



EMPLOYMENT AND  
ECONOMIC DEVELOPMENT

# Minnesota's Direct Care Workforce

Oriane Casale | Assistant Director

Minnesota Labor Market Information Office

[Oriane.Casale@state.mn.us](mailto:Oriane.Casale@state.mn.us)

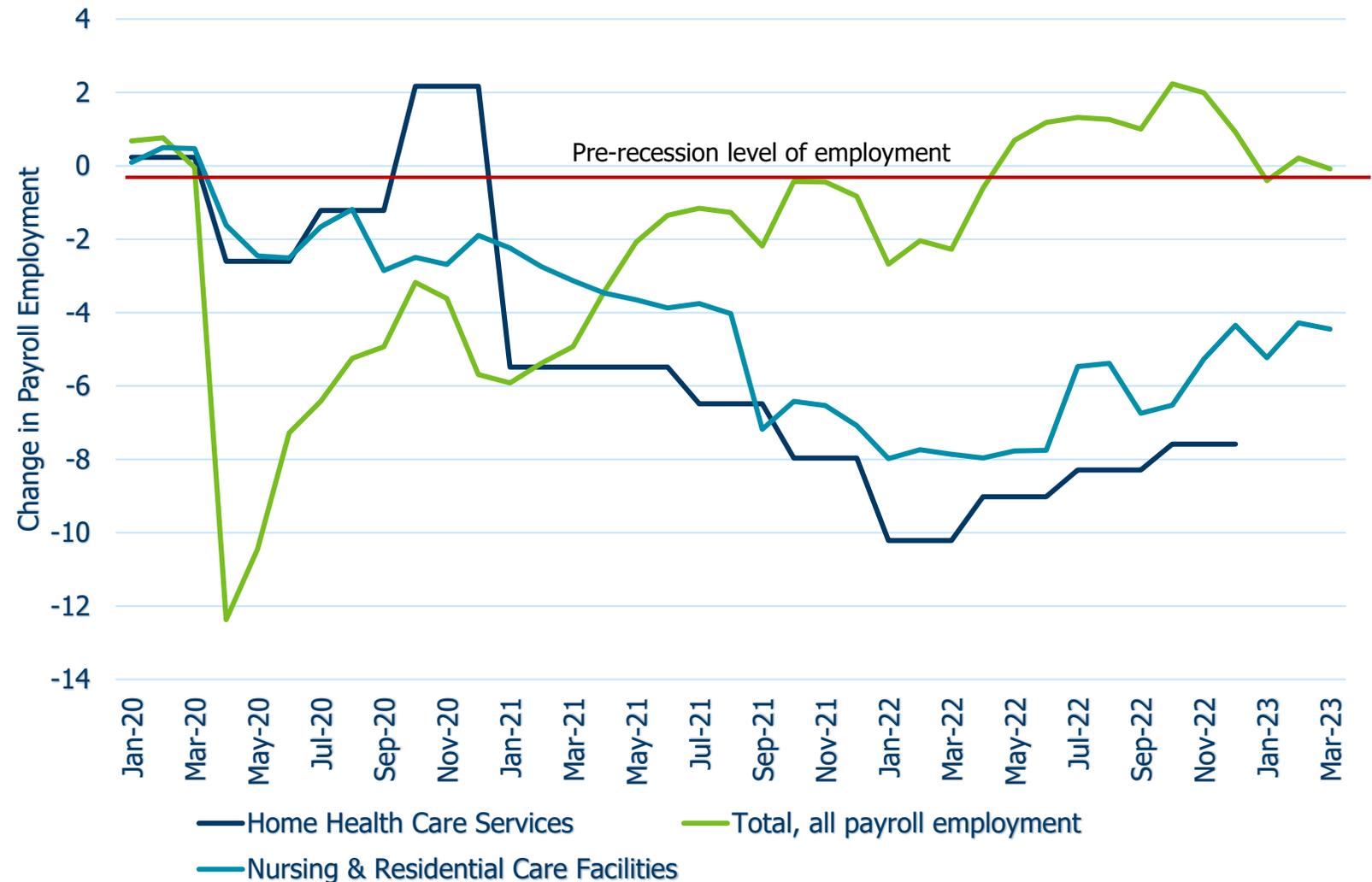


# Presentation Outline

- Impact of the Pandemic Recession on Direct Care industries
- Size of occupations and wages
- Job vacancies
- Regional comparisons
- Wage and cost of living comparisons
- Can we engage young people in direct care work?

