

HEALTHCARE

From Occupations to Skills

DATA SUMMARY



Special Edition
Oct. 15, 2025

The Greater Fargo Moorhead Economic Development Corporation is proud to present this special workforce report for the 2025 BioScience Summit—a collaborative effort to equip regional leaders with the data and insights needed to prepare for the future of healthcare talent. As investment and innovation accelerate across the healthcare sector, so does the urgency to align workforce capabilities with evolving industry demands.

Employers are facing persistent challenges in recruiting and retaining skilled talent—from lab technicians and regulatory specialists to data scientists and nursing professionals. This report highlights key labor market trends, emerging skills gaps, and projected workforce needs that will shape the region's competitiveness in biotech, medtech, and life sciences.

To support strategic planning, we introduce the Promising Practices Toolkit—a collection of actionable strategies including proven training models, employer-education partnerships, inclusive hiring practices, and data-driven planning tools. We invite you to explore these resources and join us in building a resilient, future-ready healthcare workforce for the Fargo-Moorhead region.



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While the primary objective of this data is to address the workforce needs of industry, it is essential to acknowledge a set of interconnected factors that significantly impact workforce participation, development, and sustainability.

ADJACENT FACTORS

- Affordable & Available Housing Supply
- Childcare Availability & Affordability
- Livable Wage & Economic Mobility

PERSISTENT WORKFORCE CHALLENGES

- Lack of Clear Career Pathways
- Foundational Skill Gaps
- Soft Skill Deficits

HUMAN AIDED WORK

- Artificial Intelligence
- Automation

Though not the primary focus, factors like housing, childcare, and wages directly affect workforce participation and stability. With this in mind, we now turn to workforce demand—over 49,000 job postings in the past year highlight the pressing need to align talent with industry needs.

Current State of Affairs: FM MSA Job Postings

Over the last year, our region has seen a wide array of open positions across different industries. From October 2024 to September 2025, there were 49,000 unique job postings in the FM MSA across all industry sectors. Over 3,600 employers competed for talent during this time.

October 2024 - September 2025

Sample of Top Industries

Unique Postings

Health Care and Social Assistance	10,140
Administrative and Support and Waste Management	7,299
Retail Trade	4,622
Wholesale Trade	2,421
Manufacturing	2,323
Professional, Scientific, and Technical Services	2,293
Construction	2,084
Accommodation and Food Services	1,920
Finance and Insurance	1,774
Educational Services	1,511
Transportation and Warehousing	998
Other Services (except Public Administration)	916
Information	858
Real Estate and Rental and Leasing	828

More than half (52%) of the job postings in the last year listed no education requirement.

Nearly 1 in 3 (32%) asked for an **Associates or Bachelor's Degree.**

Staffing Patterns Now and Through 2031

Sample of Top Occupations

	Employed in Industry (2025)	Employed in Industry (2031)	Change (2025-2031)	% Change (2025-2031)
Healthcare Practitioners and Technical Occupations	12,633	13,671	1,038	8%
Business and Financial Operations	8,591	8,858	266	3%
Healthcare Support Occupations	6,821	7,481	660	10%
Personal Care and Service Occupations	4,328	4,560	233	5%
Architecture and Engineering Occupations	2,412	2,579	167	7%
Life, Physical and Social Science Occupations	1,621	1,723	101	6%

Expected growth amongst all occupations is greater than 6,800 new positions.

Healthcare

Education, Experience and Qualifications

About 8,900 unique job postings in the Healthcare Industry were posted in the last year (October 2024-September 2025) in the FM MSA. Over 283 employers competed for talent across the metro.

In the past year, nearly **35% of job postings in the Healthcare sector did not specify any formal education requirement**, while just over 20% requested a minimum of a high school diploma or GED.

Education Level	Unique Postings	% of Total*
No Education Listed	3,001	34%
High school or GED	1,850	21%
Associate's degree	1,620	18%
Bachelor's degree	2,851	32%
Master's degree	629	7%
Ph.D. or professional degree	403	5%

*This includes any mention of an education level and may total more than 100%.

Additionally, **nearly 70% of all postings in these fields did not list any prior work experience as a requirement**, indicating a significant number of entry-level opportunities within the sector.

