



Minnesota State Demographic Center

Presentation to the West Central MN affiliate of the Society for Human Resource Management (SHRM)

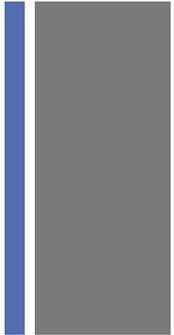
Andi Egbert, Assistant Director, MN State Demographic Center

May 15, 2015 | Alexandria, MN

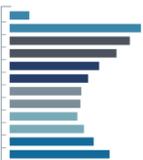
Website: mn.gov/demography | Twitter: @MN_StateData



What is the role of the MN State Demographic Center?



- Serve as a liaison to the Census Bureau and assist with the decennial census counts
- Create MN population estimates and projections
- Analyze, interpret and distribute data from the state, U.S. Census Bureau and other sources
- Offer data and technical assistance to legislators, all levels of government, organizations and citizens across the state
- Monitor trends and help MN to make data-informed decisions





+ 4 { Population Shifts
Aging Trends
Workforce Concerns
Migration & Diversity

Major trends shaping
Minnesota & Douglas County

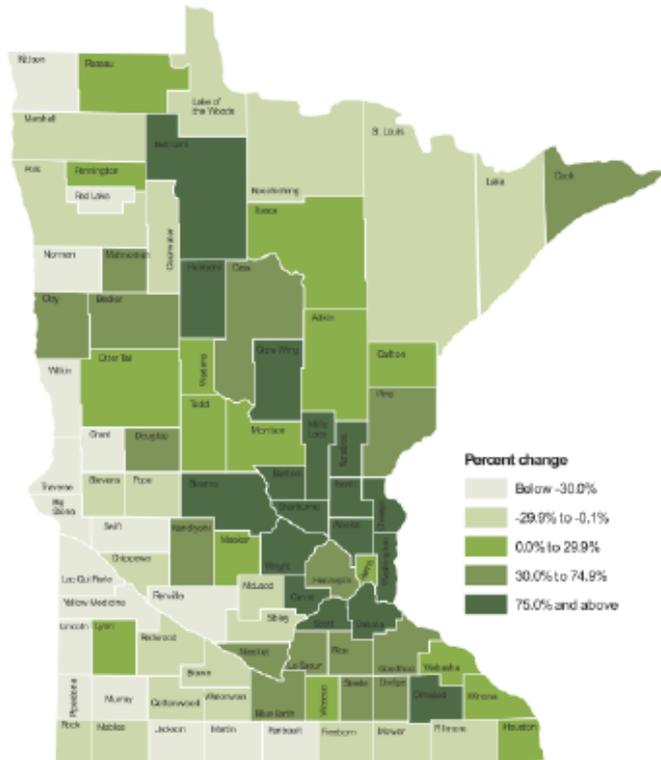


Population Shifts



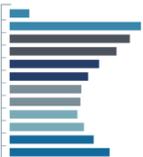
The long, historic view... population change since 1960

Long-term population change, 1960-2013



Douglas County in the
second growth tier –
faring better than most
of Greater Minnesota

Data source:
U.S. Census Bureau,
Population Estimate Program
© Center for Rural Policy and Development



+ QUIZ QUESTION

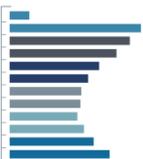
During the 2000s decade, how many of Minnesota's 87 counties gained population?

