

# Changing Demographics in Minnesota

**Cameron Macht**

DEED Labor Market Information Office

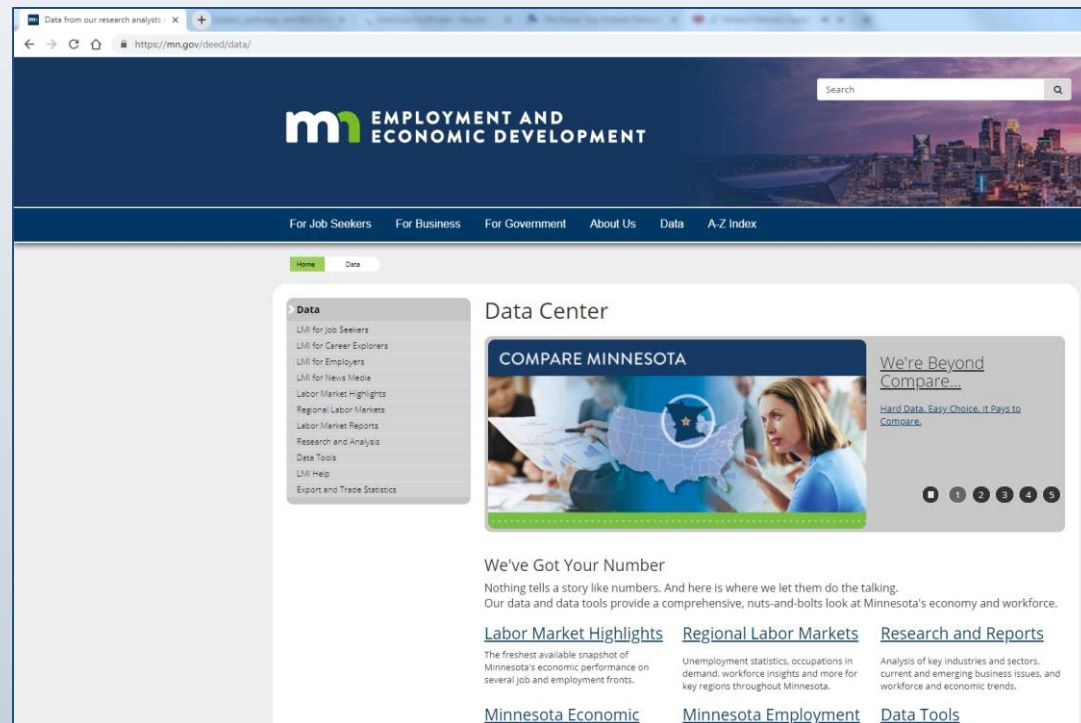
Regional Analysis & Outreach

[www.mn.gov/deed/data/](http://www.mn.gov/deed/data/)

October 25, 2019

# 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!



*We've got you covered...*

[mark.schultz@state.mn.us](mailto:mark.schultz@state.mn.us)  
507-205-6068

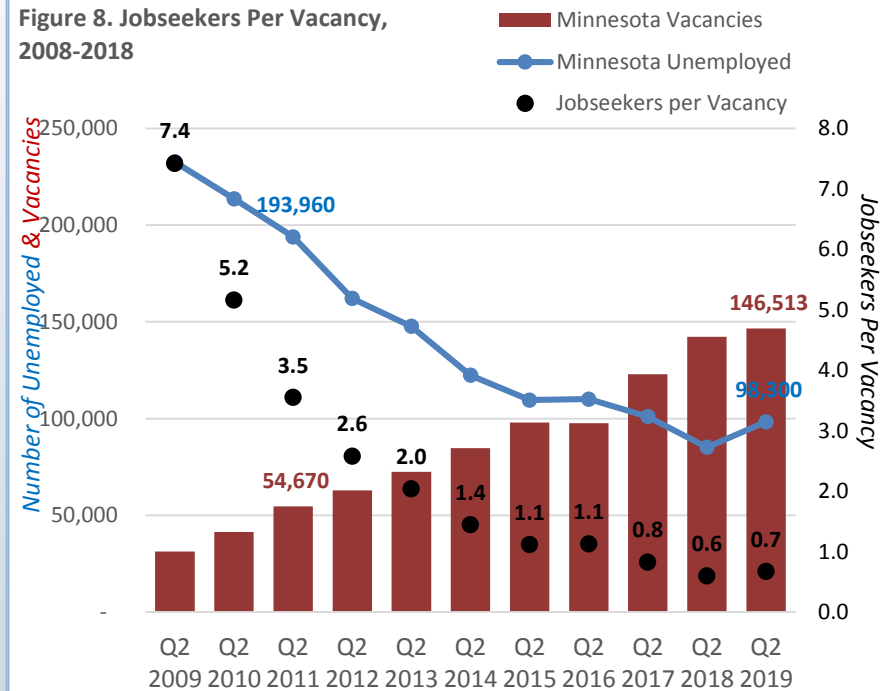
# Perception Equals Reality

- **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?*

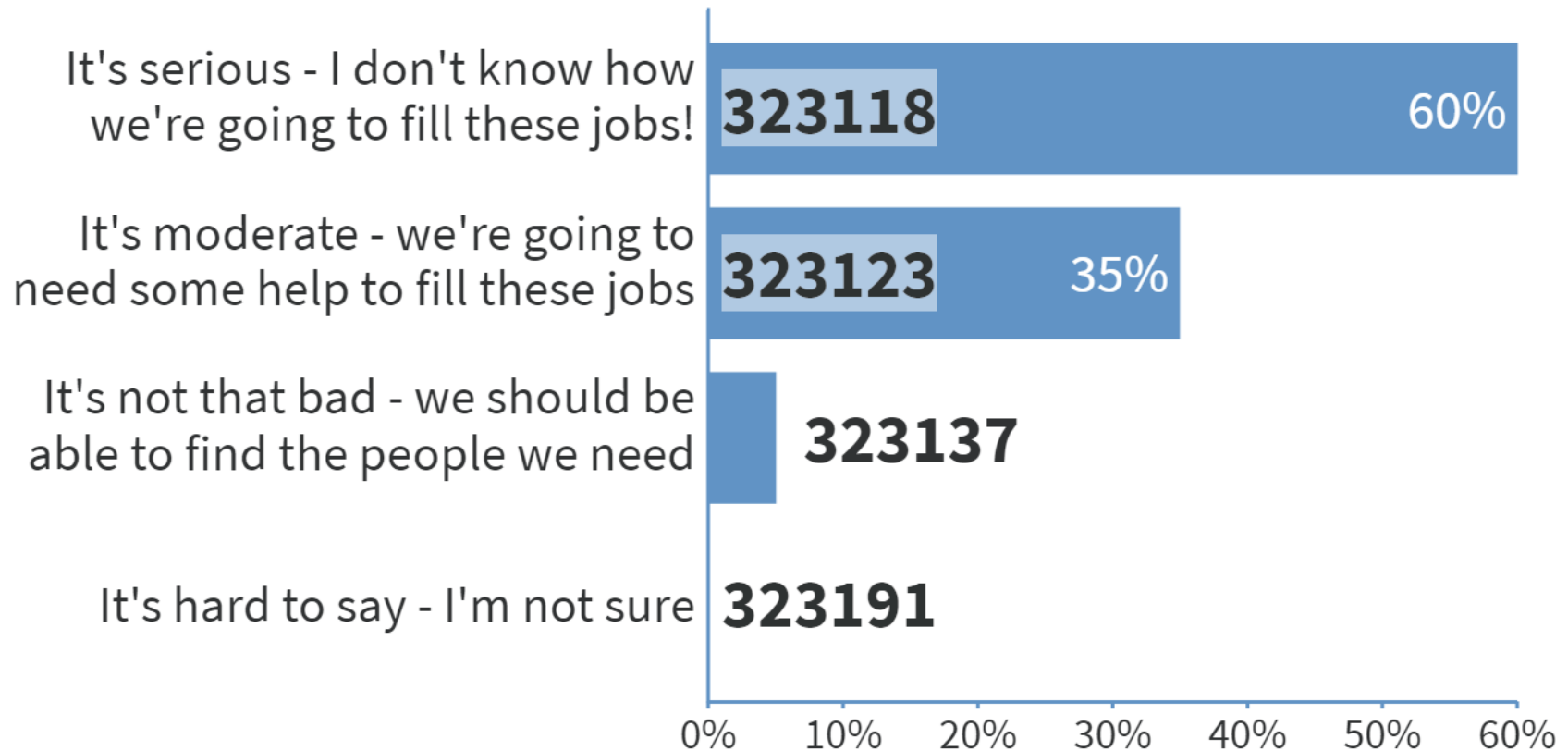
Figure 8. Jobseekers Per Vacancy, 2008-2018