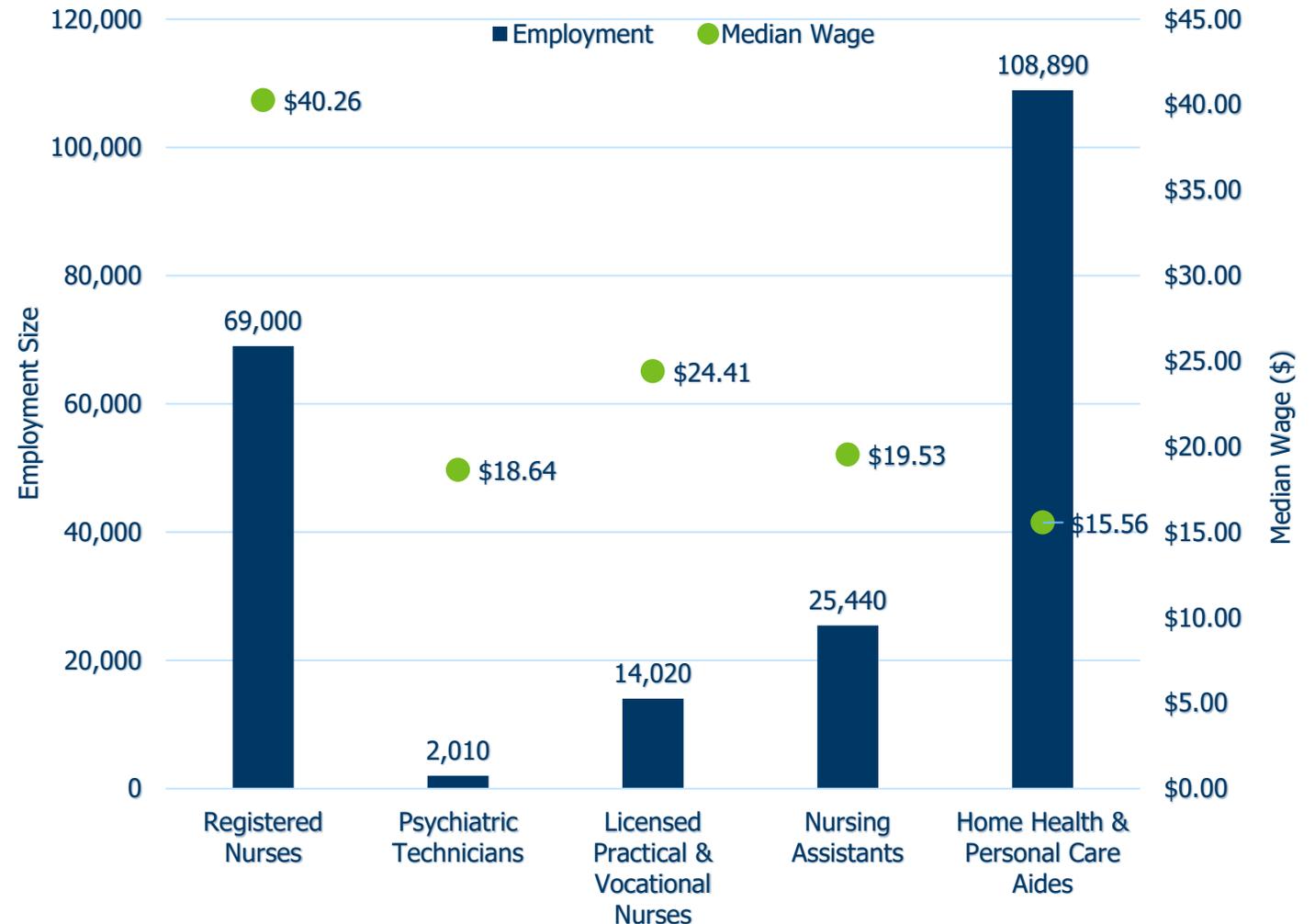
# Pandemic Recession's Impact on Nursing & Residential Care Industry

- Total payroll employment has fully recovered from the Pandemic Recession
  - Recovery started in winter of 2021
- Employment in both Home Health Care Services and Nursing & Residential Care Facilities lagged recovery in other industries
  - Recovery in these industries did not start until spring of 2022 and is still well below pre-recession levels.



