Academic Program Planning for Student Success

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System Director for Academic Programs
Minnesota State Colleges and Universities
Traditional Program Development

Source of Program Ideas

• Faculty Expertise
  • Faculty research
  • New faculty hires
• Current Events
  • Security Studies
  • Terrorism
  • Global Warming
• Women’s Studies, African American Studies, etc.
Traditional Program Development

• Source of Program Ideas
  • Student Demand
    • Sport Management (LeBron’s agent)
    • Criminal Justice (CSI, Law & Order)
    • Pre-law programs (law school overproduction)
  • Employer Need/Demand
    • One or many?
• Administrative Advocacy
  • Board, President, VP, Dean
Traditional Program Development

• Problems in Program Development as Practiced
  • Low student enrollment
  • High costs for class (nanotechnology, neuroencephalogy)
  • Lack of qualified faculty
    • Arabic studies
    • Computer science
    • Video game application
  • Students cannot find employment
    • Loans unpaid
Traditional Program Development

• Problems in Program Development as Practiced
  • College Majors with highest unemployment:
    1. Clinical psychology 19.5%
    2. Miscellaneous fine arts 16.2%
    3. U.S. history 15.1%
    4. Library science 15%
    5. Military technologies 10.9%
    6. Educational psychology 10.9%
    7. Industrial and organizational psychology 10.4%
    8. Miscellaneous psychology
    9. Linguistics and comparative literature 10.2%
   10. Visual and performing arts 9.2%
Program Planning for Student Success

• Labor Market Information
  • Occupational/Professional required
    • Gainful Employment Data
• Liberal Arts Programs
  • Still useful to consider data
Program Planning for Student Success

• Labor Market Information
  • State v. National Data
    • Bureau of Labor Statistics useful for national trends
    • State and Regional data more applicable for student need
      • Traditional and real-time
  • Employer Information
    • Surveys
    • Advisory boards
    • Needs assessment
• Labor Market Research Publications
  • Trends revealed
  • “Future Workforce Projections”
Licensed Practical Nurses

Provide basic nursing care under the direction of doctors and registered nurses.

Quick Facts

- **Wages:** Above the statewide median
  - $20.36/hour
  - Read more about wages

- **Outlook:** Well above statewide average
  - Growth rate: 16.6%
  - Read more about outlook

- **Education:** College certificate is needed for entry
  - View related education and training programs
  - View related majors

- **On the Job:**
  - **Typical Work Tasks**
    - Administer basic health care or medical treatments.
    - Administer intravenous medications.
    - Apply bandages, dressings, or splints.
    - Assist healthcare practitioners during examinations or treatments.
  - Read more about the job

- **Job Title Examples:**
  - Charge Nurse
  - Clinic Nurse
  - Licensed Vocational Nurse (LVN)
Labor Market Research - LPN

Occupation-Program Set: Licensed Practical Nurses

This occupation-program set includes licensed practical nurses and related postsecondary programs: licensed practical/vocational nurse training; and practical nursing, vocational nursing and nursing assistants, other.

Your Region: Statewide

<table>
<thead>
<tr>
<th>Region</th>
<th>SOC Code</th>
<th>Occupation (SOC Title)</th>
<th>Employment</th>
<th>Projected Annual Openings</th>
<th>Projected Growth</th>
<th>Current Demand</th>
<th>Median Wage</th>
<th>Entry Level Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statewide</td>
<td>29-2061</td>
<td>Licensed Practical Nurses</td>
<td>17,690</td>
<td>748</td>
<td>Well above statewide average</td>
<td>★★★★☆</td>
<td>$20.36</td>
<td>College certificate</td>
</tr>
</tbody>
</table>

Career Profiles
Visit ISEEK.org for additional information about the occupations' skill, licensure, and certification requirements; tools and technology used on the job; and more.