Source: DEED Job Vacancy Survey, LAUS program

Text a **CODE** to **22333**

## How dire is the workforce shortage in your community?

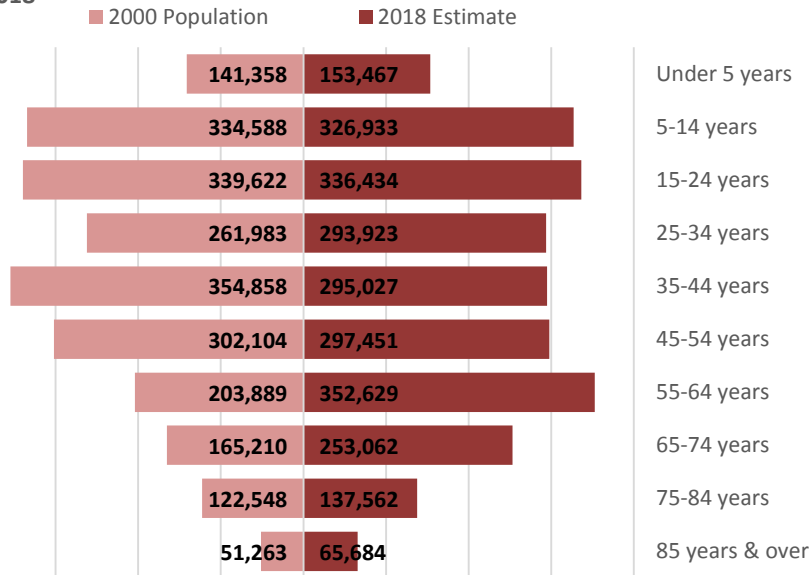




# Demographic Trends

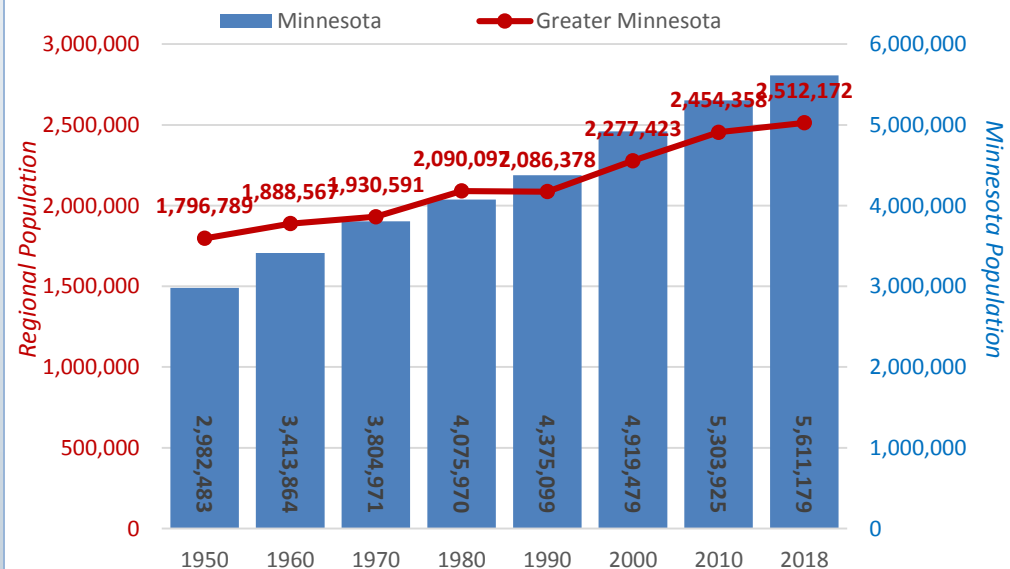
- **Minnesota's population is still growing – up to 5.6 million in 2018**
  - Now the 22<sup>nd</sup> largest state in the U.S. (just behind Colorado)
  - Twin Cities grew +8.8%; Greater Minnesota grew +2.4%
- **The Baby Boom generation (53-71 years) is causing a significant shift over time**

Figure 3. Greater Minnesota Population Pyramid, 2000-2018



Source: U.S. Census Bureau

Figure 1. Population Change, 1950-2018



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%)

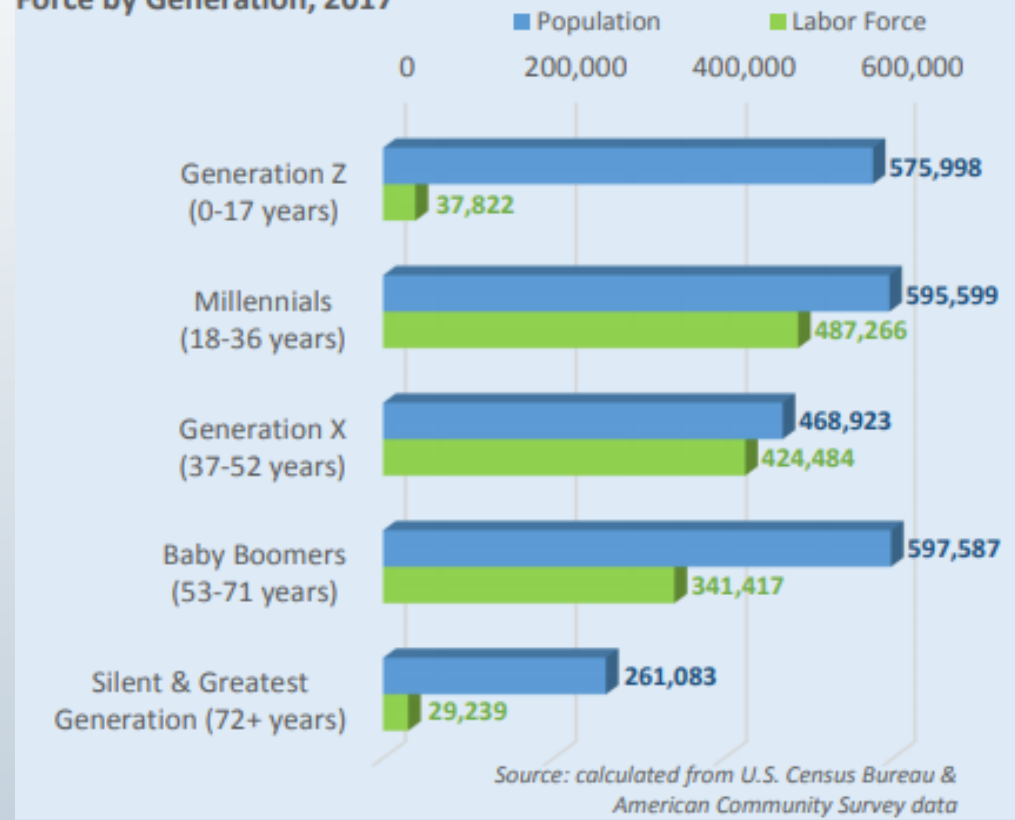
- **Baby Boomers = 1,265,278**

- (22.7%)

- **Silent & Greatest = 491,158**

- (8.8%)

**Figure 1. Greater Minnesota Population and Labor Force by Generation, 2017**





# Population trends in Minnesota

- **Half of the counties in the state saw population declines:**

- **Carver Co. was fastest growing (+13.7%)**

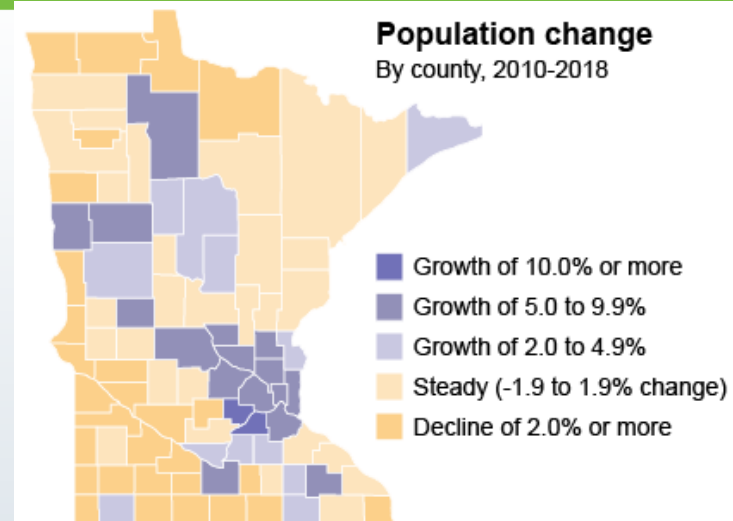
- Scott Co. (+13.4%)
- Wright Co. (+9.3%)
- Hennepin Co. (+9.3%)
- Washington Co. (+8.8%)