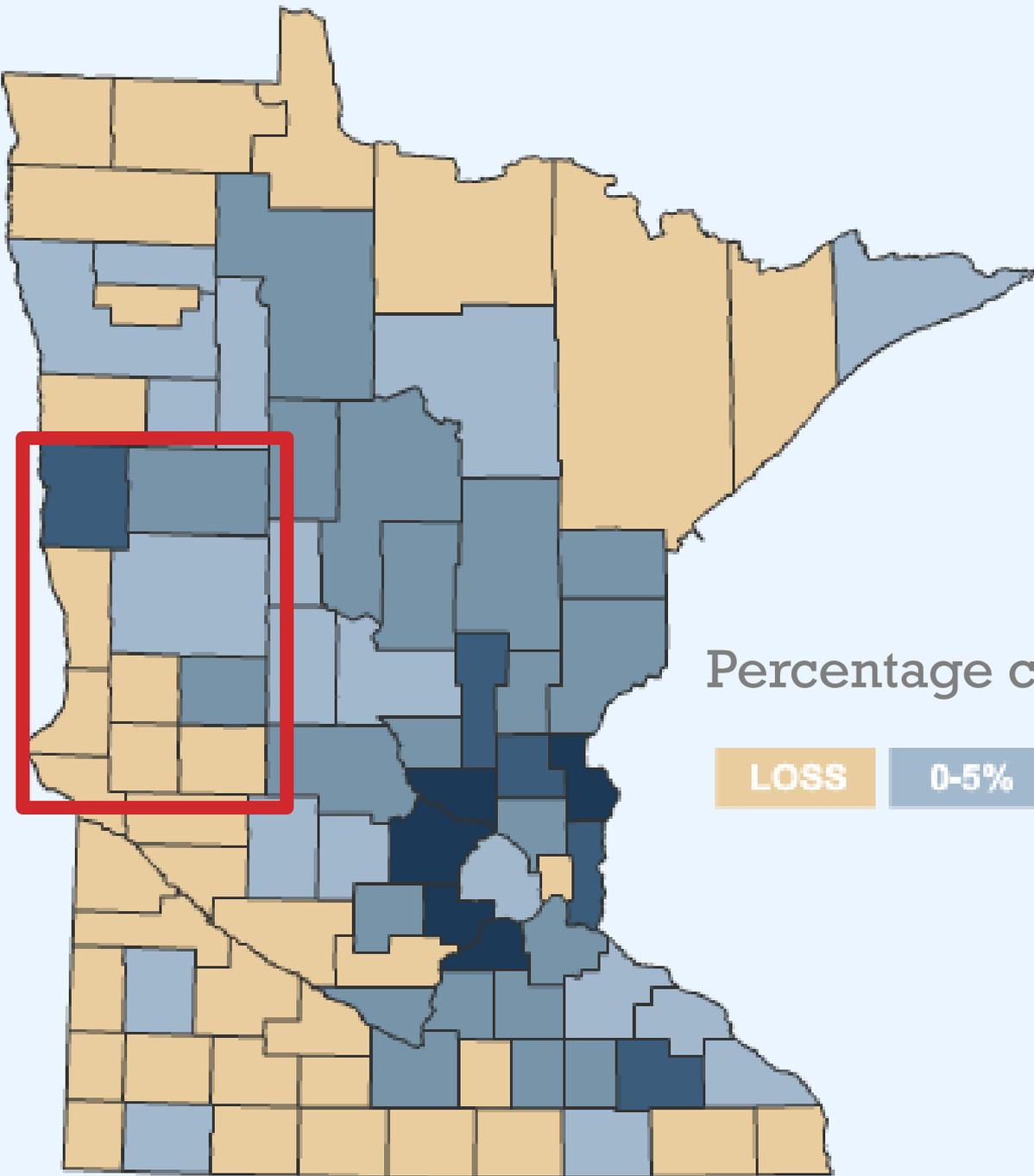
A. 20

B. 30

C. 40

D. 50

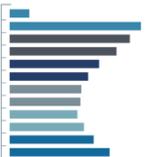




Percentage change 2000-2010

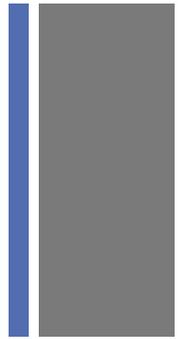


Source: U.S. Census Bureau, decennial census.