- Licensed Practical Nurses

Source: Minnesota Department of Employment and Economic Development. Learn more about our data.
## Labor Market Research - LPN

### Occupation-Program Set: Licensed Practical Nurses

This occupation-program set includes licensed practical nurses and related postsecondary programs: licensed practical/vocational nurse training, and practical nursing, vocational nursing and nursing assistants, other.

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**Go Back to Graduates by Award Level**

### Graduates by Institution Level

**51.3901: Licensed Practical/Vocational Nurse Training**

#### Up to 1 Year

#### Over 1 & Under 4 Years

<table>
<thead>
<tr>
<th>Region</th>
<th>Institution Name</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northwest, MN</td>
<td>Alexandria Technical &amp; Community College</td>
<td>57</td>
<td>64</td>
<td>47</td>
<td>51</td>
<td></td>
</tr>
<tr>
<td>Metro, MN</td>
<td>Anoka Technical College</td>
<td>62</td>
<td>61</td>
<td>69</td>
<td>76</td>
<td>103</td>
</tr>
<tr>
<td>Northwest, MN</td>
<td>Central Lakes College-Brainerd</td>
<td>117</td>
<td>116</td>
<td>106</td>
<td>86</td>
<td>160</td>
</tr>
<tr>
<td>Metro, MN</td>
<td>Dakota County Technical College</td>
<td>54</td>
<td>48</td>
<td>62</td>
<td>93</td>
<td>122</td>
</tr>
<tr>
<td>Northeast, MN</td>
<td>Fond du Lac Tribal and Community College</td>
<td>27</td>
<td>40</td>
<td>39</td>
<td>34</td>
<td></td>
</tr>
<tr>
<td>Metro, MN</td>
<td>Hennepin Technical College</td>
<td>91</td>
<td>143</td>
<td>142</td>
<td>115</td>
<td>120</td>
</tr>
<tr>
<td>Northeast, MN</td>
<td>Itasca Community College</td>
<td>38</td>
<td>51</td>
<td>46</td>
<td>57</td>
<td>49</td>
</tr>
<tr>
<td>Northeast, MN</td>
<td>Lake Superior College</td>
<td>34</td>
<td>36</td>
<td>33</td>
<td>18</td>
<td>19</td>
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</tbody>
</table>
Labor Market Research - LPN

<table>
<thead>
<tr>
<th>Region, State</th>
<th>College Name</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Northeast, MN</td>
<td>Mesabi Range Community and Technical College</td>
<td>33</td>
<td>43</td>
<td>43</td>
<td>34</td>
<td>34</td>
</tr>
<tr>
<td>Metro, MN</td>
<td>Minneapolis Community and Technical College</td>
<td>83</td>
<td>53</td>
<td>78</td>
<td>54</td>
<td>65</td>
</tr>
<tr>
<td>Southeast, MN</td>
<td>Minnesota State College-Southeast Technical</td>
<td>112</td>
<td>99</td>
<td>105</td>
<td>124</td>
<td>76</td>
</tr>
<tr>
<td>Northwest, MN</td>
<td>Minnesota State Community and Technical College</td>
<td>152</td>
<td>118</td>
<td>125</td>
<td>138</td>
<td>84</td>
</tr>
<tr>
<td>Southwest, MN</td>
<td>Minnesota West Community and Technical College</td>
<td>62</td>
<td>81</td>
<td>76</td>
<td>74</td>
<td>86</td>
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<tr>
<td>Northwest, MN</td>
<td>Northland Community and Technical College</td>
<td>185</td>
<td>183</td>
<td>150</td>
<td>131</td>
<td>128</td>
</tr>
<tr>
<td>Northwest, MN</td>
<td>Northwest Technical College</td>
<td>77</td>
<td>96</td>
<td>114</td>
<td>111</td>
<td>109</td>
</tr>
<tr>
<td>Central, MN</td>
<td>Pine Technical College</td>
<td>59</td>
<td>82</td>
<td>64</td>
<td>59</td>
<td>57</td>
</tr>
<tr>
<td>Northeast, MN</td>
<td>Rainy River Community College</td>
<td>44</td>
<td>23</td>
<td>23</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Central, MN</td>
<td>Rasmussen College-Minnesota</td>
<td>84</td>
<td>161</td>
<td>21</td>
<td>236</td>
<td>238</td>
</tr>
<tr>
<td>Central, MN</td>
<td>Ridgewater College</td>
<td>92</td>
<td>81</td>
<td>81</td>
<td>83</td>
<td>86</td>
</tr>
<tr>
<td>Southeast, MN</td>
<td>Riverland Community College</td>
<td>49</td>
<td>71</td>
<td>56</td>
<td>70</td>
<td>52</td>
</tr>
<tr>
<td>Southeast, MN</td>
<td>Rochester Community and Technical College</td>
<td>32</td>
<td>24</td>
<td>30</td>
<td>30</td>
<td>28</td>
</tr>
<tr>
<td>Metro, MN</td>
<td>Saint Paul College-A Community and Technical College</td>
<td>72</td>
<td>57</td>
<td>57</td>
<td>59</td>
<td>71</td>
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<tr>
<td>Southwest, MN</td>
<td>South Central College</td>
<td>78</td>
<td>66</td>
<td>25</td>
<td>43</td>
<td>44</td>
</tr>
<tr>
<td>Central, MN</td>
<td>St Cloud Technical and Community College</td>
<td>114</td>
<td>125</td>
<td>104</td>
<td>139</td>
<td>197</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td>1724</td>
<td>1892</td>
<td>1706</td>
<td>1918</td>
<td>2013</td>
</tr>
</tbody>
</table>

