Changing Demographics in Minnesota

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DEED Labor Market Information Office
Regional Analysis & Outreach
www.mn.gov/deed/data/
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LMI = Labor Market Information

- Each state produces employment and economic statistics in cooperation with the U.S. Department of Labor’s Bureau of Labor Statistics
- LMI includes employment statistics, unemployment rates, wages and salaries, job projections and much, much more
- LMI is the foundation for informed, market-responsive decision-making and planning — We’re here to help!
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We’ve got you covered...

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Perception Equals Reality

- How many people live in Minnesota?
  - How many live in Greater Minnesota?
    - 5,611,179 residents in 2018 *(U.S. Census)*
    - 2,512,172 people *(3,099,007 people in the Twin Cities)*

- How many Minnesotans are under 18 years? How many are 65 years & older?
  - 1,302,615 people (23.2%) in 2018
  - 889,802 people (15.9%) – Greater MN = 18.2%

- How many workers are there in Minnesota?
  - 3,122,656 available workers in Sept. 2019 *(DEED LAUS)*
    - 1,382,912 of them are in Greater Minnesota

- What is the largest employing industry in Minnesota?
  - Health Care & Social Assistance *(DEED QCEW)*
    - 496,523 jobs at 17,794 establishments in Q1 2019
Minnesota’s economy is strong:

- **Low unemployment rates**
  - Over 3 million workers
  - Under 90,000 unemployed
- **Tight labor markets**
  - Less than 1 jobseeker per vacancy
  - Baby Boomer retirements
- **Diverse economy**

**How do we help everyone succeed?**
How dire is the workforce shortage in your community?

- It's serious - I don't know how we're going to fill these jobs! 323118
- It's moderate - we're going to need some help to fill these jobs 323123
- It's not that bad - we should be able to find the people we need 323137
- It's hard to say - I'm not sure 323191
Demographic Trends

- Minnesota’s population is still growing – up to 5.6 million in 2018
  - Now the 22nd largest state in the U.S. (just behind Colorado)
  - Twin Cities grew +8.8%; Greater Minnesota grew +2.4%

- The Baby Boom generation (53-71 years) is causing a significant shift over time

### Figure 1. Population Change, 1950-2018

<table>
<thead>
<tr>
<th>Year</th>
<th>Minnesota Population</th>
<th>Greater Minnesota Population</th>
</tr>
</thead>
<tbody>
<tr>
<td>1950</td>
<td>2,982,483</td>
<td>1,796,789</td>
</tr>
<tr>
<td>1960</td>
<td>3,413,864</td>
<td>1,888,567</td>
</tr>
<tr>
<td>1970</td>
<td>3,804,971</td>
<td>1,930,591</td>
</tr>
<tr>
<td>1980</td>
<td>4,075,970</td>
<td>2,090,097</td>
</tr>
<tr>
<td>1990</td>
<td>4,375,099</td>
<td>2,277,423</td>
</tr>
<tr>
<td>2000</td>
<td>4,919,479</td>
<td>2,454,358</td>
</tr>
<tr>
<td>2010</td>
<td>5,303,925</td>
<td>2,512,172</td>
</tr>
<tr>
<td>2018</td>
<td>5,611,179</td>
<td>2,712,172</td>
</tr>
</tbody>
</table>

### Source: U.S. Census Bureau

### Figure 3. Greater Minnesota Population Pyramid, 2000-2018

- **2000 Population**
  - Under 5 years: 141,358
  - 5-14 years: 334,588
  - 15-24 years: 339,622
  - 25-34 years: 261,983
  - 35-44 years: 354,858
  - 45-54 years: 302,104
  - 55-64 years: 203,889
  - 65-74 years: 165,210
  - 75-84 years: 122,548
  - 85 years & over: 51,263

- **2018 Estimate**
  - Under 5 years: 153,467
  - 5-14 years: 326,933
  - 15-24 years: 336,434
  - 25-34 years: 293,923
  - 35-44 years: 295,027
  - 45-54 years: 297,451
  - 55-64 years: 352,629
  - 65-74 years: 253,062
  - 75-84 years: 137,562
  - 85 years & over: 65,684