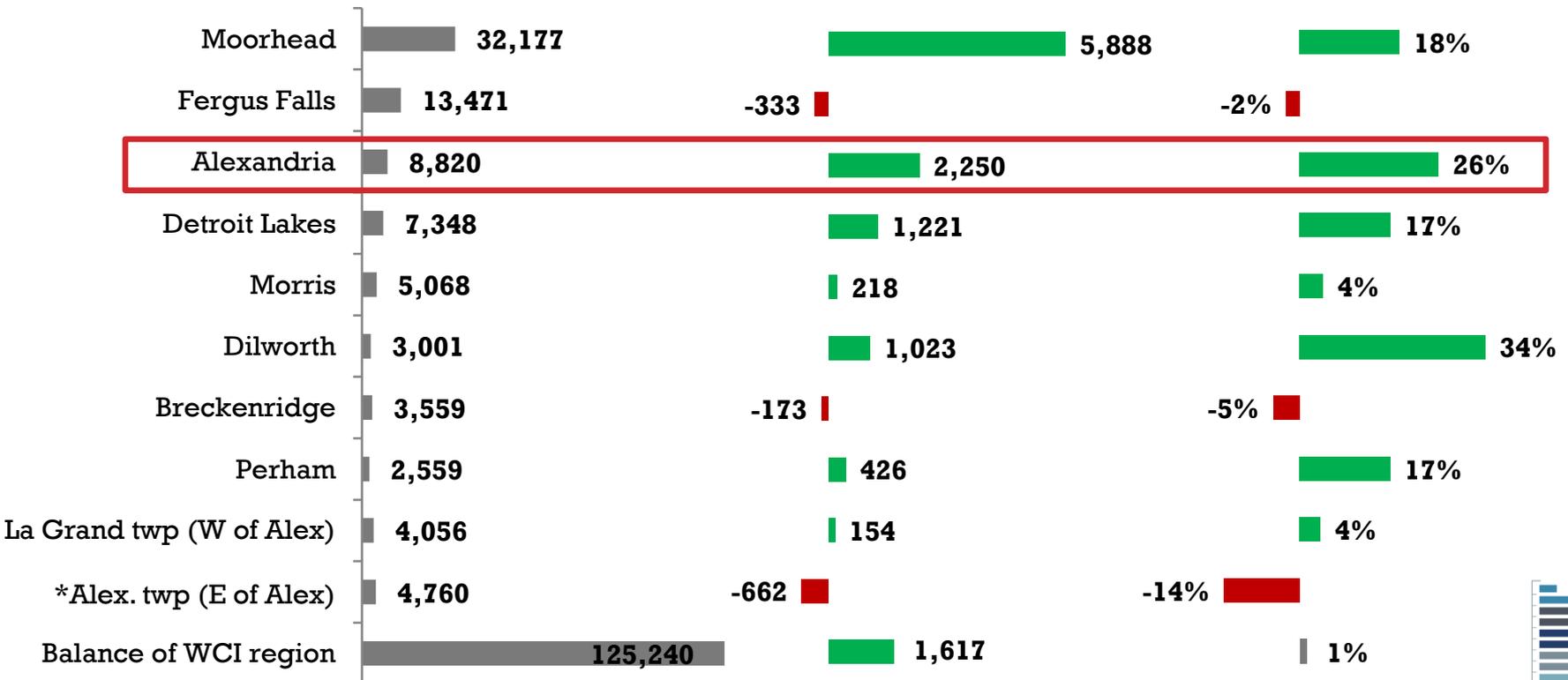
West Central region change during the 2000s decade



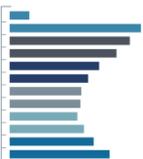
2000 population

People change (2000-10)

Percent change (2000-10)



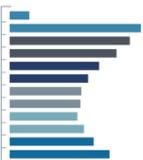
Sources: U.S. Census Bureau, decennial census, and Minnesota State Demographic Center estimates



+ QUIZ QUESTION

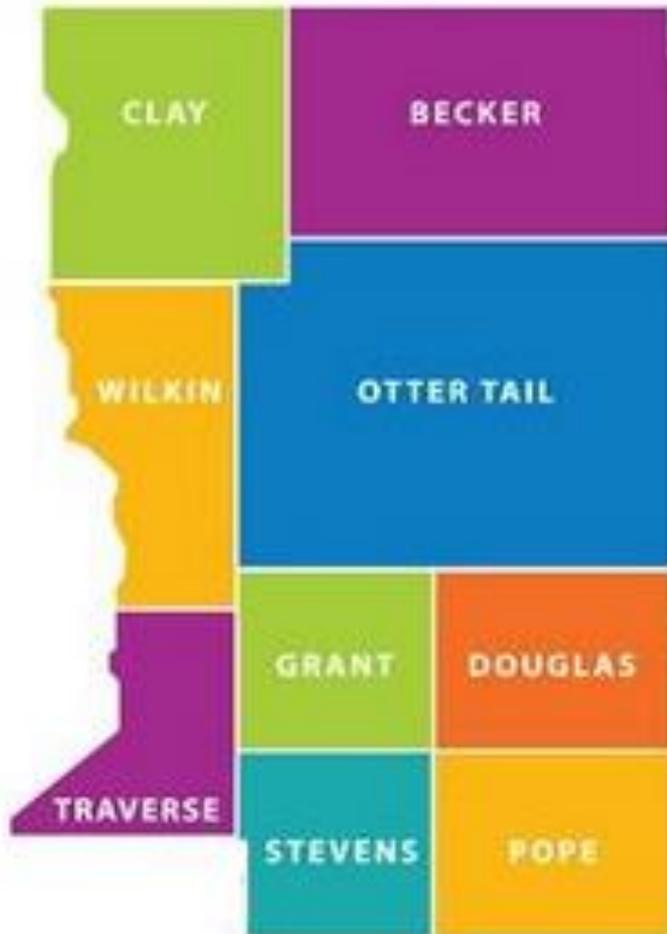
Between 2010 and 2013, how many of Minnesota's 87 counties gained population?