- **Lac qui Parle (-8.3%) was the fastest declining**

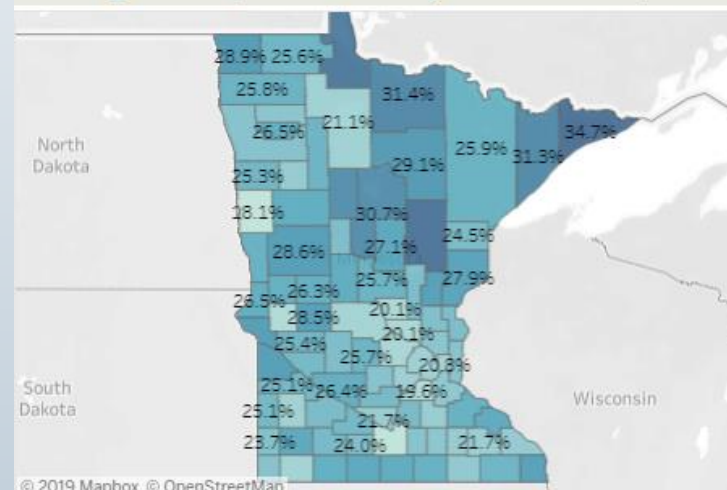
- Renville Co. (-7.1%)
- Lake of the Woods (-7.1%)
- Traverse Co. (-7.0%)
- Kittson Co. (-6.7%)

- **Baby Boomers are the largest generation in 8 of 13 regions**

- **54 of 87 counties!**



Percentage of the Population in the Baby Boomer Generation, 2017



# 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

Table 2. Race and Hispanic Origin, 2017	Minnesota			
	Number	Percent	Change from 2000-2017	
			Numeric	Percent
Total Population	5,490,726	100.0%	+571,247	+11.6%
White	4,598,252	83.7%	+197,970	+4.5%
Black or African American	326,953	6.0%	+155,222	+90.4%
American Indian & Alaska Native	57,566	1.0%	+2,599	+4.7%
Asian & Other Pacific Islander	257,911	4.7%	+113,964	+79.2%
Some Other Race	95,600	1.7%	+29,790	+45.3%
Two or More Races	154,444	2.8%	+71,702	+86.7%
Hispanic or Latino origin	284,649	5.2%	+141,267	+98.5%

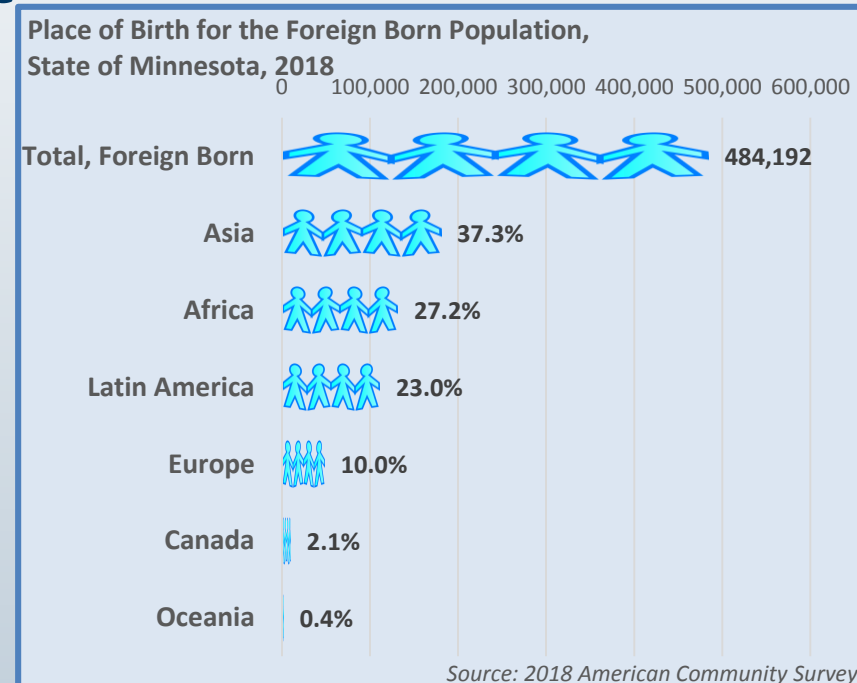
Source: U.S. Census Bureau, 2013-2017 American Community Survey

Table 6. Cumulative Estimates of the Components of Population Change							
	Total Population Change	April 1, 2010 to July 1, 2018					
		Natural Increase	Vital Events		Net Migration		
			Births	Deaths	Total	International	Domestic
Greater Minnesota	57,824	61,558	244,986	183,428	-2,867	25,308	-28,175
Minnesota	307,254	228,289	570,171	341,882	81,671	107,830	-26,159

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

# Demographic Trends

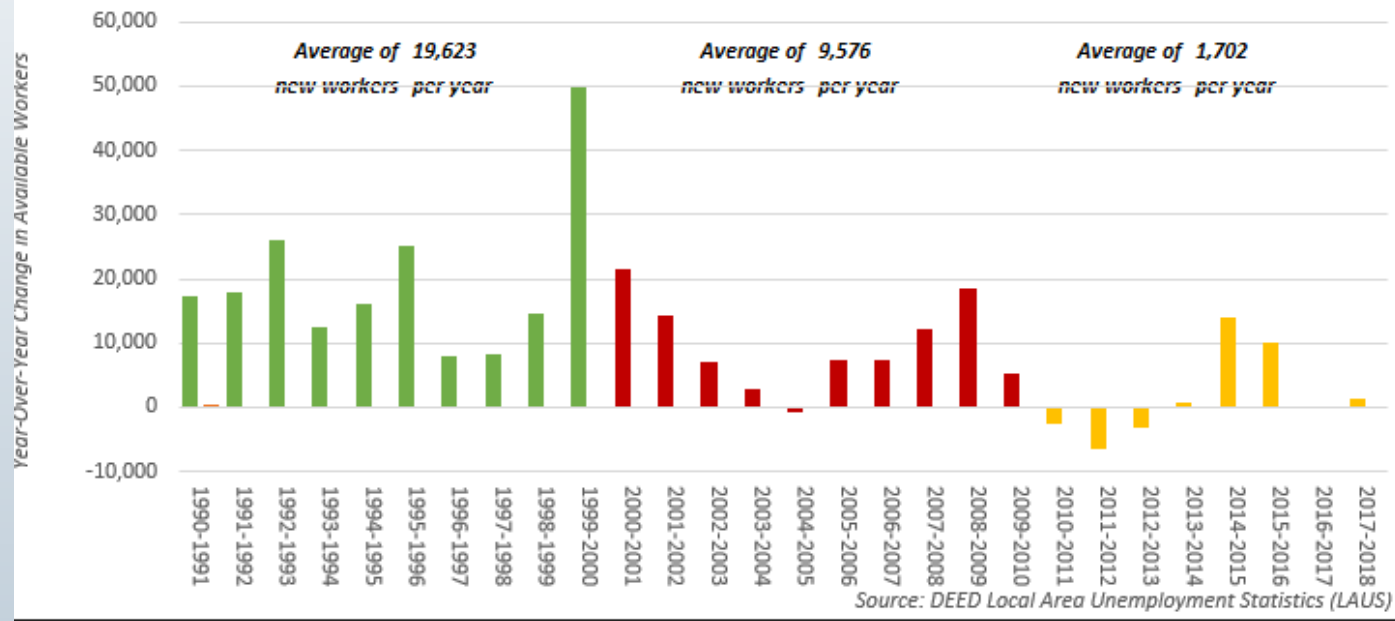
- Minnesota was home to about 450,000 (8.2%) foreign-born residents (primarily Asia, Latin America & Africa (+49%))
  - Greater Minnesota has 95,000 foreign-born residents (3.8%)
    - Primarily Latin America, Asia, Africa (+110%)
- About 324,250 available immigrant workers (10.5% of workforce)
  - 72.3% 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*



# 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%)

Figure 9. Annual Change in Labor Force, 1990-2018 Greater Minnesota



# 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	2020 Labor Force Projection	2030 Labor Force Projection	2020-2030 Change	
			Numeric	Percent
16 to 19 years	169,642	167,530	-2,112	-1.2%
20 to 24 years	342,326	378,558	36,232	10.6%
25 to 44 years	1,234,214	1,290,510	56,296	4.6%
45 to 54 years	602,222	611,017	8,794	1.5%
55 to 64 years	560,791	489,812	-70,979	-12.7%
65 to 74 years	157,518	193,484	35,966	22.8%
75 years & over	24,211	34,278	10,068	41.6%
<b>Total Labor Force</b>	<b>3,090,925</b>	<b>3,165,190</b>	<b>74,265</b>	<b>2.4%</b>

