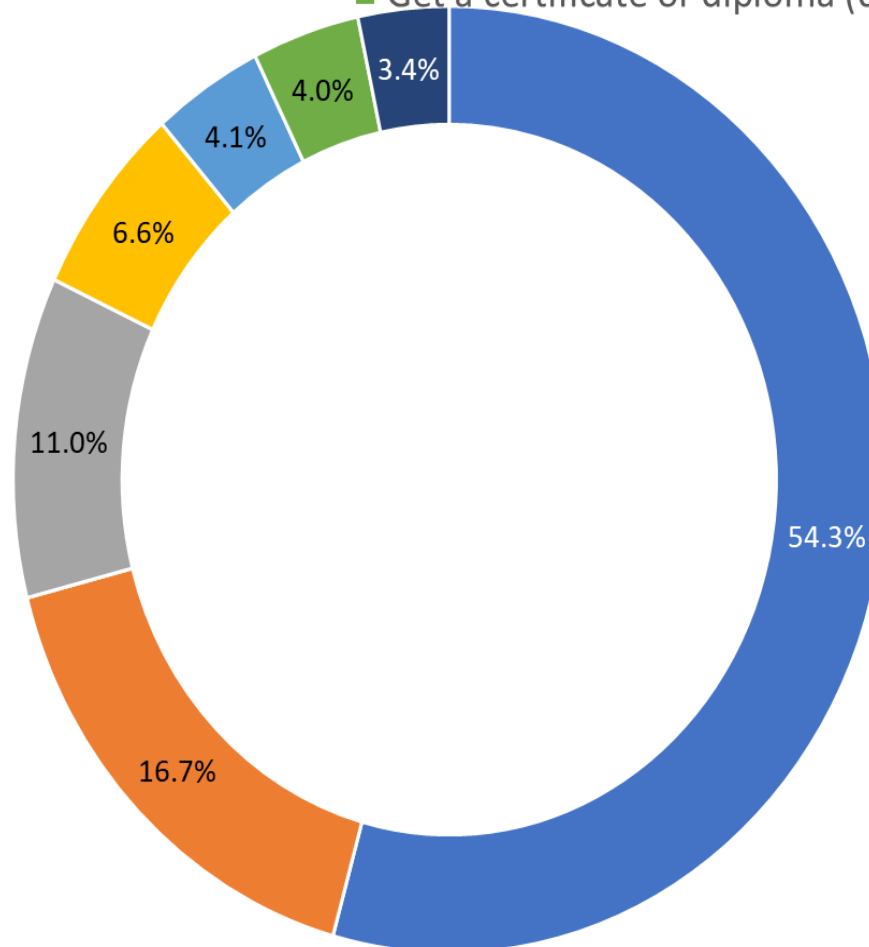
Minnesota's Share of Jobs by Educational Requirements, 2022