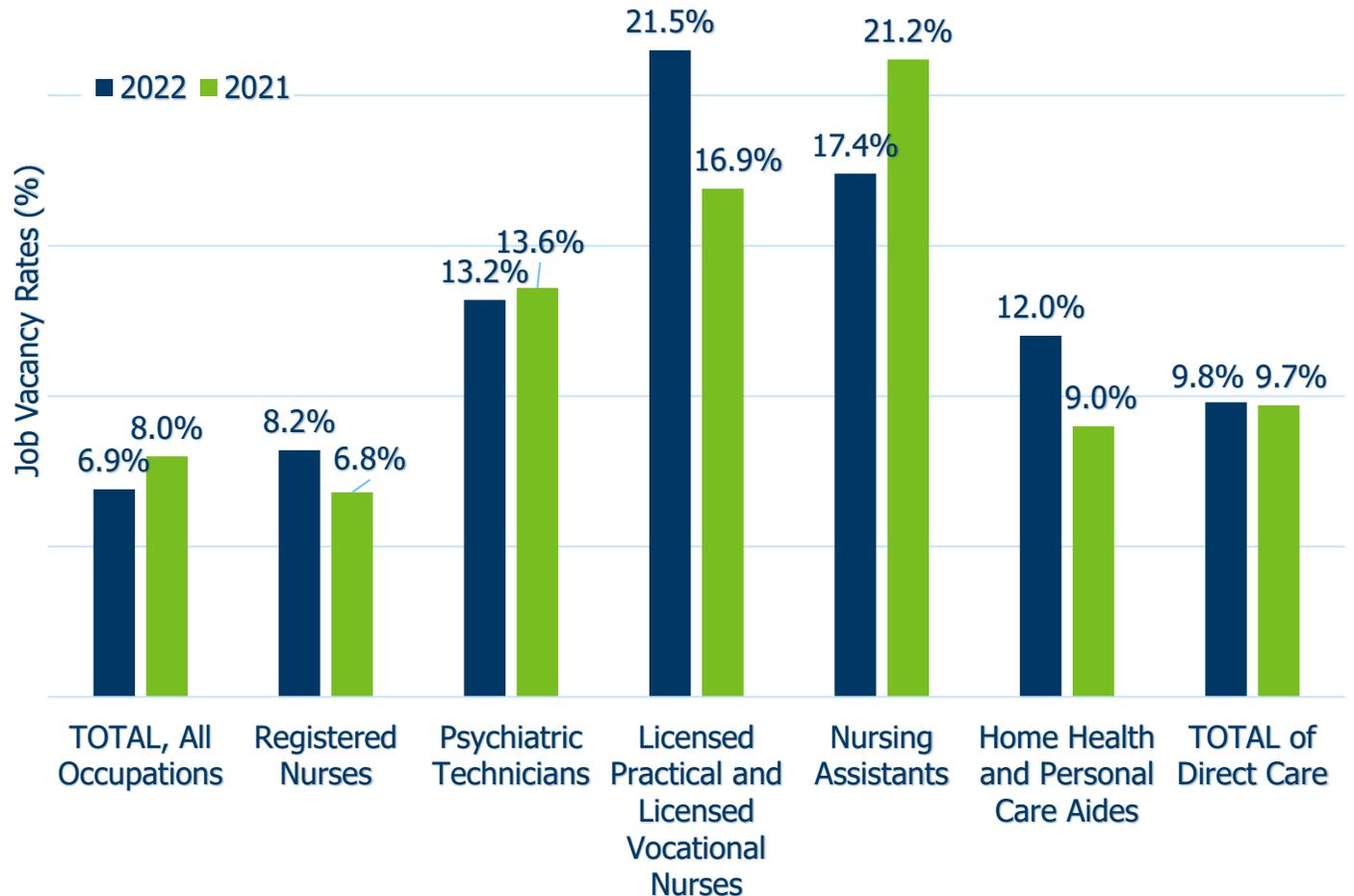
# Direct Care Occupations: Employment and Wages

- These are huge occupations totaling 8% of Minnesota's workforce.
- Home Health and Personal Care Aides is the single largest occupation in Minnesota.
  - Registered Nurse is the third largest occupation.
- Wages have been increasing fast
  - Wages in Nursing & Residential Care increased 20.2% while inflation increased 11.4% over the last 2 years