Minimum Experience	Unique Postings	% of Total
No Experience Listed	6,204	69%
0 - 1 Years	1,532	17%
2 - 3 Years	951	11%
4 - 6 Years	201	2%
7 - 9 Years	35	0%
10+ Years	15	0%



Qualification	Postings with Qualification
Registered Nurse	2,840
Licensed Practical Nurse	1,037
Basic Life Support Certification	929
Valid Driver’s License	784
Certified Nursing Assistant	677
Certified Patient Care Technician	330
Basic Cardiac Life Support	269
Advanced Cardio. Life Support Cert.	263
American Registry of Radiologic Technologists Cert.	246

Healthcare: Pipeline Gap

Evaluating a potential talent surplus or shortage involves considering multiple variables. Key factors such as an occupation's share of total industry employment, the average number of annual job openings, median hourly wages, and projected employment changes provide a comprehensive framework for assessing workforce alignment. For reference, there are 19,900 people currently employed in the Healthcare Industry in the FM MSA.

Top 10 Occupations in Healthcare by % of total Jobs in Industry Group

Description	% of Total Jobs in Industry Group (2024)	Entry Level Education	Average Annual Openings	Annual Post-Secondary Surplus/ (Gap)*	Median Hourly Earnings	Change in Jobs (2025-2031)
Registered Nurses	21.80%	Bachelor's degree	358	146	\$38.76	506
Nursing Assistants	9.50%	Postsecondary nondegree award	370	(366)	\$19.24	181
Home Health and Personal Care Aides	4.50%	HS Diploma	567	*	\$18.95	338
Licensed Practical and Licensed Vocational Nurses	3.10%	Postsecondary nondegree award	66	(45)	\$28.60	22
Clinical Laboratory Technologists and Technicians	2.30%	Bachelor's degree	40	205	\$29.04	36
Nurse Practitioners	2.10%	Master's degree	31	472	\$60.66	56
Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.00%	Bachelor's degree	74	190	\$29.60	87
Receptionists and Information Clerks	1.90%	HS Diploma	123	*	\$17.72	11
Medical Secretaries and Administrative Assistants	1.90%	HS Diploma	54	10	\$21.95	46
Dental Assistants	1.60%	Postsecondary nondegree award	50	(50)	\$23.34	30

Note: Change in the table above is the net difference for the occupation; inclusive of exits and growth.

*This surplus/gap is arrived at taking the number of regional completions less the number of average annual openings. Due to lack of program information or that no post-secondary program is needed, we are unable to ascertain a surplus or gap for this occupation.

Grey Shaded Occupations:

As we contemplate how to address the needs of the healthcare industry, we can't overlook the demand for key positions and the role they play in these sectors. However crucial, these positions have median hourly earnings under \$25/hour and pose difficulties to fill now and in the future without intentional action.

Blue Shaded Occupations:

Targeted Occupations filtered by % of jobs in industry, quantity of openings, and median hourly wage as well as highly anticipated retirements in future years.

Career Pathways Mapping

Career Pathways Mapping, a Lightcast tool, helps address in-demand occupations by focusing on the skills that occupations need. Many adjacent occupations have similar skill sets that can be developed, or up-skilled to move workers into in-demand careers. Looking at the top occupations in each grouping of targeted industries, General and Operations Managers are a common needed occupation throughout.

Manufacturing & Trades

- Carpenters
- First-Line Supervisors of Construction Trades and Extraction Workers
- General and Operations Managers**
- Operating Engineers and Other Construction Equipment Operators
- Welders, Cutters, Solderers, and Brazers