Source: National Center of Education Statistics. An individual with a double major (receiving two degrees) is counted as a completer only for their primary degree program. Learn more about our data.
Labor Market Research - LPN

### Occupational Characteristics

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>Occupation</th>
<th>Growth Rate 2012-22</th>
<th>Median Annual Wage</th>
<th>Typical Education</th>
<th>Work Experience</th>
<th>Typical Training</th>
<th>Pct Self Employed</th>
</tr>
</thead>
<tbody>
<tr>
<td>29-2061</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>Much faster than average</td>
<td>$42,760</td>
<td>Postsecondary nondegree award</td>
<td>None</td>
<td>None</td>
<td>1.0%</td>
</tr>
</tbody>
</table>

- Long-term OJT (on-the-job training): more than 1 year
- Moderate-term OJT: 1-12 months
- Short-term OJT: 1 month or less

### Occupational Projections

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>Occupation</th>
<th>Employment Base 2012</th>
<th>Employment Proj 2022</th>
<th>Change 2012-22 Number</th>
<th>Change 2012-22 Percent</th>
<th>Average Annual Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>29-2061</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>17,420</td>
<td>20,660</td>
<td>3,240</td>
<td>18.6%</td>
<td>750</td>
</tr>
</tbody>
</table>

### Wage Trends (Median)

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>Occupation</th>
<th>Median Annual Wage</th>
<th>Change 2010 to 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>29-2061</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$38,720 $39,570 $40,040 $41,070 $41,760</td>
<td>7.9%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Benchmark for Wage Trends (all occupations)</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>Change 2010 to 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minnesota Median Wage</td>
<td>$35,990</td>
<td>$36,470</td>
<td>$36,900</td>
<td>$37,330</td>
<td>$38,070</td>
<td>5.8%</td>
</tr>
<tr>
<td>Minnesota Mean Wage</td>
<td>$45,470</td>
<td>$46,150</td>
<td>$46,630</td>
<td>$47,370</td>
<td>$48,310</td>
<td>6.2%</td>
</tr>
<tr>
<td>Minnesota Mean Wage RSE</td>
<td>0.8%</td>
<td>0.8%</td>
<td>0.9%</td>
<td>0.9%</td>
<td>0.8%</td>
<td>0.8%</td>
</tr>
<tr>
<td>National Median Wage</td>
<td>$33,840</td>
<td>$34,460</td>
<td>$34,750</td>
<td>$35,080</td>
<td>$35,540</td>
<td>5.0%</td>
</tr>
<tr>
<td>National Mean Wage</td>
<td>$44,410</td>
<td>$45,230</td>
<td>$45,790</td>
<td>$46,440</td>
<td>$47,230</td>
<td>6.3%</td>
</tr>
<tr>
<td>National Mean Wage RSE</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
</tr>
<tr>
<td>National Consumer Price index C-CPI-U</td>
<td>125.6</td>
<td>129.5</td>
<td>132.0</td>
<td>133.6</td>
<td>135.6</td>
<td>8.0%</td>
</tr>
</tbody>
</table>