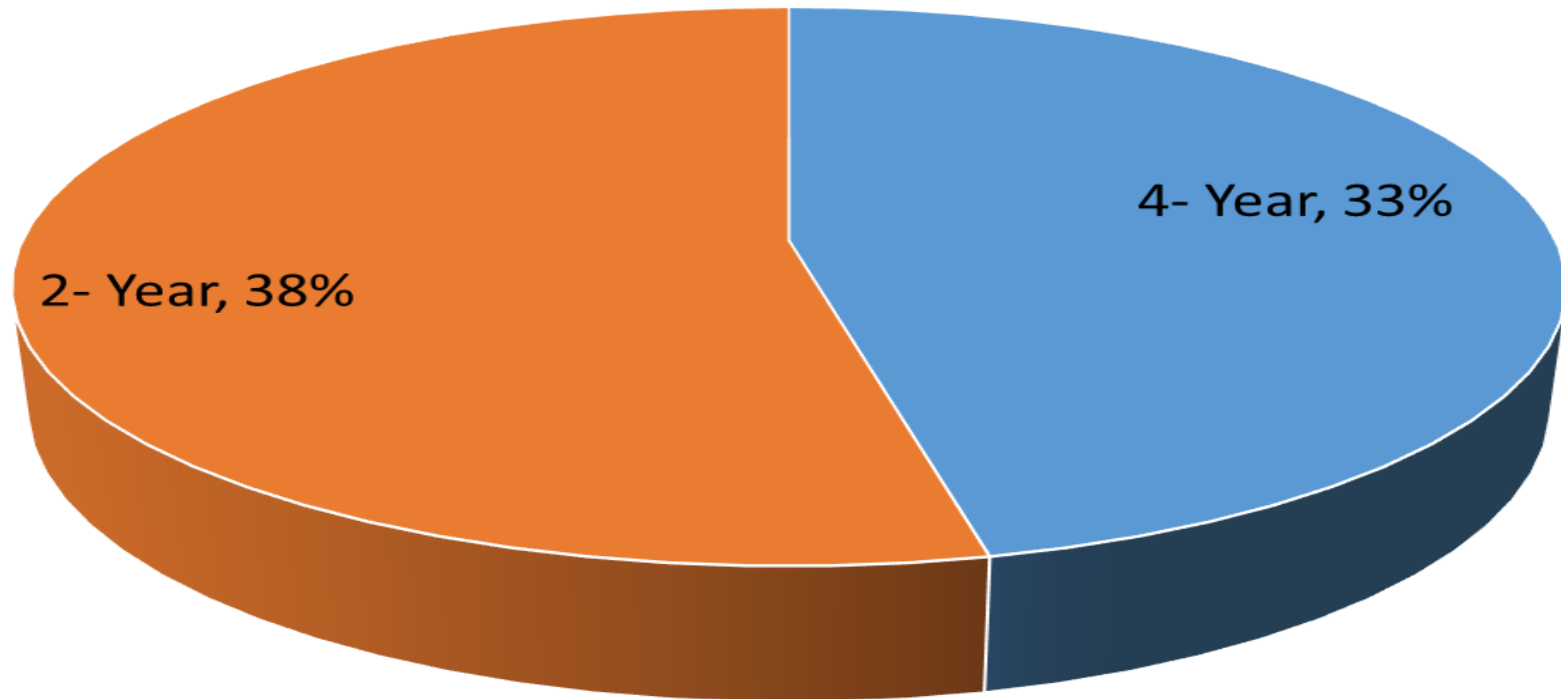
## 2023 SW Career Expo

### What do you plan to do after high school?

- Get a bachelor's degree (4-year degree)
- Get an associate's degree (2-year degree)
- Get a job
- Other...
- Get an apprenticeship
- Get a certificate or diploma (6 months-1 year)
- Join the military



Share of Students who Enroll in College in the Fall After Graduating in  
Minnesota, Class of 2019



- Looking back at the class of 2012 shows that 27.3% of graduates who enrolled in college did not complete any degree in 6- years
- 26% didn't enroll in higher education in the fall following graduation, **what are we doing for them?**



# Make No Mistake, College is Typically an Excellent Investment

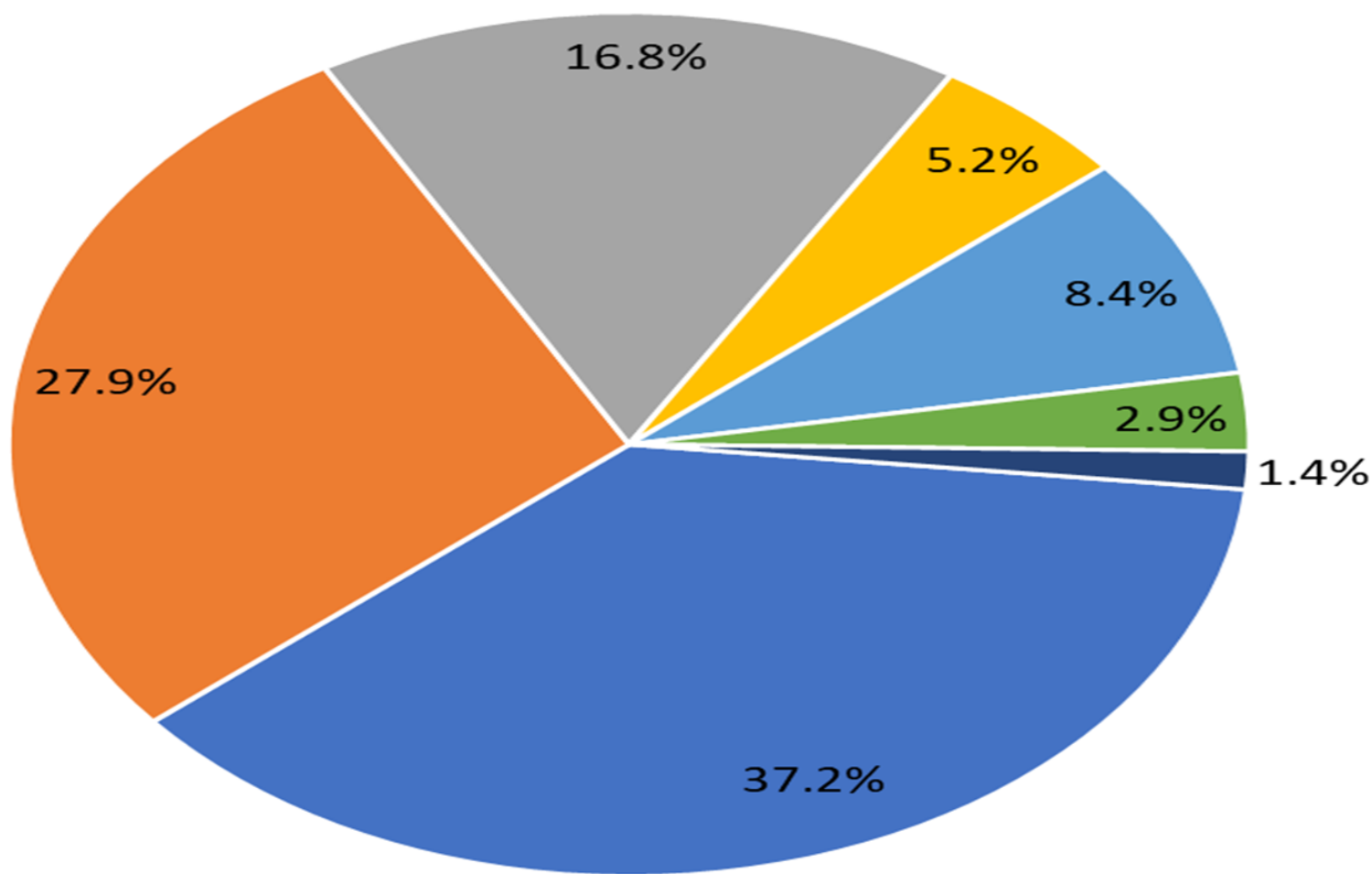
- But, it is still an INVESTMENT
  - Be at least as thoughtful about investments in education as other investments (like a home purchase)
  - Attaining a degree does not guarantee financial success.
  - The more a student spends on college the higher the earnings they need for an adequate return