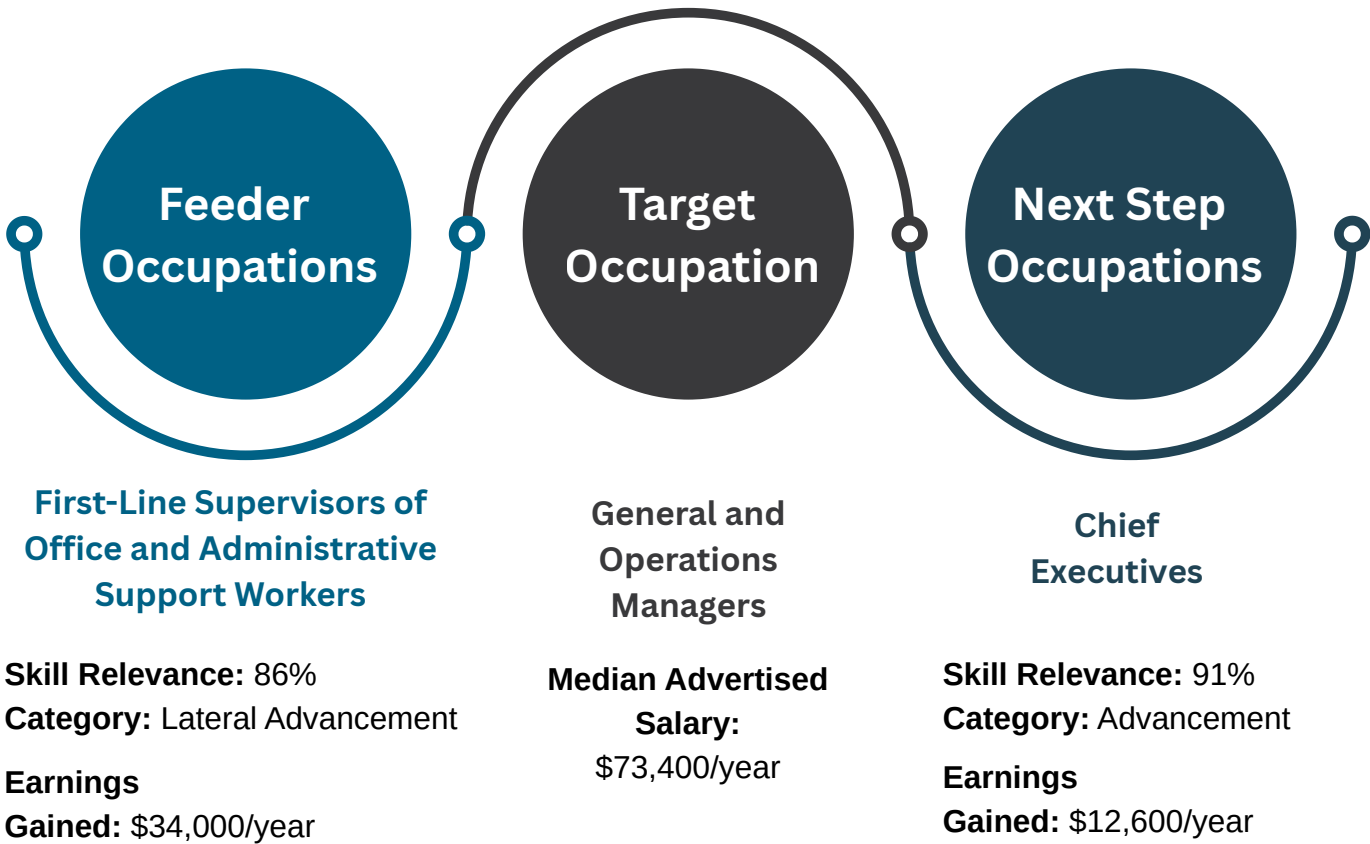
Healthcare & Bioscience

- Registered Nurses
- General and Operations Managers**
- Managers, All Other
- Software Developers
- Substance Abuse, Behavioral Disorder and Mental Health Counselors

AgTech & Autonomous

- Software Developers
- Civil Engineers
- General and Operations Managers**
- Computer User Support Specialists
- Software Quality Assurance Analysts and Testers

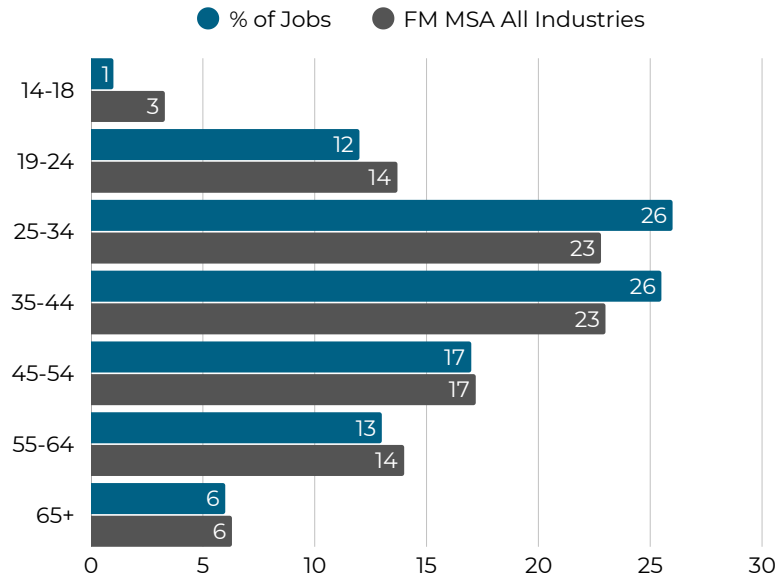
Example of Career Mapping for: General and Operations Managers