- A. 38
- B. 48
- C. 58
- D. 68

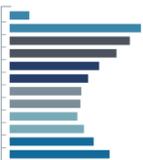




Examining counties in the region, 2010-2013

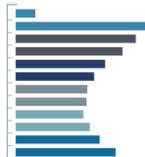
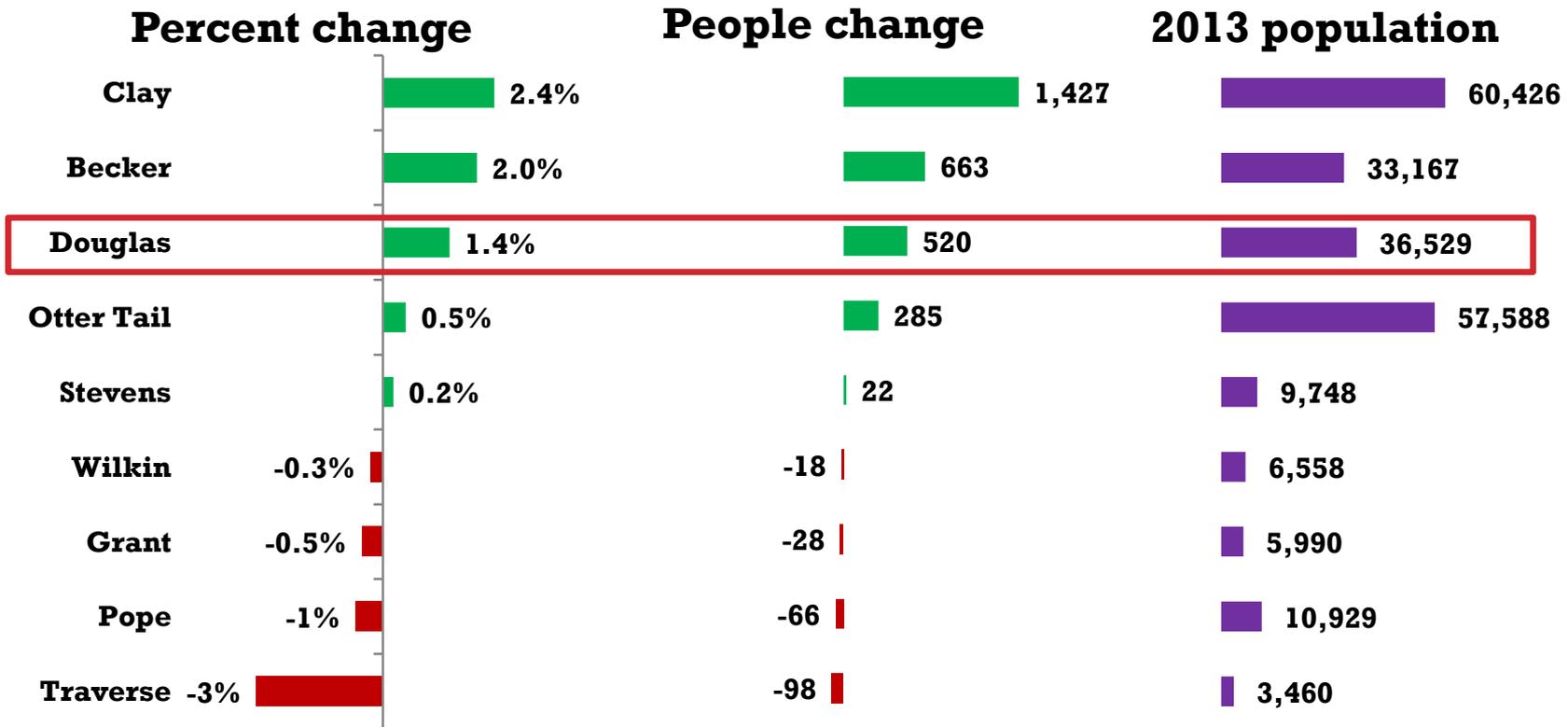
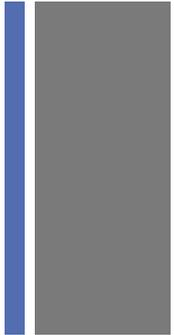


- Those 5 counties that are home to a city of more than 5,000 people have experienced growth:
 - Clay Co. (Moorhead)
 - Becker Co. (Detroit Lakes)
 - Douglas Co. (Alexandria)
 - Otter Tail Co. (Fergus Falls)
 - Stevens Co. (Morris)
- Other 4 counties have seen declines since 2010 (less than 100 people each)