### Wage Trends (Mean)

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>Occupation</th>
<th>Mean Annual Wage</th>
<th>Change 2010 to 2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>29-2061</td>
<td>Licensed Practical and Licensed Vocational Nurses</td>
<td>$38,920 $39,700 $40,620 $41,420 $42,000</td>
<td>7.9%</td>
</tr>
</tbody>
</table>

Relative Standard Error of the Mean Annual Wage

<table>
<thead>
<tr>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.7%</td>
<td>0.6%</td>
<td>0.7%</td>
<td>0.6%</td>
<td>0.7%</td>
</tr>
</tbody>
</table>
### Labor Market Research - LPN

#### EDEPS Economic Development and Employer Planning System

**Occupational Supply Demand**

Unit of Analysis: LPN

**Program Completers by Degree Level (2013 - 2014)**

<table>
<thead>
<tr>
<th>CIP Code</th>
<th>Program Title</th>
<th>Cert1</th>
<th>Cert2</th>
<th>Assc</th>
<th>Assc+</th>
<th>Bach</th>
<th>CertB</th>
<th>Mast</th>
<th>CertM</th>
<th>Doct</th>
<th>Total</th>
<th>Market Share</th>
</tr>
</thead>
<tbody>
<tr>
<td>51.3901</td>
<td>Licensed Practical/Vocational Nurse Training</td>
<td>0</td>
<td>1,203</td>
<td>810</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2013 Schools</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>0</td>
<td>1,203</td>
<td>810</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>2013</td>
</tr>
</tbody>
</table>

Cert1 = Postsecondary award, certificate, or diploma of (less than 1 academic year)
Cert2 = Postsecondary award, certificate, or diploma of (at least 1 but less than 2 academic years)
Assc = Associate’s degree
Assc+ = Postsecondary award, certificate, or diploma of (at least 2 but less than 4 academic years)
Bach = Bachelor’s degree or equivalent
CertB = Post-baccalaureate certificate
Mast = Master’s degree
CertM = Post-master’s certificate
Doct = Doctor’s degree

Source: National Center for Educational Statistics, Degrees Conferred 2013-14

An individual with a double-major (receiving two degrees) is counted as a completer for their primary degree program.
Labor Market Research - PA

Physician Assistants
Practice medicine under the supervision of a doctor

Quick Facts

**Wages:**
Well above the statewide median $50.06 per hour  
Read more about wages

**Outlook:**
Well above statewide average  
Growth rate: 34.5%  
Read more about outlook

**Education:**
Master's degree is needed for entry  
National Data  
View related majors

**On the Job:**
Typical Work Tasks
- Collect medical information from patients, family members, or other medical professionals.
- Administer intravenous medications.
- Assist healthcare practitioners during surgery.
- Immobilize patients.

Read more about the job

**Job Title Examples:**
Neurosurgical Physician Assistant Nurse Practitioner Physicial Assistant Certified (PAC)
Labor Market Research - PA

**Occupation-Program Set: Physician Assistants**

This occupation-program set includes physician assistants and a related postsecondary program: physician assistant.