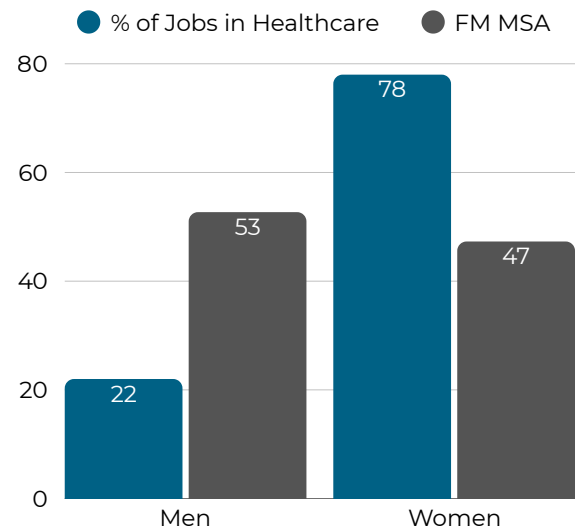
Healthcare Industry Demographics

Examining the age, gender, and race or ethnicity of an industry's workforce helps identify key challenges in recruitment, retention, and equity. These demographics reveal trends like aging workers, underrepresentation, or lack of diversity, all of which affect workforce stability and long-term growth.

Industry Age Breakdown



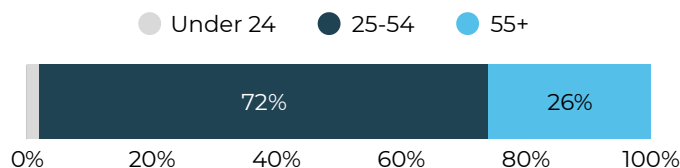
Gender Breakdown



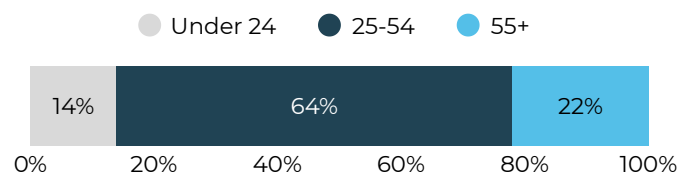
Nearly **20%** of the workforce in the healthcare industry are **over the age of 55**. This indicates a significant portion of the workforce is nearing retirement age with the industries facing a loss of experienced workforce.

Over **75%** of the workforce in the healthcare industry in the FM MSA are **female**, which mirrors national trends. Additionally, about 18% of the workforce in the healthcare industry are **diverse**.

Medical and Health Services Managers



Clinical Laboratory Technologists and Technicians



Looking deeper at demographic trends such as age can help us spot occupation gaps before they become critical.

For the occupations to the left, more than 20% of their workforce is age 55+ and likely considering retirement in future years.

Promising Practices

Promising practices refer to strategies that effectively increase occupational completions and market entries. While this list is not exhaustive, they serve as key building blocks for addressing workforce challenges.

How do we make a collective impact with promising practices?

- Align resources, expertise, and training to scale programs targeting in-demand skills.
- Streamline pathways from skill development to microcredentials to employment.
- Build a statewide data network to connect employers with programs that expand talent pools (e.g., ND's Childcare and ROOTS Talent Attraction Programs).



Skills-Based Hiring

PartnerHighlight



A skills-based approach is primarily used in the hiring process. It's put into practice when a hiring manager places a greater emphasis on the skills a candidate has over their degree or previous job titles. In evaluating a candidate by the skills needed for the job, as opposed to using degree title and job title filters, companies can expand their talent pool for skilled candidates.

Read about Lightcast's Skills-Based Hiring Toolkit here →



Talent Recruitment



PartnerHighlight



The GFMEDC has been engaged in talent recruitment strategies that have both built awareness of the FM Region and helped companies engage in talent outreach. The www.liveinfargo.com and www.workinfargo.com websites are tools that companies can use when showcasing the region to out-of-market candidates. The GFMEDC's Lightning Recruitment Program can help pin-point outside talent to recruit. Additionally, the FMWF Chamber's Community Concierge Program can help new comers cultivate connections.



Accelerated Credentialing

Accelerated credentialing refers to streamlining the process that workers learn skills and are tested on those skills for entry into a profession. Benefits of accelerated credentialing include:

- Faster entry into the workforce
- Microcredentialing and credential stacking
- Recognition of prior learning and experience



Career Exposure



PartnerHighlight



How can learning about a career be accessible, fun and rewarding? Providing career information in an engaging way can help. To do this, numerous efforts have been made by the GFMEDC and our partners in the following:

- Virtual Reality
- Work-Based Learning
- The Good Jobs Challenge



Company Culture



Workplaces with great company culture attract and retain employees. The GFMEDC is gathering these best practices in a collaborative network that companies can tap into and assess their own culture.

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Thank You