Recent county population change, 2010-2013



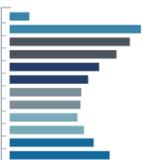
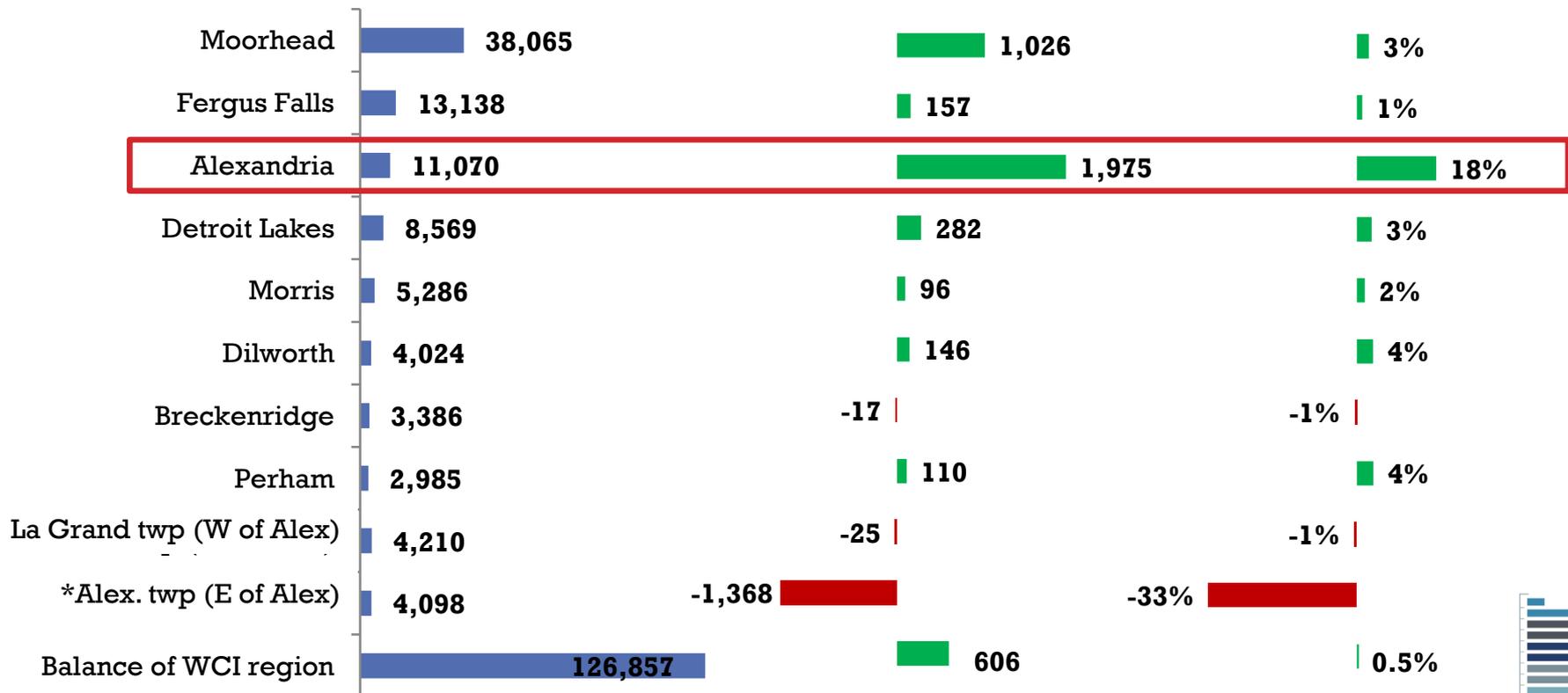


West Central region recent change (2010 through 2013)

2010 population

People change (2010-13)

Percent change (2010-13)