**Source:** U.S. Census Bureau
Demographic Trends

- Millennials are the largest generation in the state:
  - Generation Z = 1,298,657 people
    - (23.3%)
  - Millennials = 1,412,429
    - (25.3%)
  - Generation X = 1,109,083
    - (19.9%)
  - Baby Boomers = 1,265,278
    - (22.7%)
  - Silent & Greatest = 491,158
    - (8.8%)
Population trends in Minnesota

- Half of the counties in the state saw population declines:
  - Carver Co. was fastest growing (+13.7%)
    - Scott Co. (+13.4%)
    - Wright Co. (+9.3%)
    - Hennepin Co. (+9.3%)
    - Washington Co. (+8.8%)
  - Lac qui Parle (-8.3%) was the fastest declining
    - Renville Co. (-7.1%)
    - Lake of the Woods (-7.1%)
    - Traverse Co. (-7.0%)
    - Kittson Co. (-6.7%)

- Baby Boomers are the largest generation in 8 of 13 regions
  - 54 of 87 counties!
Demographic Trends

- Minnesota is 84% white, and is becoming more racially diverse
  - Greater Minnesota = 91.9% white
  - The White population increased 4.5% (+197,970 people) from 2000 to 2017
  - The population of other races increased by +373,277 people (+71.9%)
  - Black or African American, Hispanic or Latino, and Asian are the largest minority groups, but only 16% of total pop.

- Minnesota saw more births than deaths from 2010-2018
  - And saw domestic out-migration; but international in-migration

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<table>
<thead>
<tr>
<th>Table 2. Race and Hispanic Origin, 2017</th>
<th>Minnesota</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Population</td>
<td>5,490,726</td>
</tr>
<tr>
<td>White</td>
<td>4,598,252</td>
</tr>
<tr>
<td>Black or African American</td>
<td>326,953</td>
</tr>
<tr>
<td>American Indian &amp; Alaska Native</td>
<td>57,566</td>
</tr>
<tr>
<td>Asian &amp; Other Pacific Islander</td>
<td>257,911</td>
</tr>
<tr>
<td>Some Other Race</td>
<td>95,600</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>154,444</td>
</tr>
<tr>
<td>Hispanic or Latino origin</td>
<td>284,649</td>
</tr>
</tbody>
</table>

Source: U.S. Census Bureau, 2013-2017 American Community Survey

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<table>
<thead>
<tr>
<th>Table 6. Cumulative Estimates of the Components of Population Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greater Minnesota</td>
</tr>
<tr>
<td>Total Population Change</td>
</tr>
<tr>
<td></td>
</tr>
<tr>
<td>------------------------</td>
</tr>
<tr>
<td>57,824</td>
</tr>
</tbody>
</table>

Source: U.S. Census Bureau. Population Estimates Program
Demographic Trends

- Minnesota was home to about 450,000 (8.2%) foreign-born residents (primarily Asia, Latin America & Africa (+49%))
  - Greater Minnesota has 95,000 foreign-born residents (3.8%)
    - Primarily Latin America, Asia, Africa (+110%)
- About 324,250 available immigrant workers (10.5% of workforce)
  - 72.3% labor force participation rate
  - Younger age profile
  - Added +80,000 immigrant workers from 2010 to 2018 (+33%)
  - Added 57,000 native-born workers from 2010 to 2018 (+2%)
- One-fourth (24.2%) of immigrants had less than high school; 34% had a bachelor’s degree or higher
- Language and educational barriers may need to be overcome

![Place of Birth for the Foreign Born Population, State of Minnesota, 2018](source: 2018 American Community Survey)
Labor Force Trends

- Minnesota’s labor force is still growing as well
  - Up from 2,812,947 workers in 2000 (+257,276 workers; +9.1%)
    - From 1990 to 2000, Minnesota gained +414,049 workers (+17.3%)
    - From 2000 to 2010, Minnesota added +125,848 workers (+4.5%)
    - From 2010 to 2018, Minnesota added +131,428 workers (+4.5%)
Labor Force Trends