***Not all great jobs require college***

***Not all college graduates get great jobs***

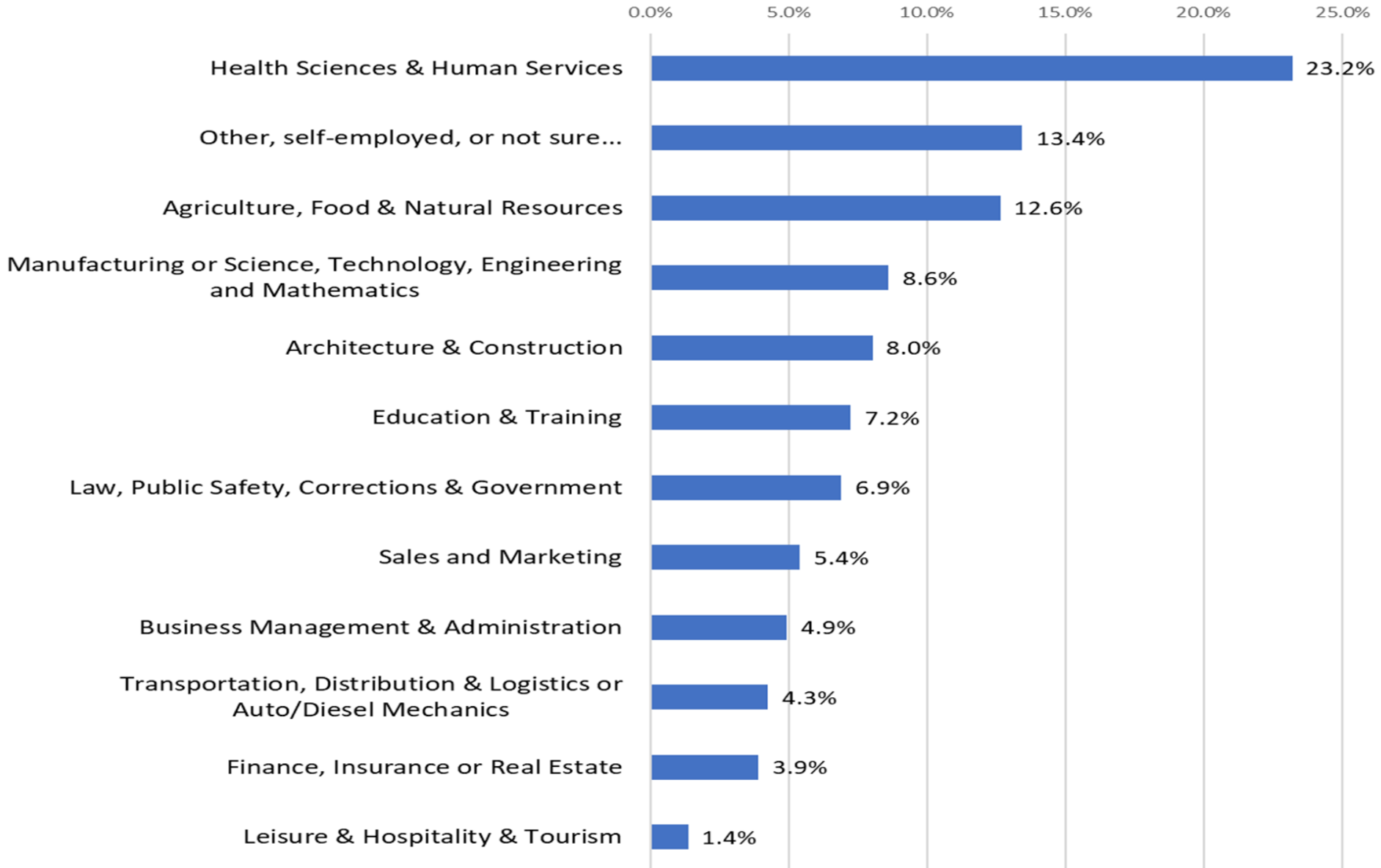
2023 SW Career Expo  
What would be the MOST helpful information to help  
decide what type of career you want?