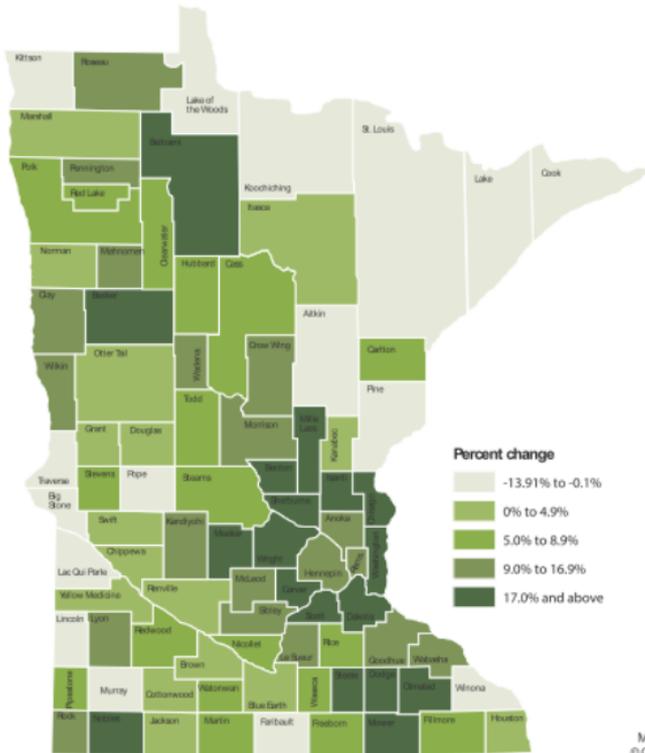




Our county-level population projections through 2045

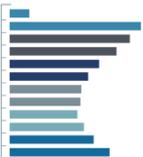
Projected population change, 2010-2045

15 counties expected to decline in population



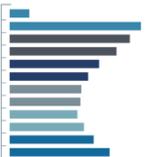
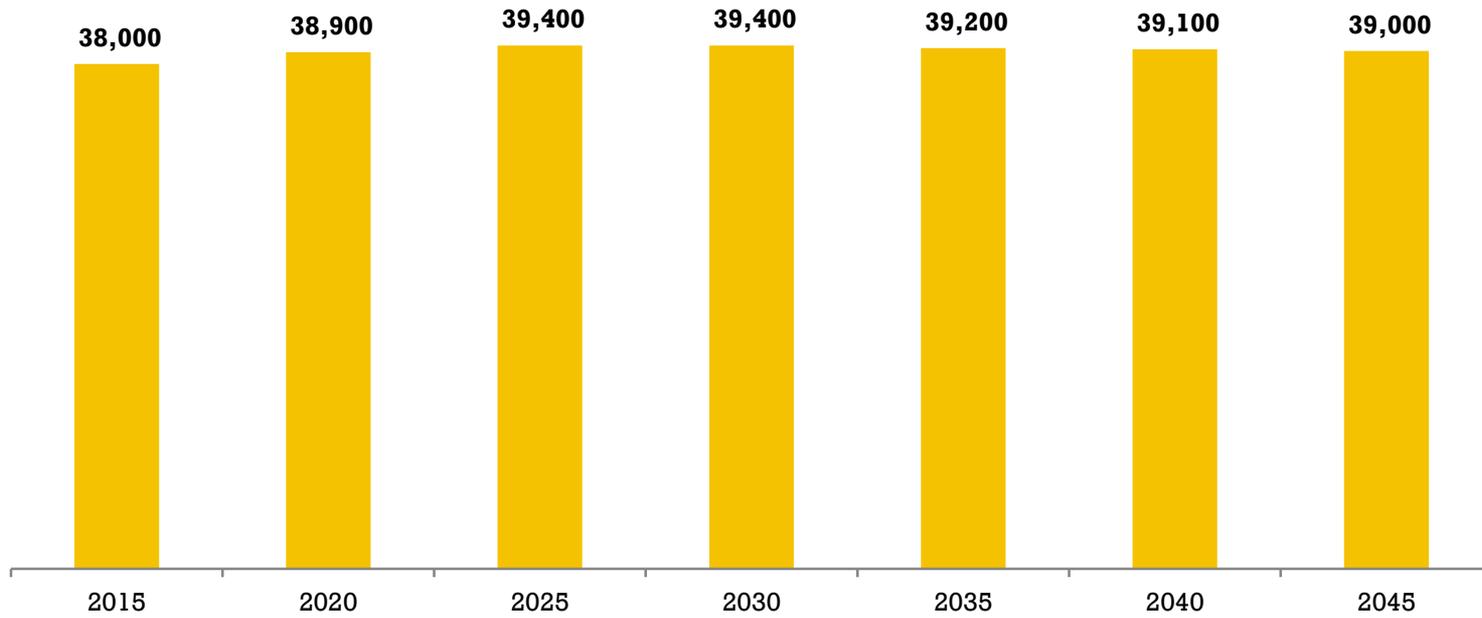
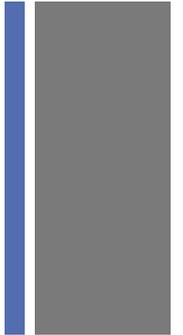
Douglas County expected to grow very modestly until 2025, then hold relatively steady in population

Data sources:
Minnesota State Demographic Center
© Center for Rural Policy and Development