- Labor force growth is projected to slow more in the next decade
  - Huge loss in 55-64 year olds (-70,979 workers)
  - Big gains in 20-44 year olds (+92,528 workers)
  - Big gains in 65 years & older (+46,034 workers)

- Greater MN is expected to lose -33,000 workers
Minnesota has significant employment disparities for minority groups; but it’s getting better – *Closing these gaps is crucial!*

- Participation rates are lower and unemployment rates are also higher for:
  - Younger workers
  - Workers with disabilities
  - People with lower educational attainment
- The challenges we face over the next decades are so great we’ll need to tackle them with a multi-pronged approach to attract and retain workers of *all demographic characteristics*
**Labor Force Characteristics**

- Minnesota has higher labor force participation rates than the U.S.
  - 2nd highest rate overall
  - Higher in every age group!
- 85.9% of Minnesota workers are white
  - -11,028 white workers since 2007
  - Number of workers of other races jumped +61%
  - Hispanic or Latino workers increased by +47,244 since 2007 (+61%)
  - All but one race group has higher rates than whites
- Highest unemployment rates for minorities, lower education, disabilities

### Table 10. Employment Characteristics, 2017

<table>
<thead>
<tr>
<th></th>
<th>Greater Minnesota</th>
<th>Minnesota</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Labor Force</td>
<td>1,321,769</td>
<td>67.1%</td>
</tr>
<tr>
<td>16 to 19 years</td>
<td>75,645</td>
<td>56.3%</td>
</tr>
<tr>
<td>20 to 24 years</td>
<td>143,984</td>
<td>83.8%</td>
</tr>
<tr>
<td>25 to 44 years</td>
<td>504,658</td>
<td>87.6%</td>
</tr>
<tr>
<td>45 to 54 years</td>
<td>281,608</td>
<td>86.8%</td>
</tr>
<tr>
<td>55 to 64 years</td>
<td>243,870</td>
<td>71.3%</td>
</tr>
<tr>
<td>65 to 74 years</td>
<td>58,892</td>
<td>25.8%</td>
</tr>
<tr>
<td>75 years &amp; over</td>
<td>11,572</td>
<td>6.0%</td>
</tr>
</tbody>
</table>

**Employment Characteristics by Race & Hispanic Origin**

<table>
<thead>
<tr>
<th>Race &amp; Hispanic Origin</th>
<th>Greater Minnesota</th>
<th>Minnesota</th>
</tr>
</thead>
<tbody>
<tr>
<td>White alone</td>
<td>1,233,790</td>
<td>67.2%</td>
</tr>
<tr>
<td>Black or African American</td>
<td>21,655</td>
<td>63.1%</td>
</tr>
<tr>
<td>American Indian &amp; Alaska Native</td>
<td>15,940</td>
<td>57.2%</td>
</tr>
<tr>
<td>Asian or Other Pac. Islanders</td>
<td>19,681</td>
<td>69.2%</td>
</tr>
<tr>
<td>Some Other Race</td>
<td>12,242</td>
<td>73.3%</td>
</tr>
<tr>
<td>Two or More Races</td>
<td>16,982</td>
<td>67.8%</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>45,161</td>
<td>73.6%</td>
</tr>
</tbody>
</table>

**Employment Characteristics by Disability**

<table>
<thead>
<tr>
<th>Disability</th>
<th>Greater Minnesota</th>
<th>Minnesota</th>
</tr>
</thead>
<tbody>
<tr>
<td>With Any Disability</td>
<td>69,236</td>
<td>51.6%</td>
</tr>
</tbody>
</table>

**Employment Characteristics by Educational Attainment**

<table>
<thead>
<tr>
<th>Attainment</th>
<th>Greater Minnesota</th>
<th>Minnesota</th>
</tr>
</thead>
<tbody>
<tr>
<td>Population, 25 to 64 years</td>
<td>1,030,259</td>
<td>82.9%</td>
</tr>
<tr>
<td>Less than H.S. Diploma</td>
<td>49,561</td>
<td>65.8%</td>
</tr>
<tr>
<td>H.S. Diploma or Equivalent</td>
<td>274,250</td>
<td>78.6%</td>
</tr>
<tr>
<td>Some College or Assoc. Degree</td>
<td>416,592</td>
<td>84.7%</td>
</tr>
<tr>
<td>Bachelor’s Degree or Higher</td>
<td>289,719</td>
<td>88.8%</td>
</tr>
</tbody>
</table>