- What I would be doing on the job
- How much education I need to acquire
- How many job openings there are
- If I can work from home
- How much money I could make
- What type of schedule and hours are typical
- What region of the state or country has the job



## 2023 Southwest Career Expo Results

### What type of job are you MOST interested in?



# Major Matters

## New Research to Help Think Through the *Value Proposition*

- <https://mn.gov/deed/newscenter/publications/trends/september-2023/popular.jsp>

- This article assesses postsecondary instructional program outcomes based on median wage and estimated net income, seven years post-graduation.
- The article describes how students, parents/guardians, educators, career counselors and others can utilize data in an interactive tool developed by DEED's Labor Market Information office to compare outcomes by instructional program.

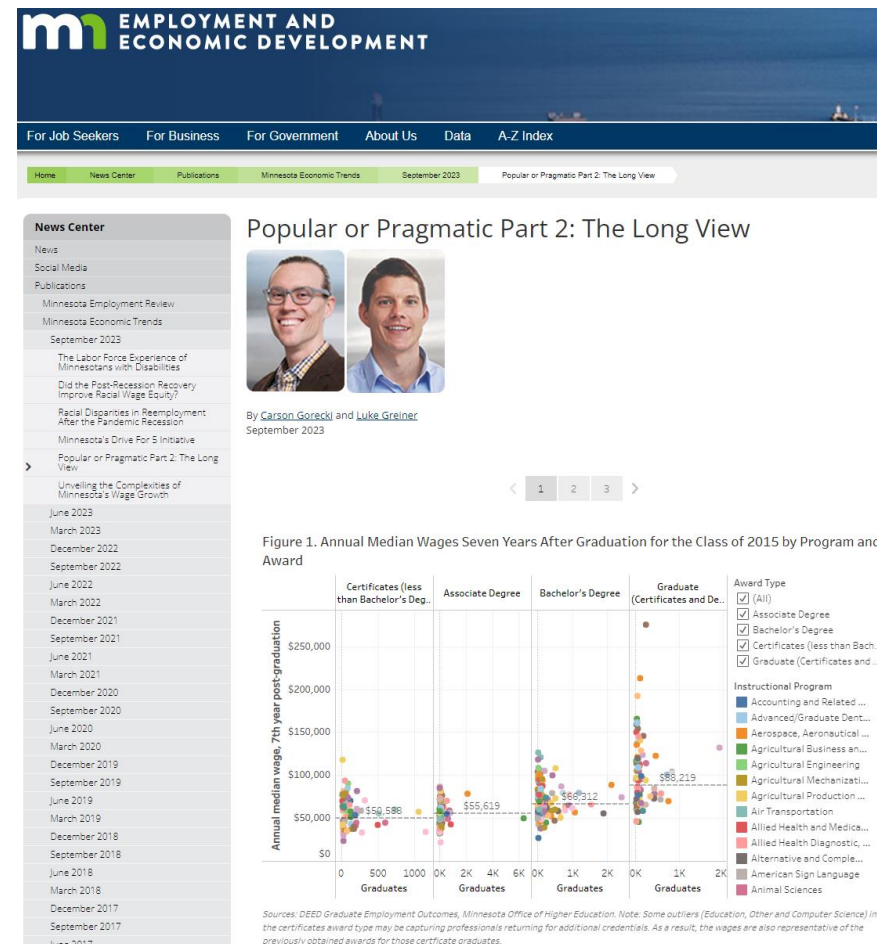
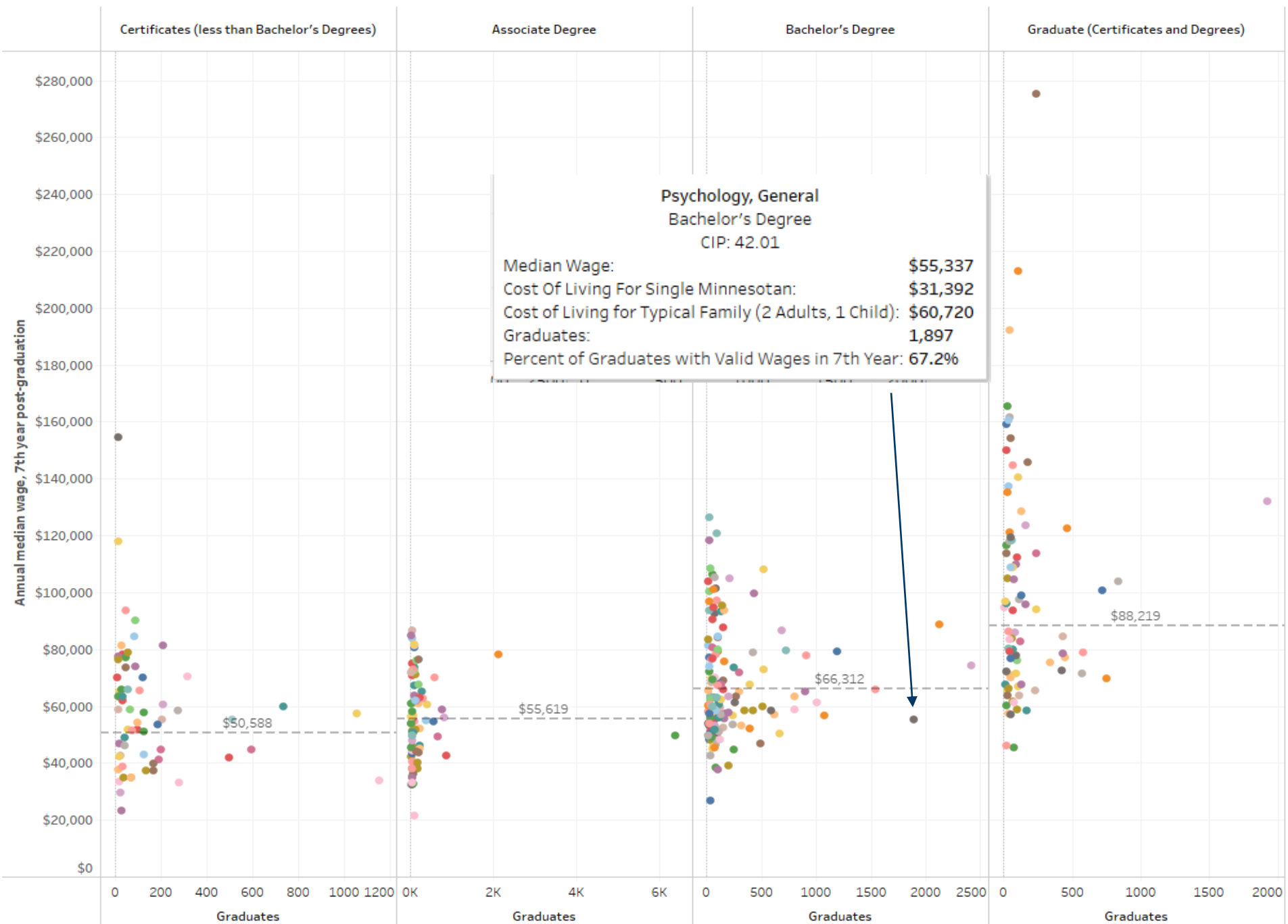
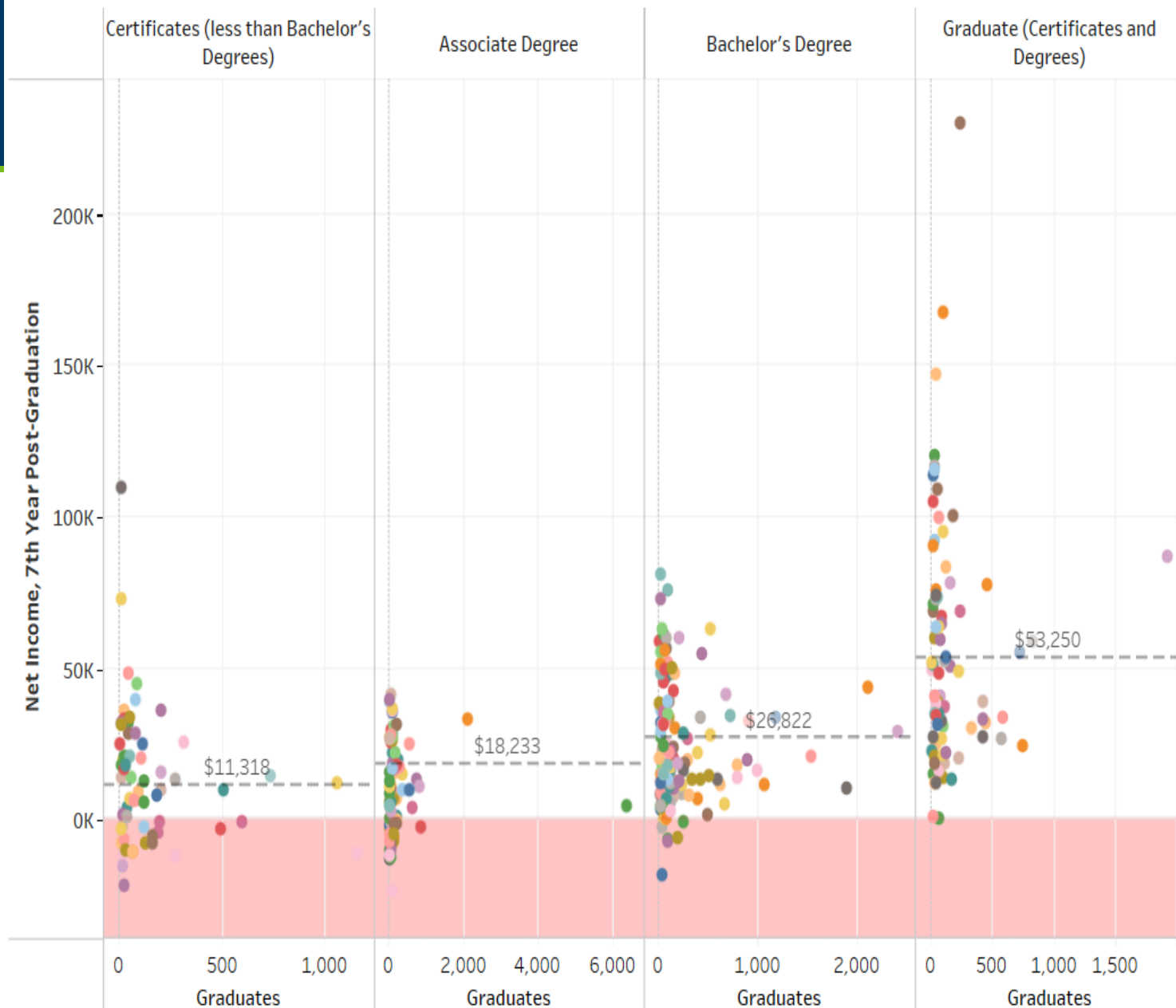