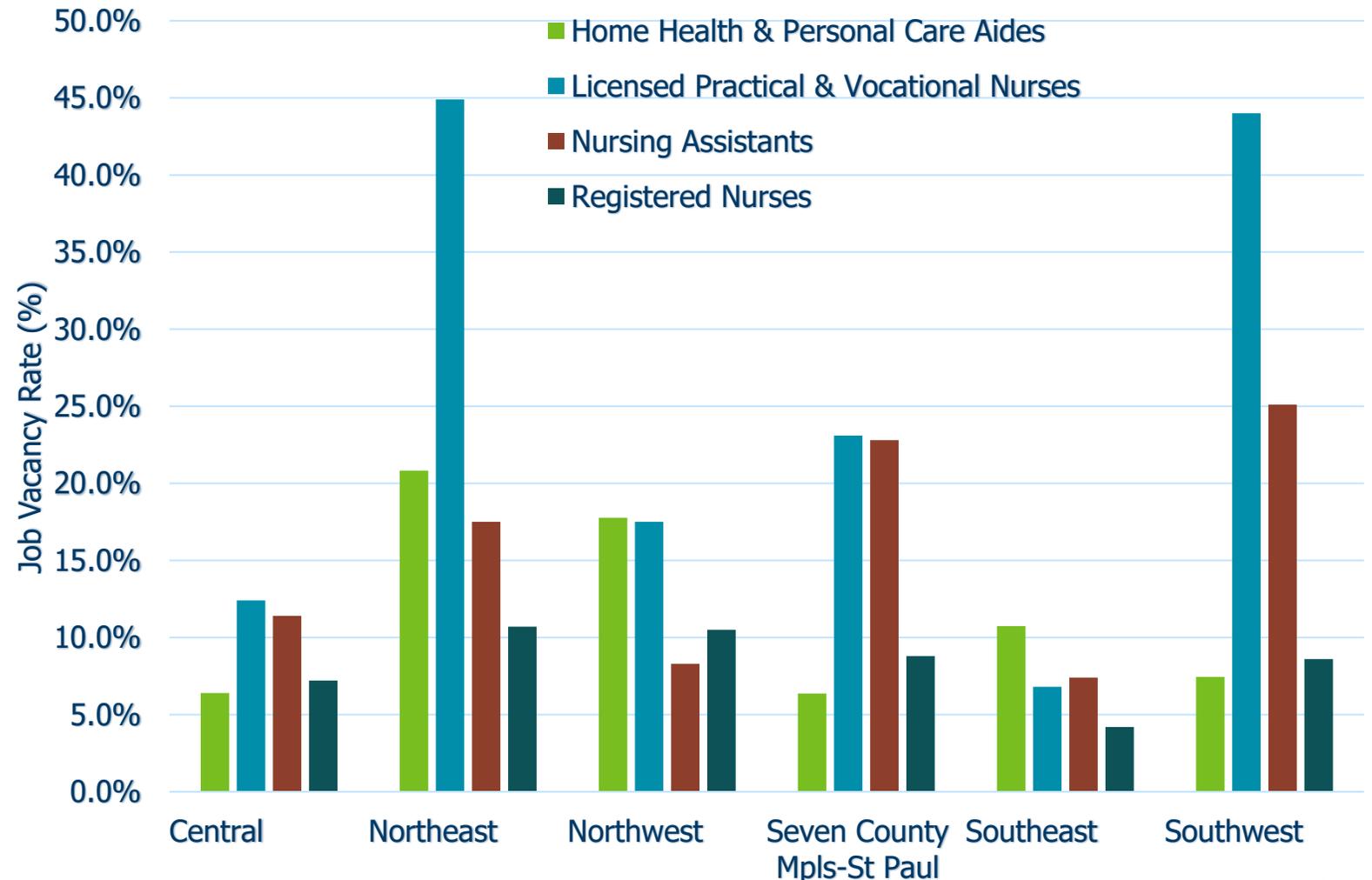
# Direct Care Vacancies

- These are high demand occupations totaling 12% of openings statewide.
- They have high vacancy rates. Combined their vacancy rate is 9.2%. The statewide vacancy rate is 6.9%
- Since last year, vacancy rates are slight higher in these direct care occupations combined.