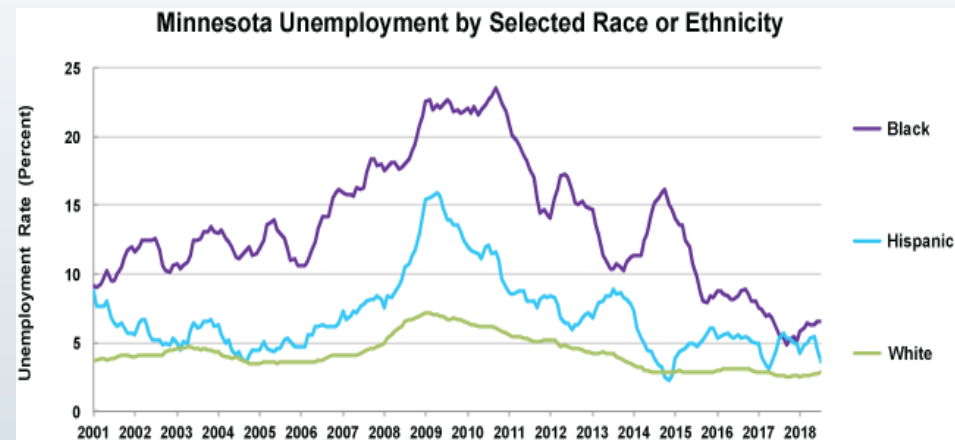
*Source: calculated from Minnesota State Demographic Center population projections and 2013-2017 American Community Survey 5-Year Estimates*

Greater Minnesota	2020 Labor Force Projection	2030 Labor Force Projection	2020-2030 Change	
			Numeric	Percent
16 to 19 years	79,437	70,463	-8,974	-11.3%
20 to 24 years	167,645	170,205	2,560	1.5%
25 to 44 years	493,799	515,195	21,396	4.3%
45 to 54 years	243,904	236,605	-7,299	-3.0%
55 to 64 years	249,364	190,304	-59,060	-23.7%
65 to 74 years	74,310	86,511	12,201	16.4%
75 years & over	13,376	19,539	6,163	46.1%
<b>Total Labor Force</b>	<b>1,321,834</b>	<b>1,288,821</b>	<b>-33,013</b>	<b>-2.5%</b>

*Source: calculated from Minnesota State Demographic Center population projections and 2013-2017 American Community Survey 5-Year Estimates*

# Employment Disparities

- 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.
  - 2<sup>nd</sup> 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

		Greater Minnesota			Minnesota	
		In Labor Force	Labor Force Partic. Rate	Unemp. Rate	Labor Force Partic. Rate	Unemp. Rate
Total Labor Force		1,321,769	67.1%	4.4%	69.9%	4.3%
16 to 19 years		75,645	56.3%	13.0%	52.6%	12.8%
20 to 24 years		143,984	83.8%	6.7%	84.2%	7.1%
25 to 44 years		504,658	87.6%	4.2%	88.4%	3.9%
45 to 54 years		281,608	86.8%	3.1%	87.2%	3.0%
55 to 64 years		243,870	71.3%	3.0%	72.5%	3.2%
65 to 74 years		58,892	25.8%	2.5%	27.4%	2.7%
75 years & over		11,572	6.0%	2.6%	6.1%	2.8%
Employment Characteristics by Race & Hispanic Origin						
White alone		1,233,790	67.2%	3.9%	69.7%	3.6%
Black or African American		21,655	63.1%	17.6%	69.8%	11.0%
American Indian & Alaska Native		15,940	57.2%	19.0%	58.6%	13.3%
Asian or Other Pac. Islanders		19,681	69.2%	6.0%	71.1%	5.2%
Some Other Race		12,242	73.3%	9.2%	77.2%	7.5%
Two or More Races		16,982	67.8%	10.0%	72.5%	9.1%
Hispanic or Latino		45,161	73.6%	8.7%	76.2%	7.2%
Employment Characteristics by Disability						
With Any Disability		69,236	51.6%	8.8%	52.3%	9.5%
Employment Characteristics by Educational Attainment						
Population, 25 to 64 years		1,030,259	82.9%	3.3%	84.1%	3.5%
Less than H.S. Diploma		49,561	65.8%	4.4%	65.4%	4.9%
H.S. Diploma or Equivalent		274,250	78.6%	2.7%	78.7%	2.9%
Some College or Assoc. Degree		416,592	84.7%	2.9%	85.2%	3.5%
Bachelor's Degree or Higher		289,719	88.8%	1.6%	89.6%	2.1%
Employment Characteristics by Gender					Minnesota	
Male	984,897	695,007	70.6%	4.8%	73.7%	4.8%
Female	984,641	625,234	63.5%	3.4%	66.1%	3.8%

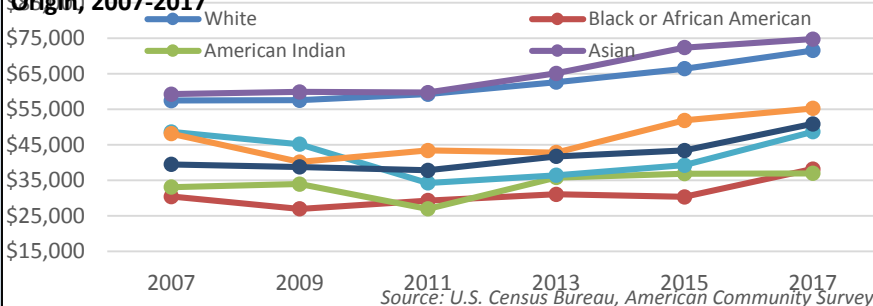
Source: 2013-2017 American Community Survey, 5-Year Estimates



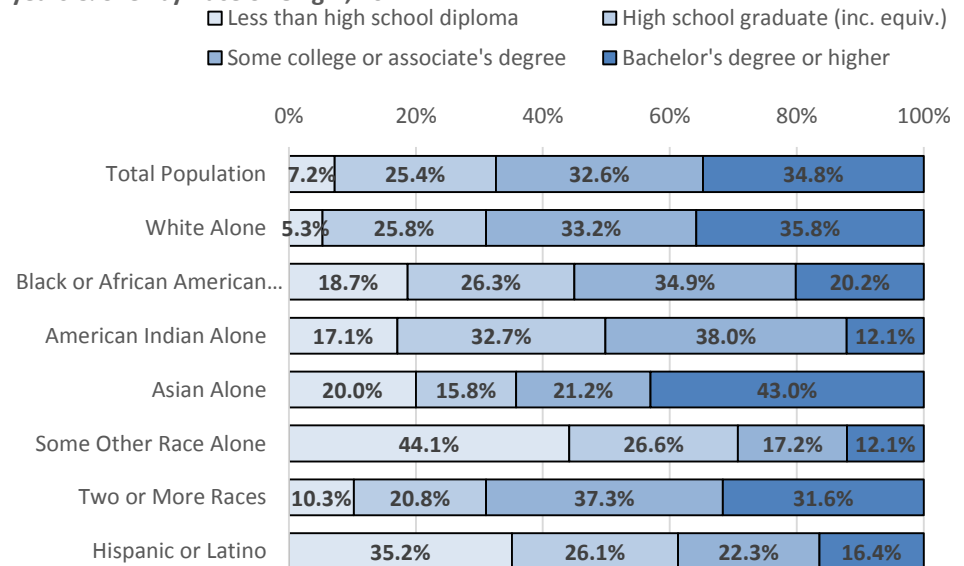
# Economic Disparities

- **Minnesota has a well-educated workforce**
  - Highest percentage of adults with a H.S. diploma
  - 10<sup>th</sup> 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 5. Minnesota Median Household Income by Race or Origin, 2007-2017**



**Figure 4. Minnesota Educational Attainment for the population aged 25 years & over by Race or Origin, 2017**



Source: 2013-2017 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 12<sup>th</sup> 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 8<sup>th</sup> grade on...