Figure 1. Annual Median Wages Seven Years After Graduation for the Class of 2015 by Program and Award



# Major Matters

Figure 2. Annual Net Income Seven Years After Graduation, Class of 2015



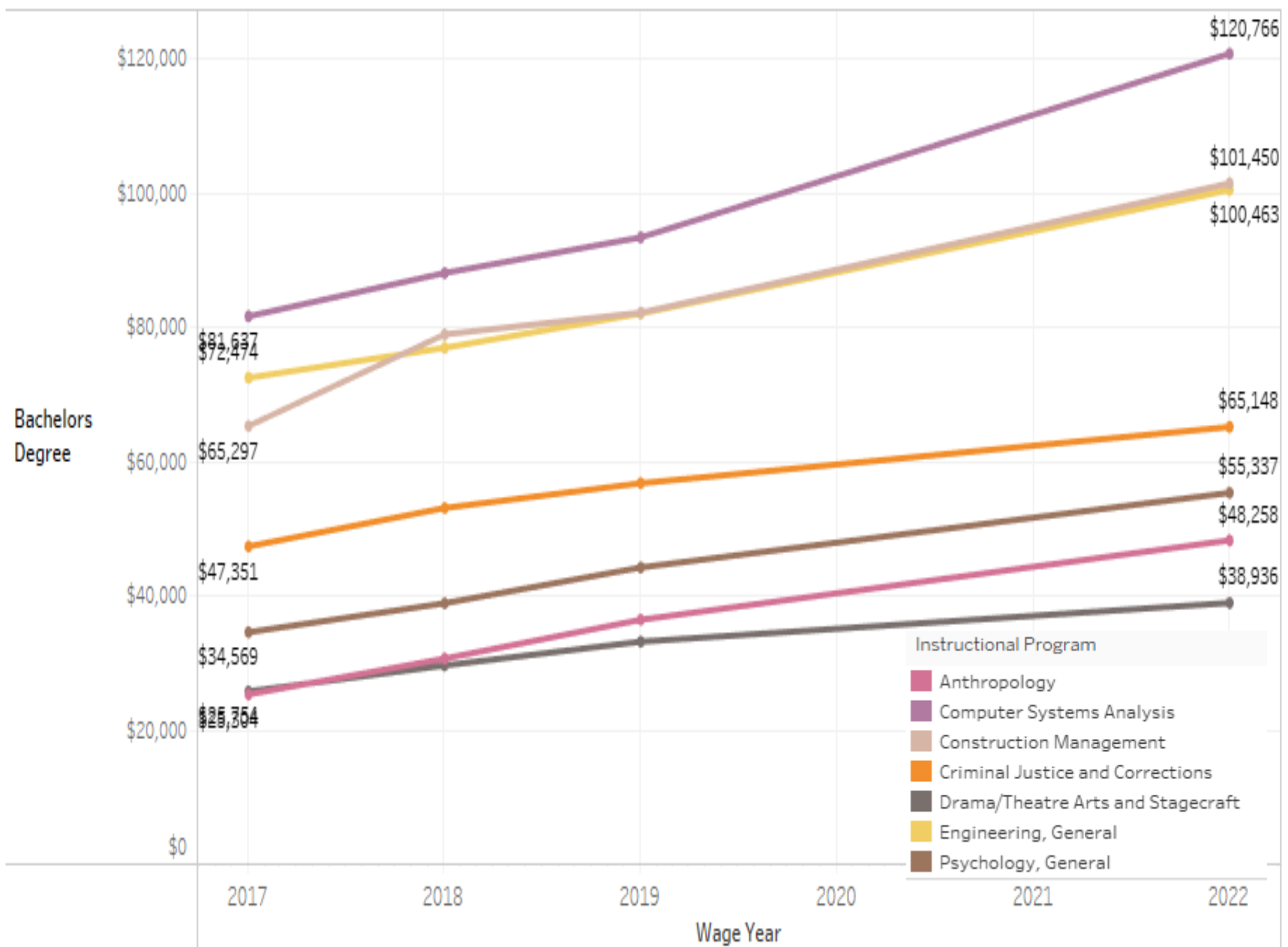
<https://mn.gov/deed/newscenter/publications/trends/september-2023/popular.jsp>

There are more considerations than just earning potential, but it's the most important factor when college is the most important decision.