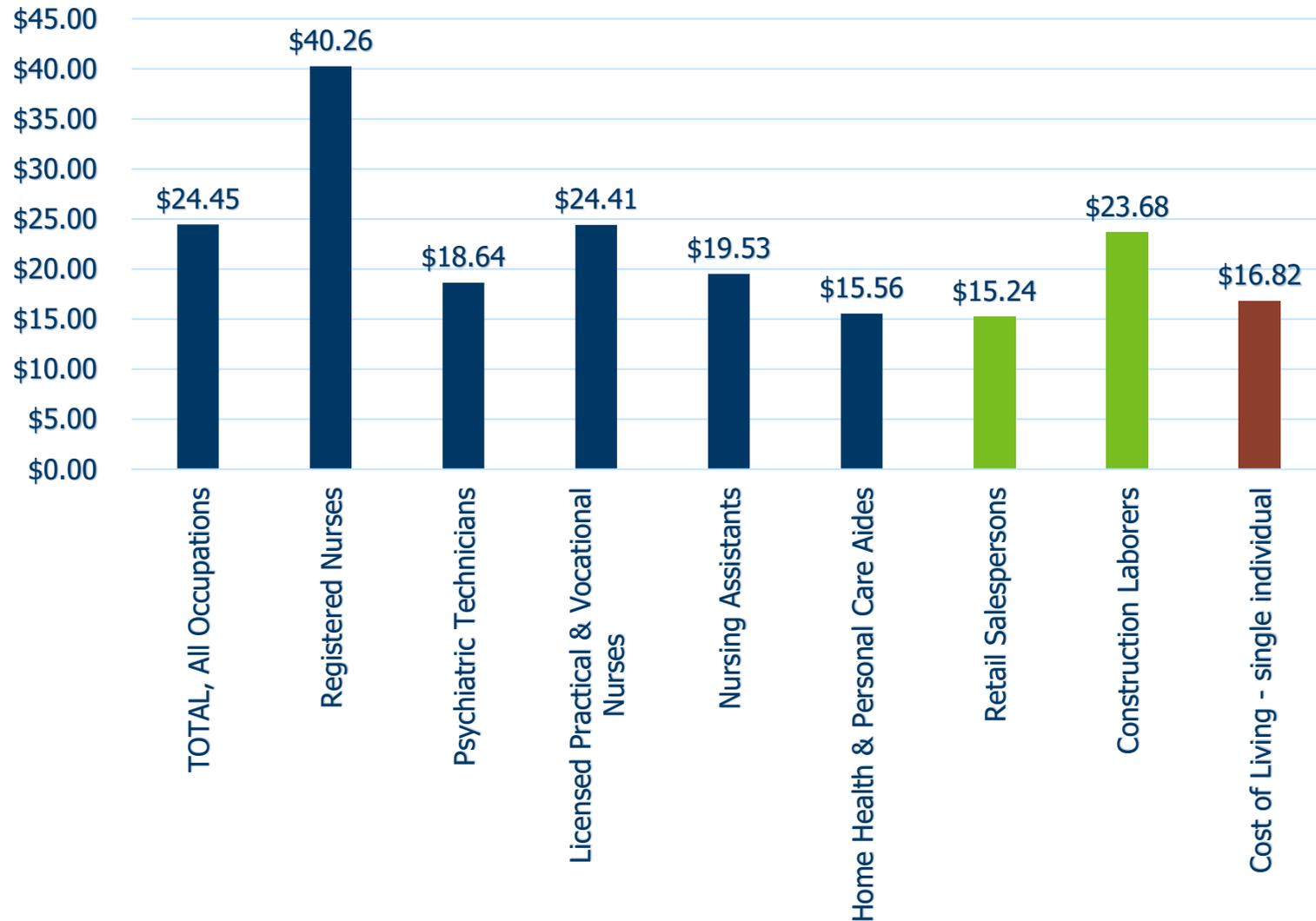
# Regional Job Vacancy Rates

- Overall statewide vacancy rate is 6.9%.
- Vacancy rates for direct care occupations vary across regions.
- LPNs and Nursing Assistants have very high rates in Northeast, Southwest and the Twin Cities.
- Home Health & Personal Care Aides have highest rates in Northeast and Northwest.