Grade	Number	Age	Number	Number of Students Compared to Adults
Kindergarten	30,855	55 years	38,340	-7,485
1 <sup>st</sup> grade	30,417	56 years	36,839	-6,422
2 <sup>nd</sup> grade	30,874	57 years	36,082	-5,208
3 <sup>rd</sup> grade	31,455	58 years	35,316	-3,861
4 <sup>th</sup> grade	32,763	59 years	32,967	-204
5 <sup>th</sup> grade	32,854	60 years	34,439	-1,585
6 <sup>th</sup> grade	32,269	61 years	32,862	-593
7 <sup>th</sup> grade	31,849	62 years	35,226	-3,377
8 <sup>th</sup> grade	31,823	63 years	33,589	-1,766
9 <sup>th</sup> grade	31,633	64 years	26,274	+5,359
10 <sup>th</sup> grade	31,029	65 years	28,709	+2,320
11 <sup>th</sup> grade	31,125	66 years	28,824	+2,301
12 <sup>th</sup> grade	31,451	67 years	26,730	+4,721
All Grades	410,397	55-67 years	426,197	-15,800

Source: Minnesota Dept. of Education, U.S. Census Bureau

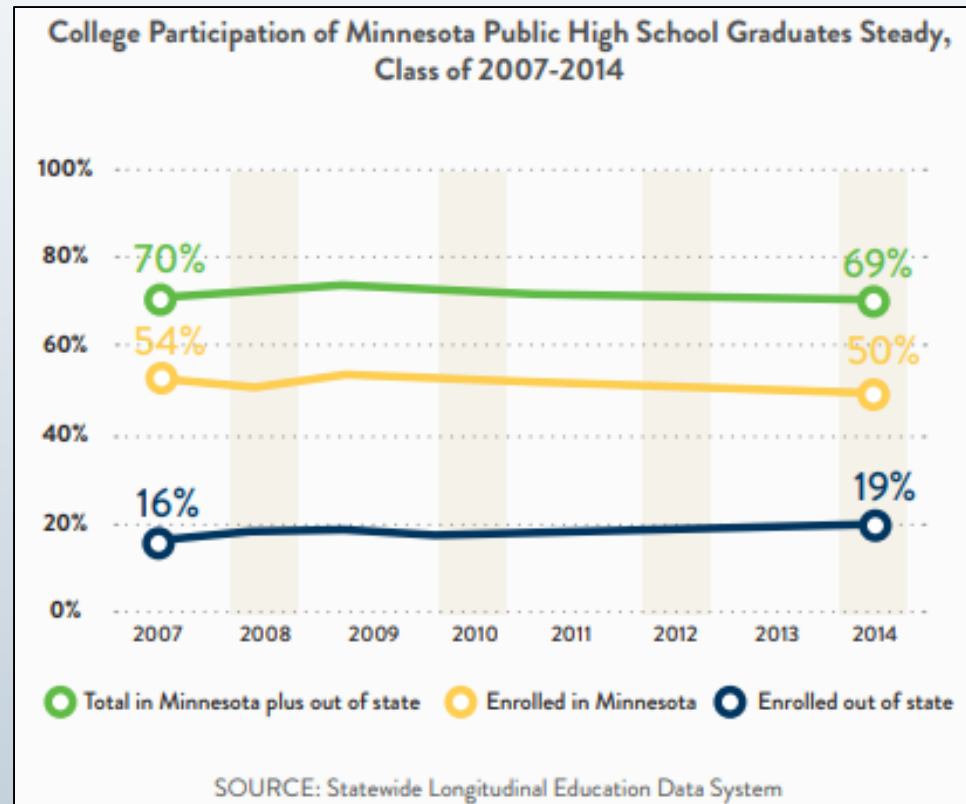
# SLEDs.mn.gov

- 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](http://sleds.mn.gov)

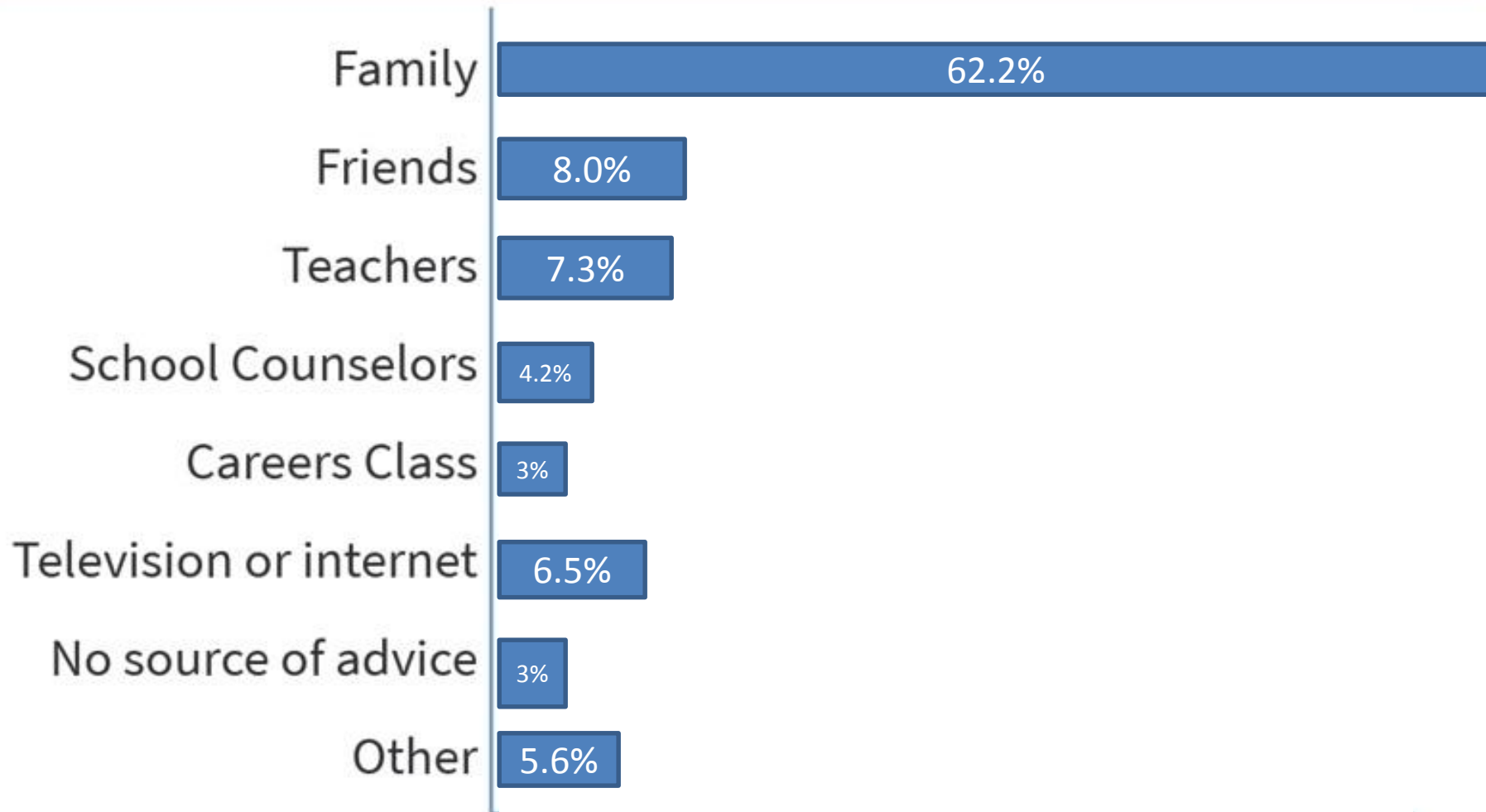
- Enrollment

- By college type
- Top colleges
- Completing College

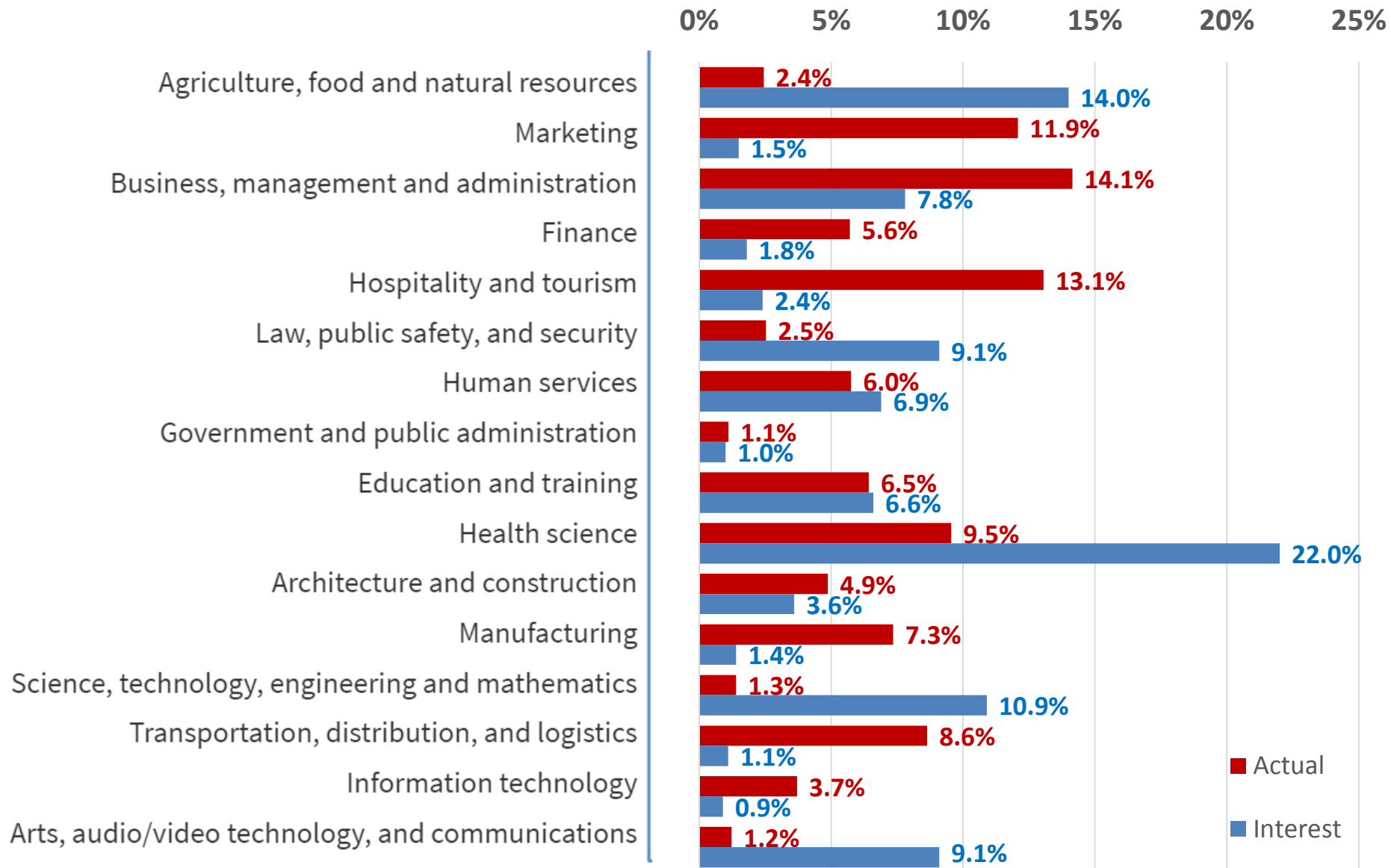
- Entering the Workforce...