... Meaning

This stuff is much less important for well connected and highly resourced students

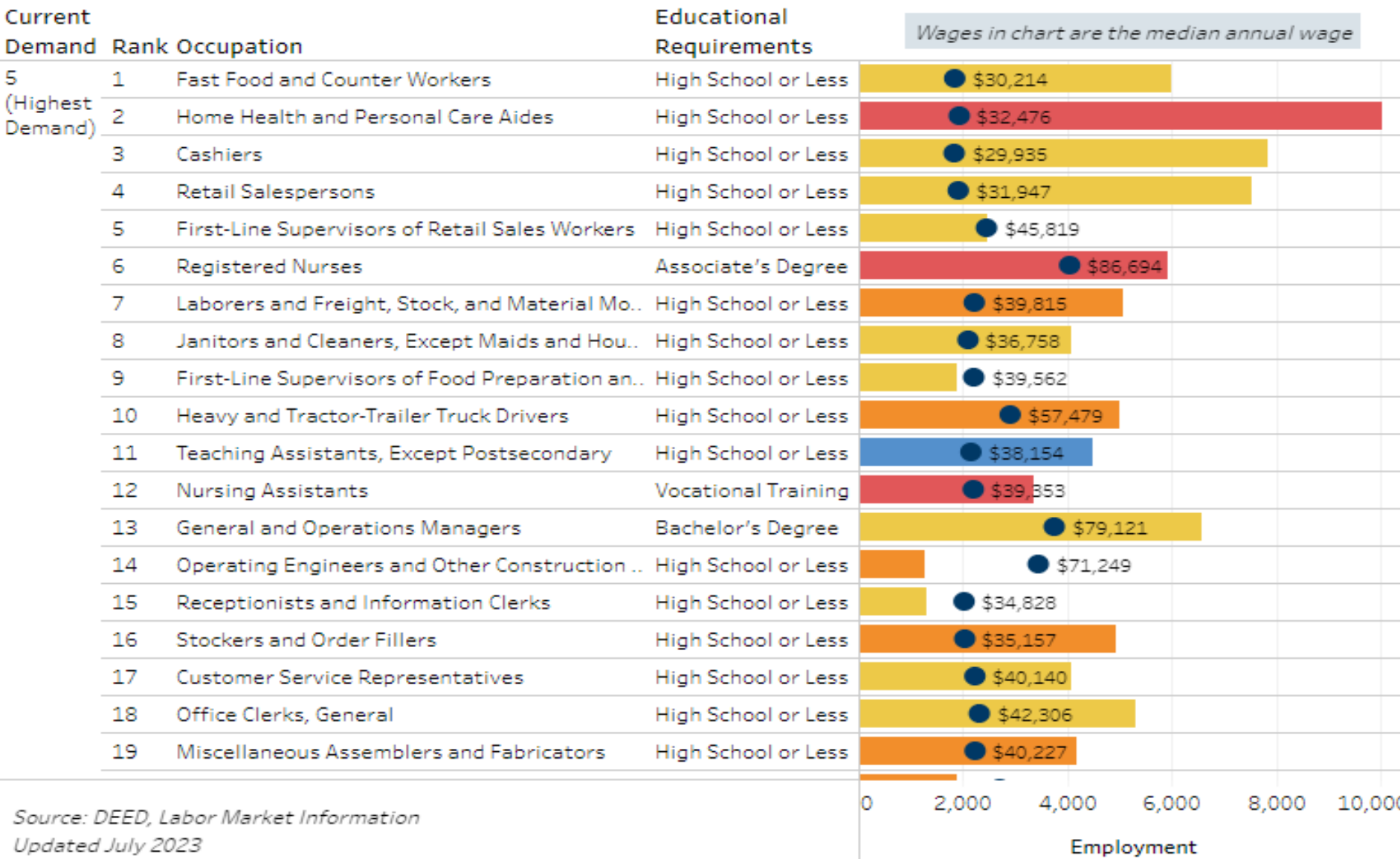
Figure 3. Annual Median Earnings Trend for 2015 Graduates by Year, Instructional Program, and Award Type