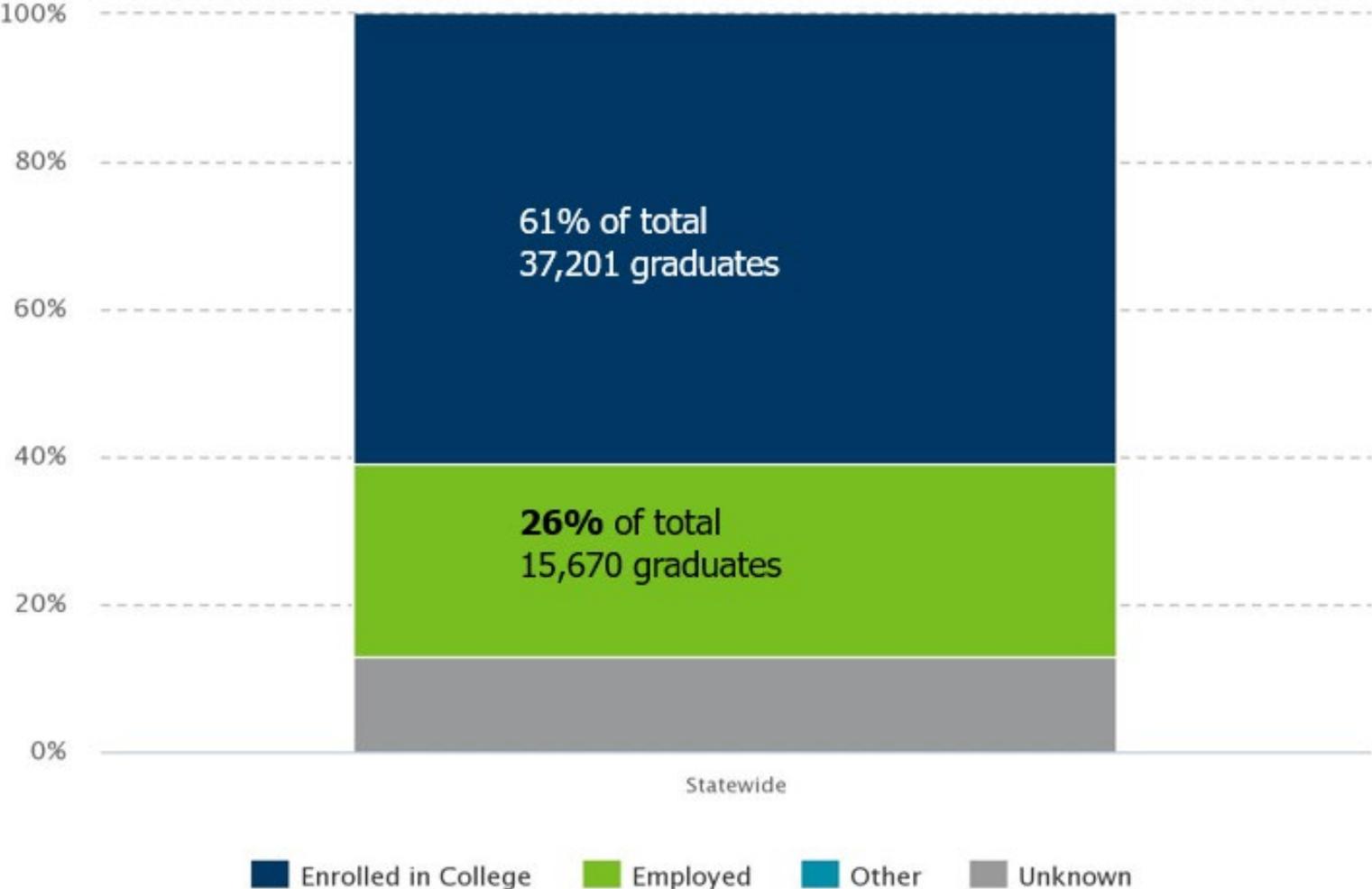


# Wage Comparisons

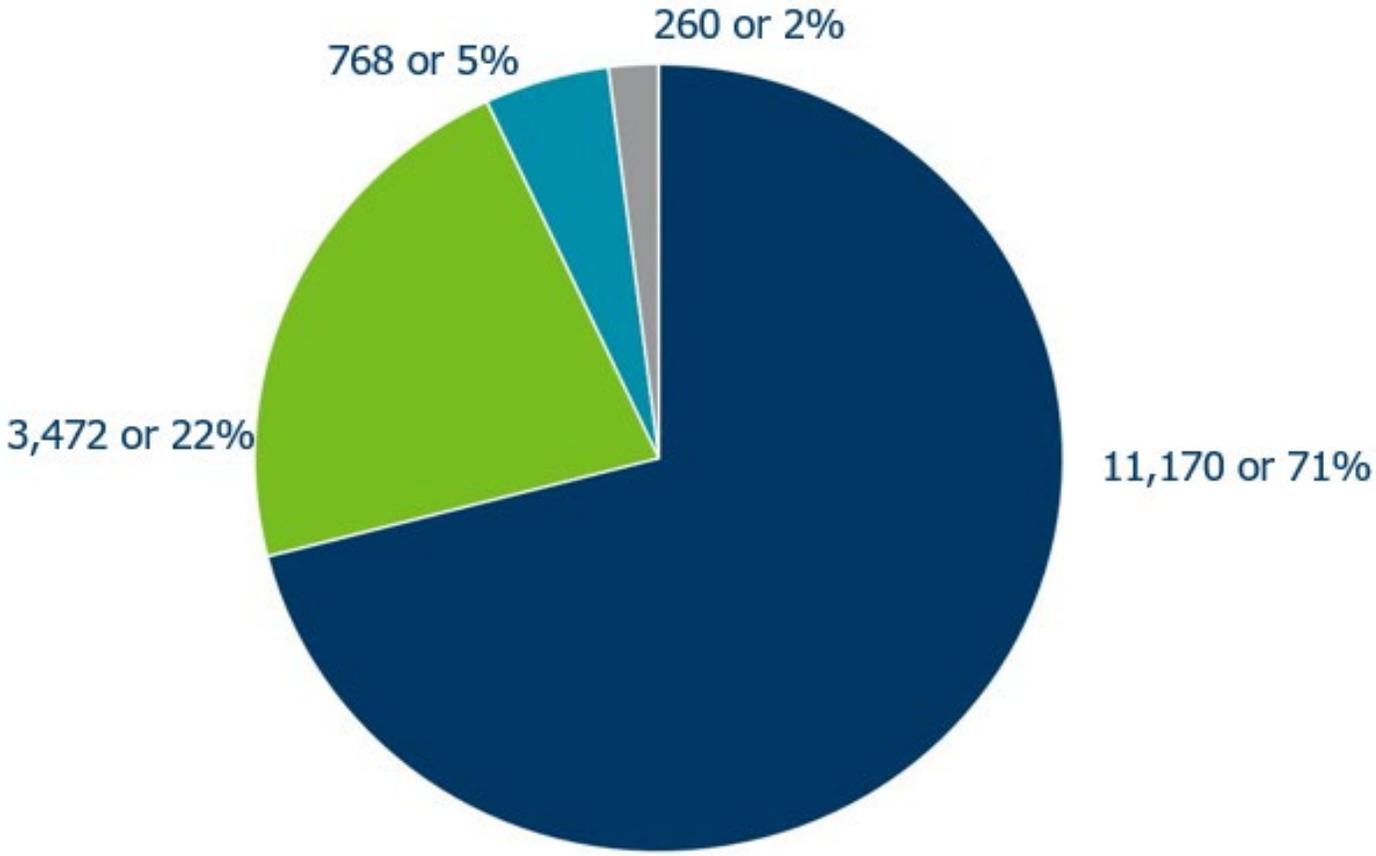
- Home Health & Personal Care Aides earn the same as Retail Salespersons.
- Licensed Practical & Vocational Nurses earn less than Construction Laborers
- In a tight labor market, workers have options to move to higher paying jobs.



# High School Graduates' Primary Activity: College or Employment 2021 Graduates



# Hours Worked of High School Graduates Who Are Primarily Employed 2021 Graduates



■ Employed 20 Hours or Less   ■ Employed 21 to 29 Hours   ■ Employed 30 to 34 Hours  
■ Employed 35 Hours or More

# Thank You!



**Oriane Casale**

Assistant Director

Minnesota Labor Market  
Information Office

[oriane.casale@state.mn.us](mailto:oriane.casale@state.mn.us)