**Employment Characteristics by Gender**

<table>
<thead>
<tr>
<th>Gender</th>
<th>Greater Minnesota</th>
<th>Minnesota</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>984,897</td>
<td>70.6%</td>
</tr>
<tr>
<td>Female</td>
<td>986,641</td>
<td>63.5%</td>
</tr>
</tbody>
</table>

*Source: 2013-2017 American Community Survey, 5-Year Estimates*
Economic Disparities

- **Minnesota has a well-educated workforce**
  - Highest percentage of adults with a H.S. diploma
  - 10th highest for bachelor’s degree or higher

- **Not only hard working, Minnesotans are also high-earning**
  - Median Household Income = $68,388 (U.S. = $60,336)
  - Asian = $74,766
  - White = $71,547
  - Black = $38,147
  - American Indian = $36,912
  - Hispanic/Latino = $50,866

*Figure 4. Minnesota Educational Attainment for the population aged 25 years & over by Race or Origin, 2017*
- Less than high school diploma
- High school graduate (inc. equiv.)
- Some college or associate’s degree
- Bachelor's degree or higher

*Figure 5. Minnesota Median Household Income by Race or Origin, 2007-2017*

Source: U.S. Census Bureau, American Community Survey
Student Enrollment Trends

• **There are 384,110 K-12 students in Greater Minnesota**
  - (at public schools) in 2018-2019; **410,397 including private schools**
    - +2.0% from 2009-2019
  - 80,854 minority students – 21.0% of total students (state = 34.2%)
    - +68.6% from 2009-2019

• **Two groups of seniors – what are you going to do with your life?**
  - “Seniors” refers to 12th graders, and also anyone aged 55 years & older(?)
  - 426,197 people from 55 to 67 years
  - Essentially, Greater Minnesota will have more “seniors” than “seniors” in every grade level from 8th grade on...

<table>
<thead>
<tr>
<th>Grade</th>
<th>Number</th>
<th>Age</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kindergarten</td>
<td>30,855</td>
<td>55 years</td>
<td>38,340</td>
</tr>
<tr>
<td>1st grade</td>
<td>30,417</td>
<td>56 years</td>
<td>36,839</td>
</tr>
<tr>
<td>2nd grade</td>
<td>30,874</td>
<td>57 years</td>
<td>36,082</td>
</tr>
<tr>
<td>3rd grade</td>
<td>31,455</td>
<td>58 years</td>
<td>35,316</td>
</tr>
<tr>
<td>4th grade</td>
<td>32,763</td>
<td>59 years</td>
<td>32,967</td>
</tr>
<tr>
<td>5th grade</td>
<td>32,854</td>
<td>60 years</td>
<td>34,439</td>
</tr>
<tr>
<td>6th grade</td>
<td>32,269</td>
<td>61 years</td>
<td>32,862</td>
</tr>
<tr>
<td>7th grade</td>
<td>31,849</td>
<td>62 years</td>
<td>35,226</td>
</tr>
<tr>
<td>8th grade</td>
<td>31,823</td>
<td>63 years</td>
<td>33,589</td>
</tr>
<tr>
<td>9th grade</td>
<td>31,633</td>
<td>64 years</td>
<td>26,274</td>
</tr>
<tr>
<td>10th grade</td>
<td>31,029</td>
<td>65 years</td>
<td>28,709</td>
</tr>
<tr>
<td>11th grade</td>
<td>31,125</td>
<td>66 years</td>
<td>28,824</td>
</tr>
<tr>
<td>12th grade</td>
<td>31,451</td>
<td>67 years</td>
<td>26,730</td>
</tr>
<tr>
<td>All Grades</td>
<td>410,397</td>
<td>55-67 years</td>
<td>426,197</td>
</tr>
</tbody>
</table>

*Number of Students Compared to Adults*

Source: Minnesota Dept. of Education, U.S. Census Bureau
80-90% of students raise their hands
70% of students enroll in the fall
  – 58% go to 4-year schools
  – 42% go to 2-year schools

sleds.mn.gov
  – Enrollment
    • By college type
    • Top colleges
    • Completing College
  – Entering the Workforce...
What is your primary source of advice about your future education and career?