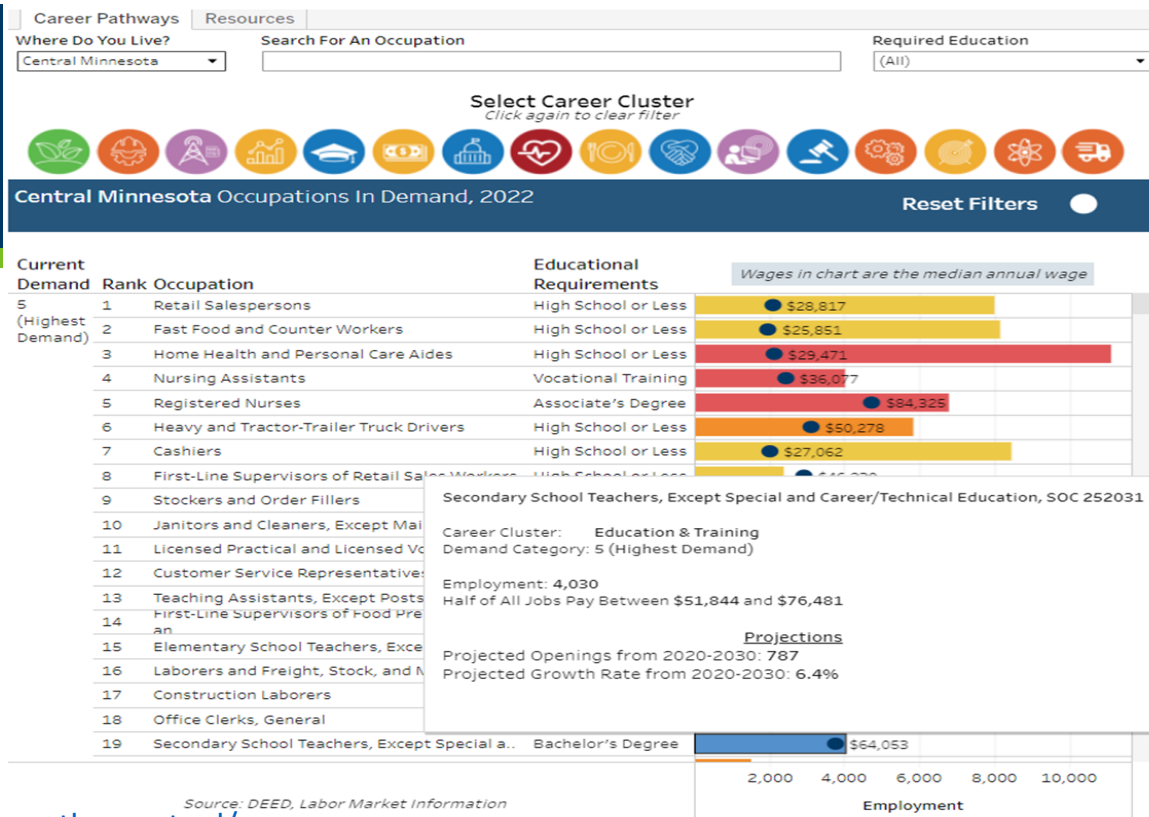
# Central Minnesota Occupations In Demand, 2023

Reset Filters





We have a few tools to help



## • Career Pathways Tool

- <https://mn.gov/deed/data/data-tools/career-pathways-tool/>
- Video tutorial: <https://www.youtube.com/watch?v=xTmbGJkCVfw>

## • Path to Career Success:

- <https://mn.gov/deed/data/lmi-reports/workforce-path-success/>

## • Video for parents and students:

- <https://youtu.be/9rNb-aefpMk>

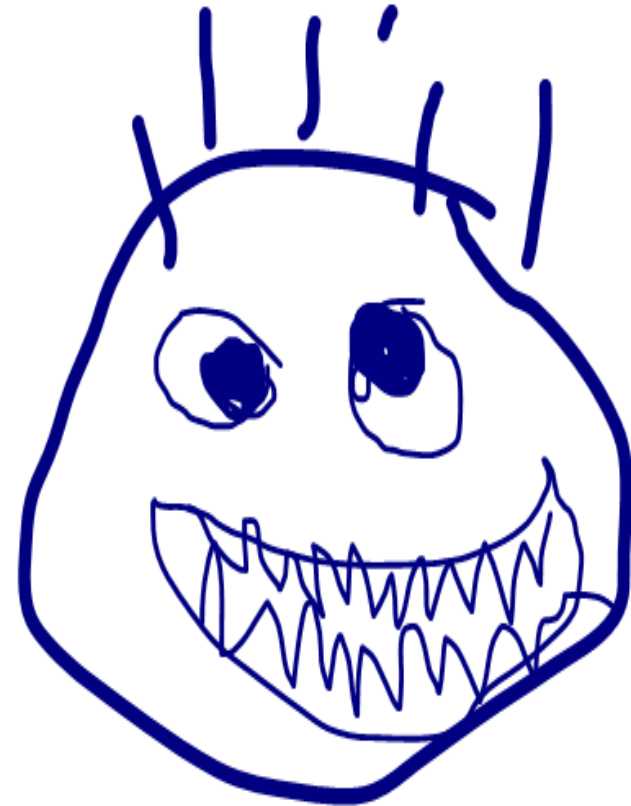
## • Graduate Employment Outcomes:

- <https://mn.gov/deed/data/data-tools/graduate-employment-outcomes/>

DATA + CTE

=

FUN



DATA + CTE

=

Good



# Thank You!



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Explore our research in more detail:

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