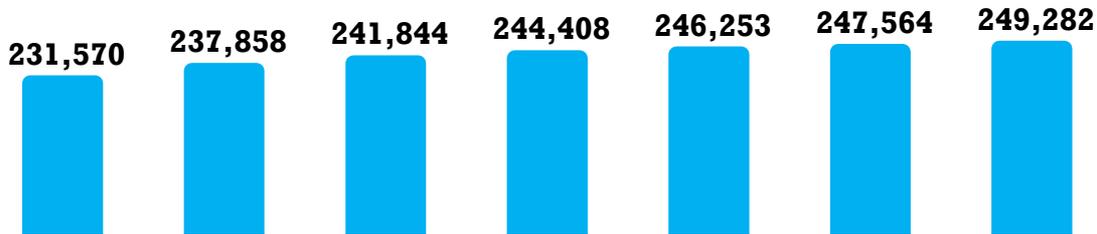


Douglas County, total population projection through 2045



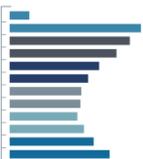
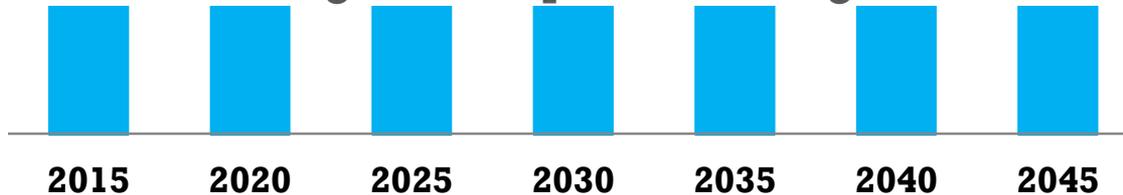


Projection for West Central EDR (IV), 2015-2045



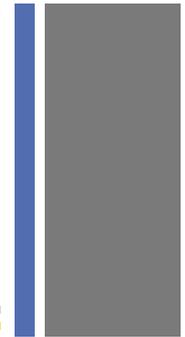
Since 1950, the West Central Region has gained population every decade except in the 1980s.

Continued growth expected through 2045...

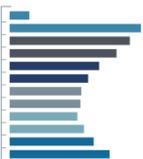
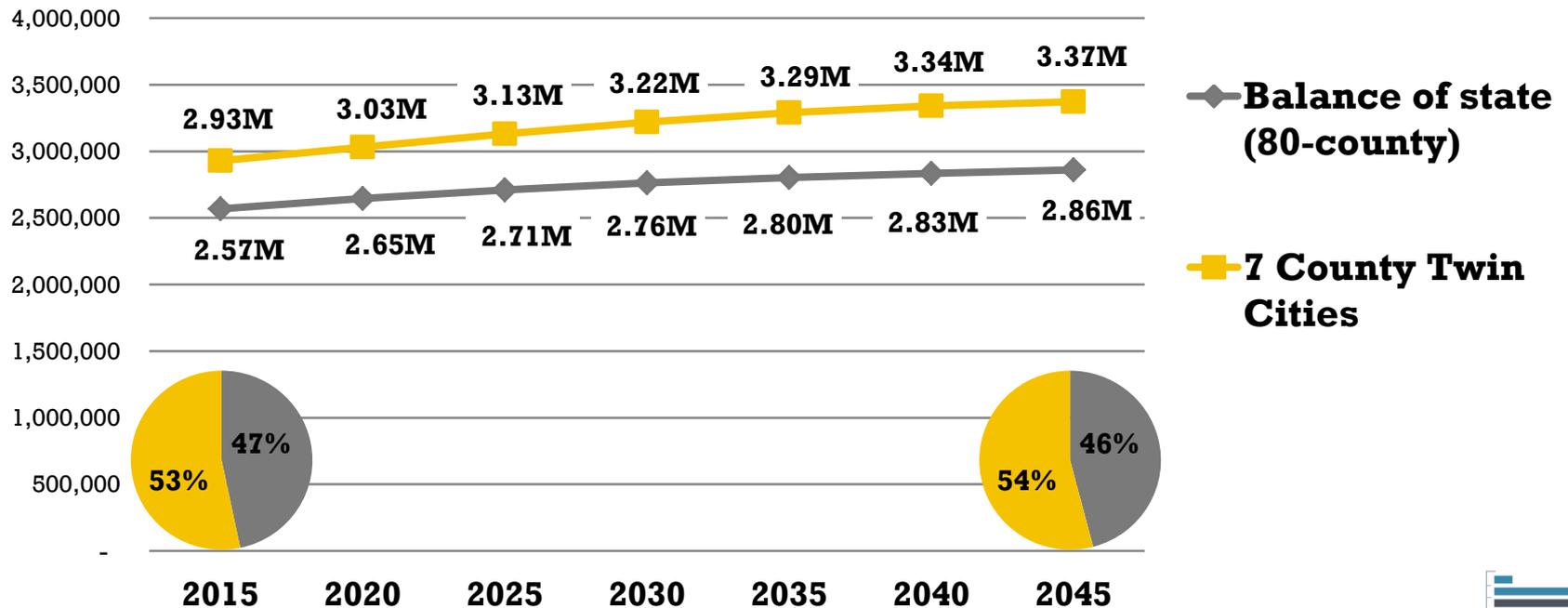