- Family: 62.2%
- Friends: 8.0%
- Teachers: 7.3%
- School Counselors: 4.2%
- Careers Class: 3%
- Television or internet: 6.5%
- No source of advice: 3%
- Other: 5.6%
What career cluster do you think students are most interested in?

- Agriculture, food and natural resources: 2.4% (Actual) to 14.0% (Interest)
- Marketing: 1.5% (Actual) to 11.9% (Interest)
- Business, management and administration: 1.8% (Actual) to 14.1% (Interest)
- Finance: 1.8% (Actual) to 5.6% (Interest)
- Hospitality and tourism: 2.4% (Actual) to 13.1% (Interest)
- Law, public safety, and security: 2.5% (Actual) to 9.1% (Interest)
- Human services: 1.1% (Actual) to 9.1% (Interest)
- Government and public administration: 1.0% (Actual) to 6.9% (Interest)
- Education and training: 1.1% (Actual) to 6.5% (Interest)
- Health science: 4.9% (Actual) to 22.0% (Interest)
- Architecture and construction: 1.4% (Actual) to 7.3% (Interest)
- Manufacturing: 1.3% (Actual) to 10.9% (Interest)
- Science, technology, engineering and mathematics: 1.1% (Actual) to 8.6% (Interest)
- Transportation, distribution, and logistics: 0.9% (Actual) to 9.1% (Interest)
- Information technology: 1.2% (Actual) to 9.1% (Interest)
- Arts, audio/video technology, and communications: 1.5% (Actual) to 14.0% (Interest)
How many of you are planning to attend college?

Which college?

How much will that cost?
How much does college cost? How much are average annual expenses at a 4-year state college?

- $14,420: 5%
- $19,548: 15%
- $26,738: 21%
- $36,364: 32%
- $49,107: 26%
- I'm Not Sure...
Average Annual Expense for a Resident Undergraduate Attending Full-Time at a Minnesota College, 2018-2019

<table>
<thead>
<tr>
<th>Institution Type</th>
<th>Off-camp not living at home</th>
<th>On-campus</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>State College</td>
<td>$5,419</td>
<td>$7,124</td>
<td>$2,094</td>
</tr>
<tr>
<td>State College on-campus</td>
<td>$8,521</td>
<td>$8,561</td>
<td>$3,506</td>
</tr>
<tr>
<td>University of Minnesota on-campus</td>
<td>$14,760</td>
<td>$8,712</td>
<td>$3,200</td>
</tr>
<tr>
<td>Private Career - off-camp not living</td>
<td>$13,993</td>
<td>$11,408</td>
<td>$1,491</td>
</tr>
<tr>
<td>Private 4-Year College - on-campus</td>
<td>$39,567</td>
<td>$9,808</td>
<td>$2,902</td>
</tr>
</tbody>
</table>

Source: Minnesota Office of Higher Education for tuition data; U.S. Department of Education, IPEDS Institutional Characteristics Survey for other data

Tuition data for 2018-2019 as used for state grant purposes.

Room and board and other expenses for 2017-2018.

Costs vary by institution. Look up current college costs for individual colleges on the College Navigator.
The Most Important Reason?

• Students seem to want to use college to further their careers and make more money

• But all of the reasons listed probably play some part in the decision...

If you are considering college, what is the most important reason?