# What is your primary source of advice about your future education and career?



# What career cluster do you think students are most interested in?

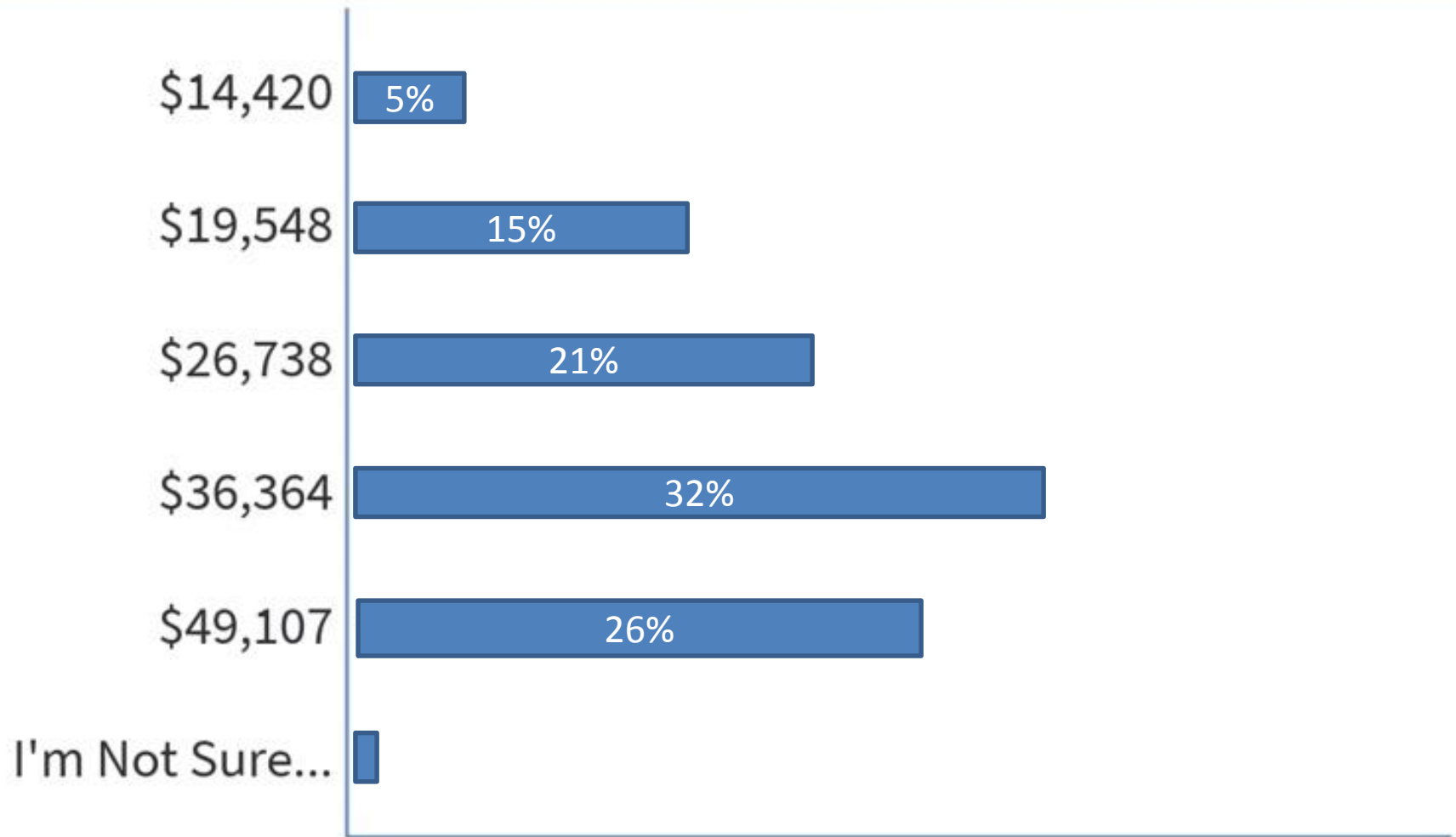


How many of you are  
planning to attend **college?**

Which college?

How much will that **cost?**

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





www.ohe.  
state.mn.us

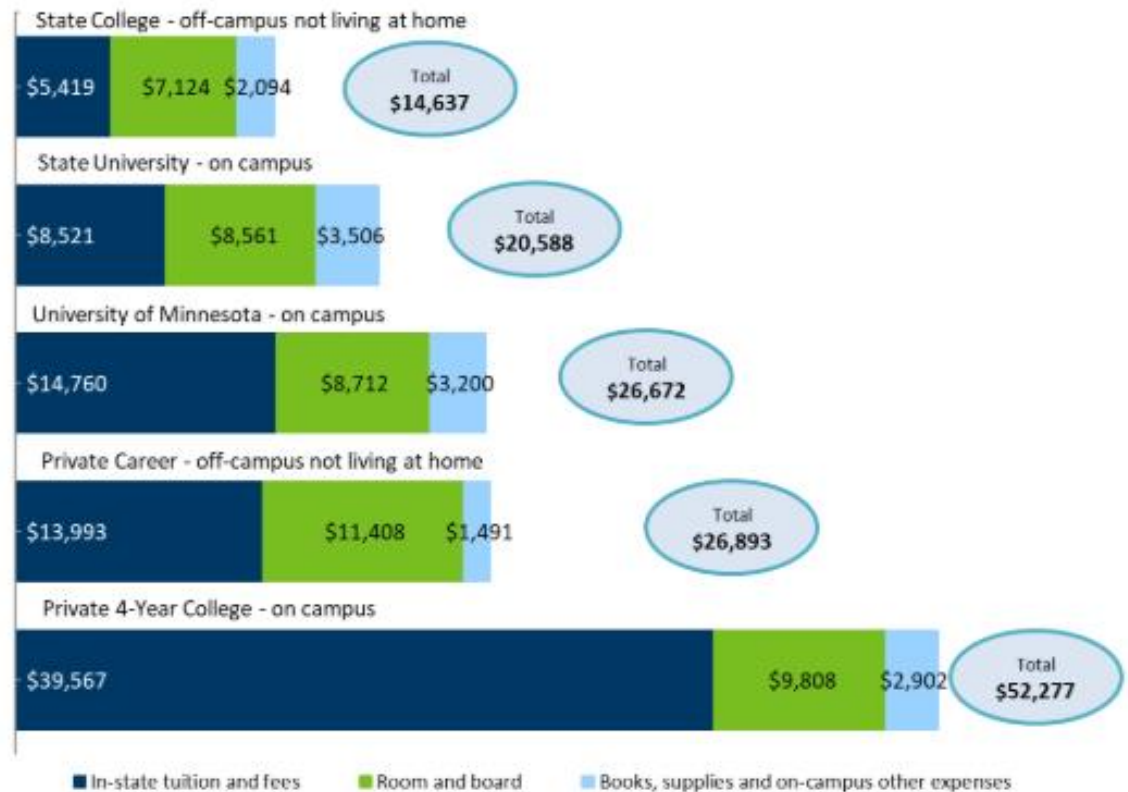
"I'M SO POOR, RAMEN LOL"

HAS IPHONE, MACBOOK, WEARS  
ABERCROMBIE

FIRST SEMESTER: PHYSICS/  
CHEM DOUBLE MAJOR

SECOND SEMESTER:  
BUSINESS

## Average Annual Expense for a Resident Undergraduate Attending Full-Time at a Minnesota College, 2018-2019



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.