Your Region: Statewide

### Occupation-Program Set

<table>
<thead>
<tr>
<th>Region</th>
<th>SOC Code</th>
<th>Occupation (SOC) Title</th>
<th>Employment</th>
<th>Projected Annual Openings</th>
<th>Projected Growth</th>
<th>Current Demand</th>
<th>Median Wage</th>
<th>Entry-Level Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statewide</td>
<td>29-1071</td>
<td>Physician Assistants</td>
<td>1,910</td>
<td>87</td>
<td>Well above statewide average</td>
<td>$50.06</td>
<td>Master's degree</td>
<td></td>
</tr>
</tbody>
</table>

**Career Profiles**

Visit ISSEK.org for additional information about the occupations' skill, licensure, and certification requirements; tools and technology used on the job; and more:

- Physician Assistants

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*Source: Minnesota Department of Employment and Economic Development. Learn more about our data.*
Labor Market Research - LPN

Occupation-Program Set: Physician Assistants

This occupation-program set includes physician assistants and a related postsecondary program: physician assistant.

Export Demand Data to Excel | Export Supply Data to Excel | Graph Graduates | Print Page

Your Region: Statewide

Change region

<table>
<thead>
<tr>
<th>Region</th>
<th>CIP Code</th>
<th>Program Title</th>
<th>Up to 1 Year</th>
<th>Over 1 &amp; Under 4 Years</th>
<th>4 Years</th>
<th>Graduate Level</th>
<th>TOTAL</th>
<th>Schools Offering This Program</th>
</tr>
</thead>
<tbody>
<tr>
<td>Statewide</td>
<td>51 0912</td>
<td>Physician Assistant</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>20</td>
<td>28</td>
<td>View schools</td>
</tr>
</tbody>
</table>

Source: National Center of Education Statistics. An individual with a double major (receiving two degrees) is counted as a completer only for their primary degree program. Learn more about our data.
### Labor Market Research - LPN

#### Economic Development and Employer Planning System (EDEPS)

**Occupational Supply Demand**

Unit of Analysis: 51721A Physician Assistant

<table>
<thead>
<tr>
<th>Occupational Characteristics</th>
<th>Minnesota/United States</th>
<th>United States</th>
</tr>
</thead>
<tbody>
<tr>
<td>29-1071</td>
<td>Physician Assistants</td>
<td>$162,690</td>
</tr>
</tbody>
</table>

- Long-term OJT (on-the-job training): more than 1 year
- Moderate-term OJT: 1-12 months
- Short-term OJT: 1 month or less

**Occupational Projections**

<table>
<thead>
<tr>
<th>SOC Code</th>
<th>Occupation</th>
<th>Employment Base 2012</th>
<th>Proj 2022</th>
<th>Change 2012-22 Number</th>
<th>Percent</th>
<th>Average Annual Openings</th>
</tr>
</thead>
<tbody>
<tr>
<td>29-1071</td>
<td>Physician Assistants</td>
<td>1,650</td>
<td>2,220</td>
<td>570</td>
<td>34.5%</td>
<td>90</td>
</tr>
</tbody>
</table>

**Wage Trends (Median)**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>29-1071</td>
<td>Physician Assistants</td>
<td>$88,740</td>
<td>$91,260</td>
<td>$94,630</td>
<td>$100,360</td>
<td>$102,690</td>
<td>15.7%</td>
</tr>
</tbody>
</table>

**Benchmarks for Wage Trends**

- Minnesota Median Wage: $35,990
- Minnesota Mean Wage: $45,470
- Minnesota Mean Wage RSE: 0.8%
- National Median Wage: $33,840
- National Mean Wage: $44,410
- National Mean Wage RSE: 0.1%
- National Consumer Price Index C-CPI-U: 125.6

Change 2010 to 2014:
- Median Annual Wage: 5.8%
- Mean Wage: 6.2%
- Mean Wage RSE: 0.8%
- National Median Wage: 5.0%
- National Mean Wage: 6.3%
- National Mean Wage RSE: 0.1%
- National Consumer Price Index: 8.0%
Labor Market Research - LPN
Program Planning for Student Success