- Because my family and/or friends expect me to: 5.2%
- To be able to make more money: 32.8%
- To gain a general education and appreciation of ideas: 6.5%
- To get training for a specific career: 36.8%
- To learn more about things that interest me: 16.7%
- To make me a more cultured person: 2.0%

Source: DEED survey at Southwest Minnesota Career Expo, 2018
Preparing for your career

- Over half of all jobs can be started with a high school diploma or less
- Just over 1/3rd require college
- Education can be a very worthwhile investment
Job Vacancies

• Record-breaking vacancy levels across the state
  – Median wage offer was $15.00 in 2nd Qtr. 2019 ($14.04 in Greater MN)
  – 30% require postsecondary education; 45% require work experience

• Occupations in Demand are spread across many educational levels, wage levels, and regions

<table>
<thead>
<tr>
<th>Less than High School</th>
<th>High School or Equivalent</th>
<th>Some College or Assoc Degree</th>
<th>Bachelor’s Degree or Higher</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail Salespersons</td>
<td>$22,510</td>
<td>Heavy &amp; Tractor-Trailer Truck Drivers $44,250</td>
<td>Registered Nurses $75,401</td>
</tr>
<tr>
<td>Personal Care Aides</td>
<td>$24,313</td>
<td>First-Line Supervisors of Retail Sales Workers $39,150</td>
<td>Nursing Assistants $30,712</td>
</tr>
<tr>
<td>Combined Food Prep &amp; Serving Workers</td>
<td>$20,482</td>
<td>First-Line Supervisors of Food Prep &amp; Serving Workers $32,705</td>
<td>Licensed Practical &amp; Licensed Vocational Nurses $44,384</td>
</tr>
<tr>
<td>Cashiers</td>
<td>$20,660</td>
<td>Customer Service Representatives $37,515</td>
<td>Automotive Service Technicians &amp; Mechanics $39,751</td>
</tr>
<tr>
<td>Home Health Aides</td>
<td>$26,593</td>
<td>Sales Representatives, Wholesale &amp; Manufacturing $62,690</td>
<td>Emergency Medical Technicians &amp; Paramedics $37,022</td>
</tr>
<tr>
<td>Maids &amp; Housekeeping Cleaners</td>
<td>$24,200</td>
<td>Light Truck or Delivery Services Drivers $34,987</td>
<td>Heating, Air Cond. (HVAC) &amp; Refrig. Mechanics $51,924</td>
</tr>
<tr>
<td>Waiters &amp; Waitresses</td>
<td>$20,194</td>
<td>Medical Assistants $38,221</td>
<td>Electricians $67,517</td>
</tr>
<tr>
<td>Cooks, Restaurant</td>
<td>$26,305</td>
<td>Secretaries &amp; Administrative Assistants $39,414</td>
<td>Mechanics $47,854</td>
</tr>
<tr>
<td>Landscaping &amp; Groundskeeping</td>
<td>$30,106</td>
<td>Security Guards $30,517</td>
<td>Industrial Machinery Mechanics $38,900</td>
</tr>
</tbody>
</table>

Source: DEED Occupations In Demand
Industry Employment

- Minnesota’s economy is still adding jobs
  - Up to 3 million jobs in June 2019 (CES)
  - Recovered all jobs lost during the Great Recession by 2013; 10 years of expansion!
- Health Care & Social Assistance is the largest industry = 221,630 jobs
- Manufacturing is still second largest = 150,570
- Retail Trade (130,685) & Accommodation & Food Services (92,540) had 19.9% of jobs
  - Low wages, part-time
- Educational Services had 96,059 jobs
- Construction (+13.7%), Transportation & Warehousing (+11.9%) and Professional & Technical Svcs. (+11.1%) were the fastest growing industries
Industry Employment Projections

- Greater Minnesota’s economy is projected to grow 4.4%  
  - +53,651 jobs from 2016 to 2026  
- Construction, Manufacturing, Admin. Support & Waste Mgmt. Svcs., Transportation & Warehousing, Agriculture, Public Administration, Professional & Technical Services, Accommodation & Food Services, & Wholesale Trade expected to grow  
- In addition to new jobs, almost 600,000 jobs will become available from labor market exit openings due to retirements