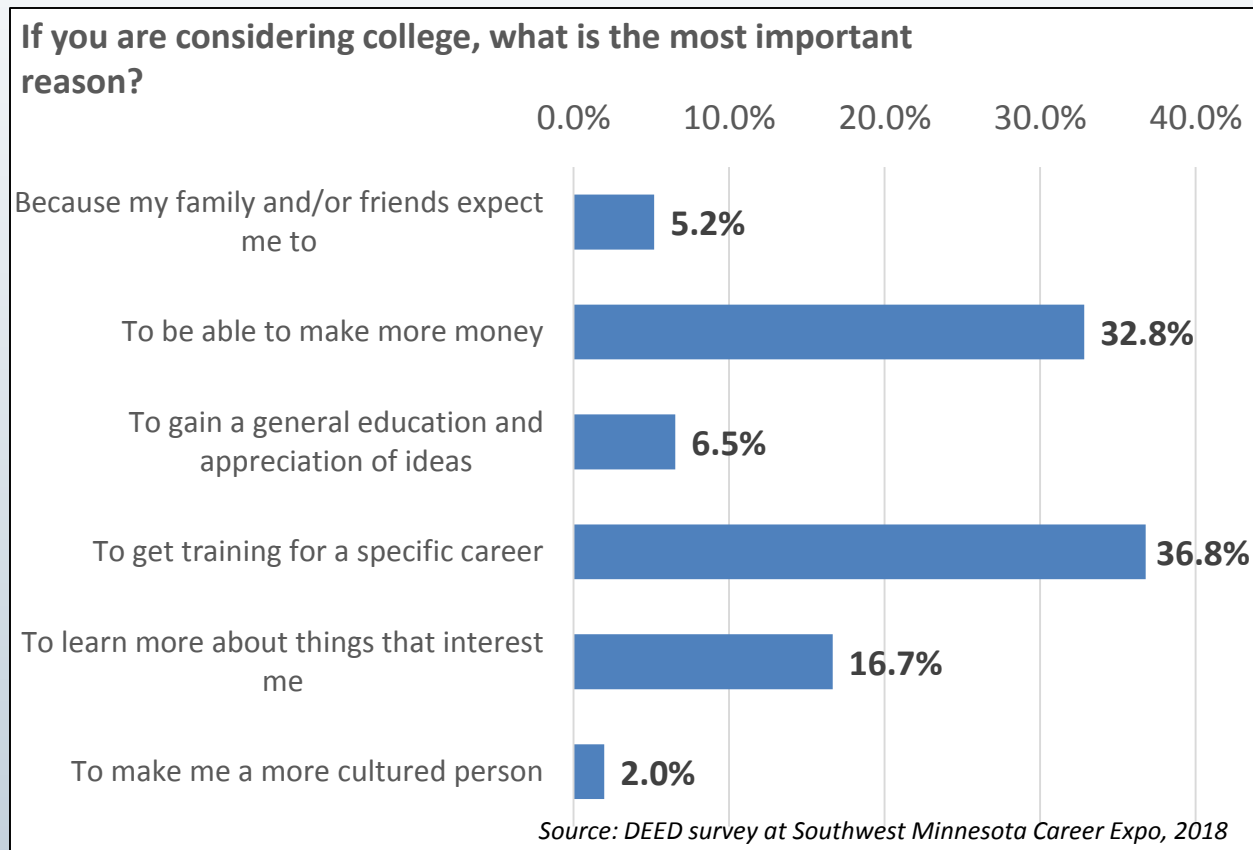
Room and board and other expenses for 2017-2018.

Costs vary by institution. Look up current college costs for individual colleges on the [College Navigator](#).

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

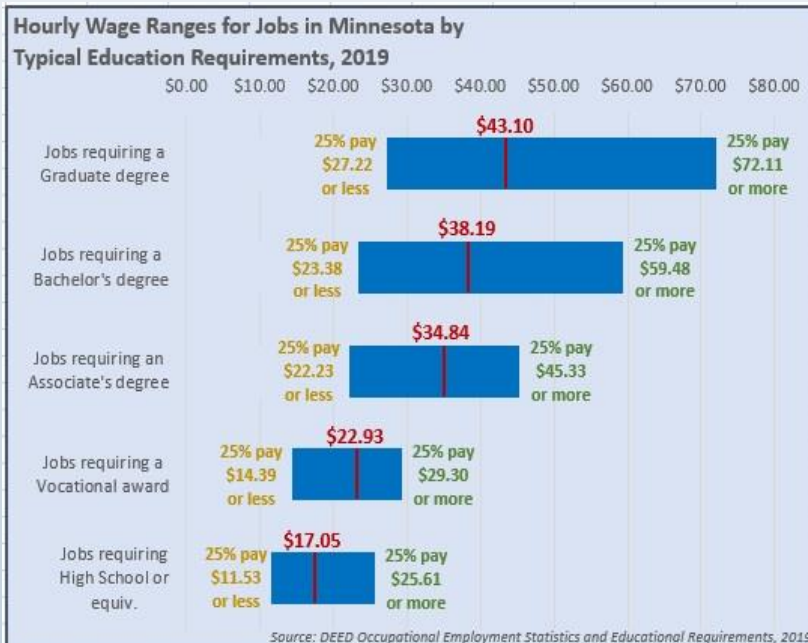
# The Most Important Reason?

- 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...*

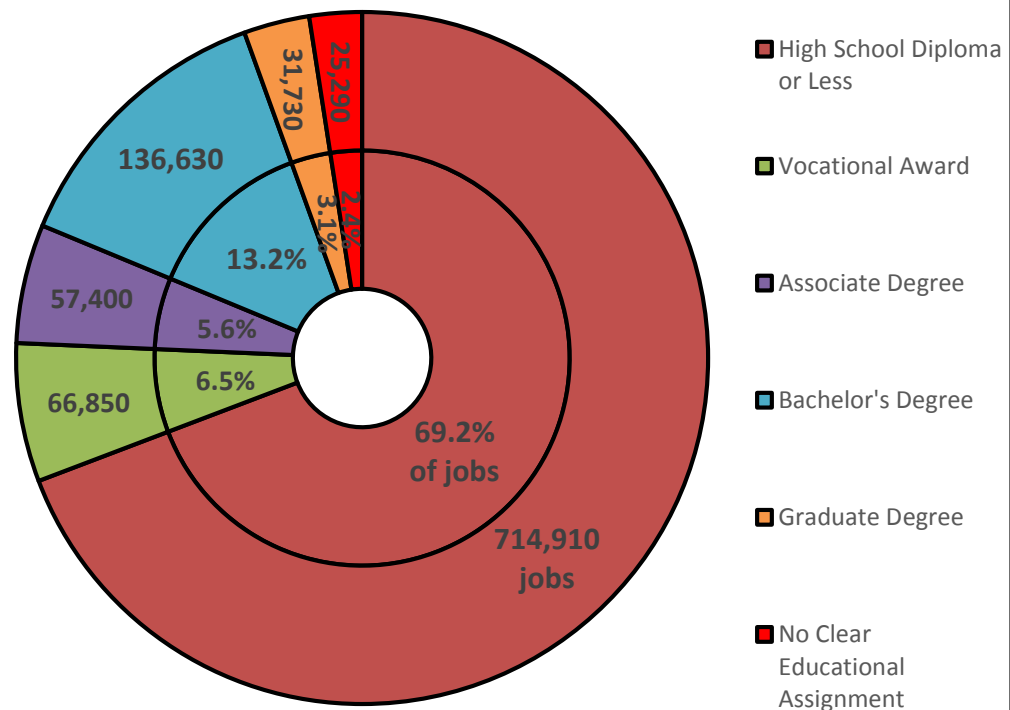


# Preparing for your career

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



Greater Minnesota Share of Jobs by Educational Requirements, 2019



# Job Vacancies

- Record-breaking vacancy levels across the state
  - Median wage offer was \$15.00 in 2<sup>nd</sup> 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 52. Regional Occupations in Demand, 2019