• Student Demand/Interest
  • Beware of “Build it and They Will Come” philosophy
    • Only worked in Field of Dreams
  • Survey current and recent students
  • Create focus groups
  • Identify Target Audience for programs
    • Plant closes, interests in plumbing, electrician programs
    • Plant opens, needs of employees: operations management, Japanese language (Georgetown)
  • Published Research
  • Caution re demand as indicator of success
    • Goll on warning to student
Program Planning for Student Success

• Resources
  • Qualified faculty
    • Accreditor requirements (advanced degree + 18 hours in field)
    • FTE vs adjuncts
• Facilities
  • Classrooms
  • Labs
  • Workspace (garages, warehouses)
• Scheduling
  • Morning, afternoon, evening
  • Weekdays, weekends
Program Planning for Student Success

- **Resources**
  - Capital equipment
    - Tools, welders, lasers, MRI scanner
    - Lab equipment, microscopes, chromatograph, fume hoods
  - Library
    - Relevant books
    - Journal subscriptions
    - Research materials
    - Special needs?
      - Foreign language, rare books
Program Planning for Student Success

- Resources
  - Internship and Clinical Sites
    - Health Care Occupations require clinicals
    - Are there adequate sites available for the planned cohorts?
  - Program Prioritization Plan
    - Will new program bump existing programs?
    - Limited resources for program offerings
Program Planning for Student Success

• Quality
  • Faculty Commitment
    • FTE dedicated to program
    • FTE shared by other programs
      • POS and Security Studies
    • Tenure/Tenure-track vs. Adjuncts
      • Does part-time director and 5 adjuncts = quality?

• Accredited Program Requirements
  • Success of unaccredited vs accredited programs
    • (depends on field: sport management or law degree)
Program Planning for Student Success

• Quality
  • Mission adherence
    • Should nursing school offer broadcasting degree?
  • Admission Requirements
  • Curriculum and Student Learning Outcomes
    • Total curriculum design
      • Does new program sync with general education requirements?
    • Is program length appropriate for degree (AA=60, BS=120)
Program Planning for Student Success

• Quality
  • Diversity needs
    • Fit institutional goals
    • Reduce achievement gap
    • Recruiting issues for students and faculty

• Alignment
  • Texas State Tech College and “skills engine”
Program Planning for Student Success

• Competition
  • Other schools in market with same or similar programs?
    • Cost
    • Reputation
    • Public vs. Private
  • Collaboration Opportunities
  • “Purchase” of program from other institution
  • Industry/Professional Training in field
    • Apprenticeships (electricians)
    • Academies (law enforcement)
  • Inter-institutional competition
    • Unnecessary duplication (MnSCU)
Conclusion

• Academic Program Planning
  • Recognize Problems
  • Avoid consequences of bad decisions
    • Wasted resources
    • Student debt and low employment
    • Public disrespect
Appendix

• Labor Market Information Sources
  • Government Unemployment Insurance Data
  • Occupational Outlook Handbook
    • [http://www.bls.gov/ooh](http://www.bls.gov/ooh)
  • Overview of Wage Data by Area and Occupation
    • [http://www.bls.gov/bls/blswage.htm](http://www.bls.gov/bls/blswage.htm)
  • Longitudinal Employee Household Dynamics
    • [http://lehd.ces.census.gov](http://lehd.ces.census.gov)
  • Mn DEED [http://mn.gov/deed/](http://mn.gov/deed/)
  • LMIWise [https://www.isseek.org/lmiwise/](https://www.isseek.org/lmiwise/)
Appendix

• Private (proprietary) Labor Market Information
  • Payscale.com
    • http://payscale.com
  • Burning Glass
    • http://burning-glass.com/labor-insight/
  • Monster.com
    • http://jobsearch.monster.com/
  • Economic Modeling Specialists International (EMSI)
    • http://www.economicmodeling.com/
  • Wanted Analytics
    • https://www.wantedanalytics.com/
Appendix

• Gainful Employment Information
  • http://studentaid.ed.gov/node/275
  • http://Chronicle.com/article/A-First-Look-at-Gainful/132589
Questions?