<table>
<thead>
<tr>
<th>Greater Minnesota</th>
<th>Estimated Employment 2016</th>
<th>Projected Employment 2026</th>
<th>Percent Change 2016-2026</th>
<th>Numeric Change 2016-2026</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total, All Industries</td>
<td>1,218,949</td>
<td>1,272,600</td>
<td>4.4%</td>
<td>53,651</td>
</tr>
<tr>
<td>Agriculture, Forestry, Fish &amp; Hunt</td>
<td>21,167</td>
<td>24,315</td>
<td>14.9%</td>
<td>3,148</td>
</tr>
<tr>
<td>Mining</td>
<td>4,698</td>
<td>4,982</td>
<td>6.0%</td>
<td>284</td>
</tr>
<tr>
<td>Utilities</td>
<td>6,945</td>
<td>7,164</td>
<td>3.2%</td>
<td>219</td>
</tr>
<tr>
<td>Construction</td>
<td>49,633</td>
<td>55,000</td>
<td>10.4%</td>
<td>5,167</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>147,559</td>
<td>151,572</td>
<td>2.7%</td>
<td>4,013</td>
</tr>
<tr>
<td>Wholesale Trade</td>
<td>40,825</td>
<td>42,830</td>
<td>4.9%</td>
<td>2,004</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>129,905</td>
<td>128,031</td>
<td>-1.4%</td>
<td>-1,874</td>
</tr>
<tr>
<td>Transportation &amp; Warehousing</td>
<td>36,929</td>
<td>40,082</td>
<td>8.5%</td>
<td>3,153</td>
</tr>
<tr>
<td>Information</td>
<td>13,596</td>
<td>12,038</td>
<td>-11.5%</td>
<td>-1,558</td>
</tr>
<tr>
<td>Finance &amp; Insurance</td>
<td>30,703</td>
<td>31,221</td>
<td>1.7%</td>
<td>518</td>
</tr>
<tr>
<td>Real Estate &amp; Rental &amp; Leasing</td>
<td>7,398</td>
<td>7,597</td>
<td>2.7%</td>
<td>201</td>
</tr>
<tr>
<td>Professional &amp; Technical Services</td>
<td>24,105</td>
<td>26,830</td>
<td>11.3%</td>
<td>2,724</td>
</tr>
<tr>
<td>Management of Companies</td>
<td>7,959</td>
<td>8,195</td>
<td>3.0%</td>
<td>236</td>
</tr>
<tr>
<td>Administrative &amp; Waste Services</td>
<td>31,972</td>
<td>36,361</td>
<td>13.7%</td>
<td>4,389</td>
</tr>
<tr>
<td>Educational Services</td>
<td>99,870</td>
<td>100,736</td>
<td>0.9%</td>
<td>866</td>
</tr>
<tr>
<td>Health Care &amp; Social Assistance</td>
<td>208,175</td>
<td>233,381</td>
<td>12.1%</td>
<td>25,206</td>
</tr>
<tr>
<td>Arts, Entertainment, &amp; Recreation</td>
<td>20,449</td>
<td>20,459</td>
<td>0.0%</td>
<td>-10</td>
</tr>
<tr>
<td>Accommodation &amp; Food Services</td>
<td>87,885</td>
<td>89,957</td>
<td>2.4%</td>
<td>2,072</td>
</tr>
<tr>
<td>Other Services, Ex. Public Admin</td>
<td>46,011</td>
<td>46,194</td>
<td>0.4%</td>
<td>183</td>
</tr>
<tr>
<td>Public Administration</td>
<td>81,376</td>
<td>84,311</td>
<td>3.6%</td>
<td>2,935</td>
</tr>
</tbody>
</table>

Source: DEED 2016-2026 Employment Outlook
Conclusions

• In the face of increasingly tight labor markets, a growing scarcity of workers is now recognized as one of Minnesota’s most significant barriers to sustained economic growth
  • The white, native-born workforce is aging; but many workers are staying in the labor force longer
  • Immigration and all forms of diversity has been and will continue to be a vital source of the workforce that employers need to succeed
  • The challenge remains - aligning student and jobseeker perceptions with labor market realities

• We must make most of the workforce we have by removing frequent impediments to work
  • Skills, transportation, child care, sick leave, low wages; housing markets, health care, labor exchange systems
Who else can help?

- **DEED – CareerForce**
  - Regional Labor Market Information
  - Workforce Strategy Consultants, Employer Navigators
  - Workforce development partners
    - CareerForceMN.com
  - Minnesotaworks.net
THANK YOU!

• Questions?

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• cameron.macht@state.mn.us
• Labor Market Information Office
• http://mn.gov/deed/data/