Greater Minnesota			
Less than High School	High School or Equivalent	Some College or Assoc. Degree	Bachelor's Degree or Higher
Retail Salespersons \$22,610	Heavy & Tractor-Trailer Truck Drivers \$44,250	Registered Nurses \$75,401	Computer Systems Analysts \$90,864
Personal Care Aides \$24,313	First-Line Supervisors of Retail Sales Workers \$39,150	Nursing Assistants \$30,712	Software Developers, Applications \$91,765
Combined Food Prep & Serving Workers \$20,482	First-Line Supervisors of Food Prep & Serving Workers \$32,705	Licensed Practical & Licensed Vocational Nurses \$44,384	Elementary & Secondary School Teachers \$61,518
Cashiers \$20,660	Customer Service Representatives \$37,515	Automotive Service Technicians & Mechanics \$39,751	Human Resources Specialists \$59,409
Home Health Aides \$26,593	Sales Representatives, Wholesale & Manufacturing \$62,690	Emergency Medical Technicians & Paramedics \$37,022	Industrial Engineers \$86,864
Maids & Housekeeping Cleaners \$24,200	Light Truck or Delivery Services Drivers \$34,997	Heating, Air Cond. (HVAC) & Refrig. Mechanics \$51,924	Child, Family, & School Social Workers \$55,047
Waiters & Waitresses \$20,194	Medical Assistants \$38,221	Electricians \$67,517	Mental Health Counselors \$47,169
Cooks, Restaurant \$26,305	Secretaries & Administrative Assistants \$39,414	Machinists \$47,854	Accountants & Auditors \$65,460
Laborers & Freight, Stock & Material \$30,951	Maintenance & Repair Workers, General \$42,011	Computer User Support Specialists \$52,323	Special Education Teachers \$62,703
Landscaping & Groundskeeping \$30,106	Security Guards \$30,517	Industrial Machinery Mechanics \$53,900	Nurse Practitioners \$108,221

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**

Table 37. Industry Employment Statistics, 2018

Greater Minnesota	2018 Annual Data				2013-2018		2017-2018	
NAICS Industry Title	Number of Firms	Number of Jobs	Total Payroll (\$1,000s)	Avg. Annual Wage	Change in Jobs	Percent Change	Change in Jobs	Percent Change
Total, All Industries	91,760	1,119,152	\$53,110,427	\$47,456	47,594	4.4%	4,704	0.4%
Agriculture, Forestry, Fish & Hunt	2,584	18,821	\$750,677	\$39,885	1,234	7.0%	-334	-1.7%
Mining	176	5,235	\$481,024	\$91,886	-318	-5.7%	106	2.1%
Construction	10,039	56,723	\$3,307,173	\$58,304	6,855	13.7%	399	0.7%
Manufacturing	4,366	150,570	\$8,319,079	\$55,251	6,160	4.3%	1,184	0.8%
Utilities	353	7,561	\$768,289	\$101,612	-801	-9.6%	-144	-1.9%
Wholesale Trade	8,325	51,318	\$3,914,100	\$76,271	-948	-1.8%	82	0.2%
Retail Trade	9,777	130,685	\$3,536,929	\$27,065	1,927	1.5%	-604	-0.5%
Transportation & Warehousing	3,779	36,673	\$1,622,295	\$44,237	3,895	11.9%	806	2.2%
Information	2,403	15,563	\$908,011	\$58,344	-831	-5.1%	-658	-4.1%
Finance & Insurance	4,689	33,070	\$2,321,199	\$70,190	-1,447	-4.2%	-450	-1.3%
Real Estate & Rental & Leasing	2,257	8,397	\$287,432	\$34,230	221	2.7%	-91	-1.1%
Professional & Technical Services	10,980	34,659	\$2,633,672	\$75,988	3,451	11.1%	122	0.4%
Management of Companies	595	8,510	\$760,282	\$89,340	-57	-0.7%	28	0.3%
Admin. Support & Waste Mgmt. Svcs.	4,168	38,220	\$1,495,654	\$39,133	-519	-1.3%	262	0.7%
Educational Services	2,111	96,059	\$4,218,228	\$43,913	5,173	5.7%	559	0.6%
Health Care & Social Assistance	7,381	221,630	\$11,804,294	\$53,261	13,540	6.5%	2,451	1.1%
Arts, Entertainment, & Recreation	1,703	18,020	\$390,864	\$21,691	-938	-4.9%	-6	0.0%
Accommodation & Food Services	5,863	92,540	\$1,562,826	\$16,888	4,771	5.4%	-48	-0.1%
Other Services	7,650	33,208	\$957,963	\$28,847	1,879	6.0%	203	0.6%
Public Administration	2,557	61,690	\$3,070,435	\$49,772	4,351	7.6%	835	1.4%

Source: DFFD Quarterly Census of Employment & Wages (QCEW) program



# 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*

	Estimated Employment 2016	Projected Employment 2026	Percent Change 2016-2026	Numeric Change 2016-2026
<b>Greater Minnesota</b>				
<b>Total, All Industries</b>	<b>1,218,949</b>	<b>1,272,600</b>	<b>4.4%</b>	<b>53,651</b>
Agriculture, Forestry, Fish & Hunt	21,167	24,315	14.9%	3,148
Mining	4,698	4,982	6.0%	284
Utilities	6,945	7,164	3.2%	219
Construction	49,833	55,000	10.4%	5,167
Manufacturing	147,559	151,572	2.7%	4,013
Wholesale Trade	40,826	42,830	4.9%	2,004
Retail Trade	129,905	128,031	-1.4%	-1,874
Transportation & Warehousing	36,929	40,082	8.5%	3,153
Information	13,596	12,038	-11.5%	-1,558
Finance & Insurance	30,703	31,221	1.7%	518
Real Estate & Rental & Leasing	7,398	7,597	2.7%	199
Professional & Technical Services	24,106	26,830	11.3%	2,724
Management of Companies	7,959	8,195	3.0%	236
Administrative & Waste Services	31,972	36,361	13.7%	4,389
Educational Services	99,870	100,736	0.9%	866
Health Care & Social Assistance	208,175	233,381	12.1%	25,206
Arts, Entertainment, & Recreation	20,449	20,439	0.0%	-10
Accommodation & Food Services	87,885	89,957	2.4%	2,072
Other Services, Ex. Public Admin	46,011	46,194	0.4%	183
Public Administration	81,376	84,311	3.6%	2,935

Source: DEED 2016-2026 Employment Outlook

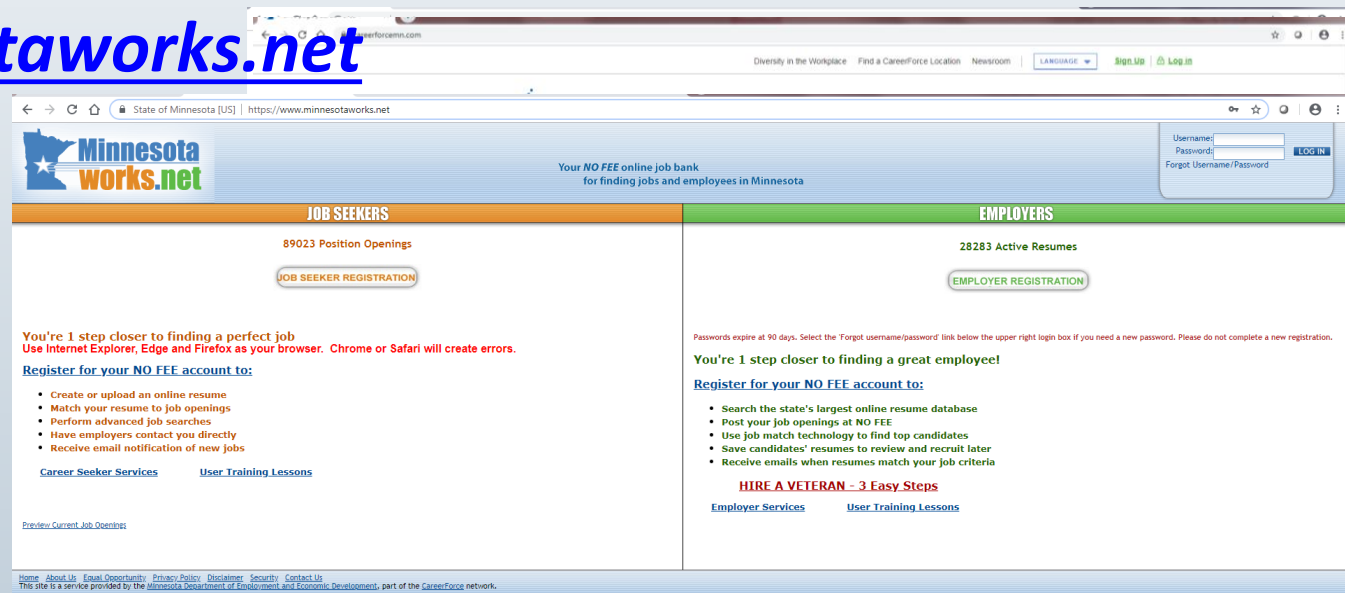
# Conclusions

- 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!

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