Twin Cities & Greater MN both expected to grow through 2045



Growth projection, Twin Cities 7-county and balance of state (80-county), 2015-2045

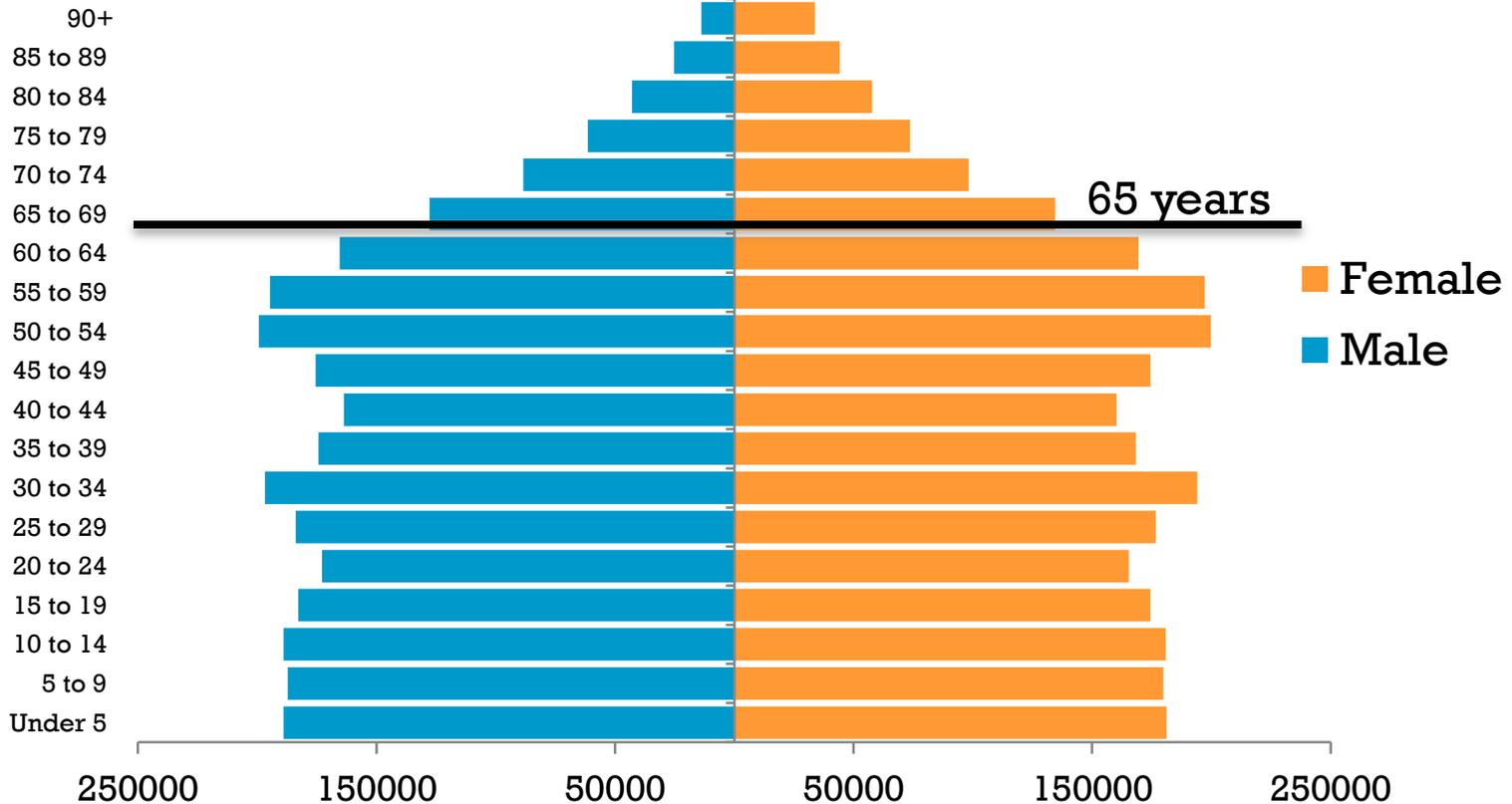


Aging trends



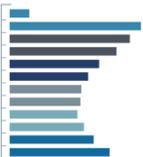
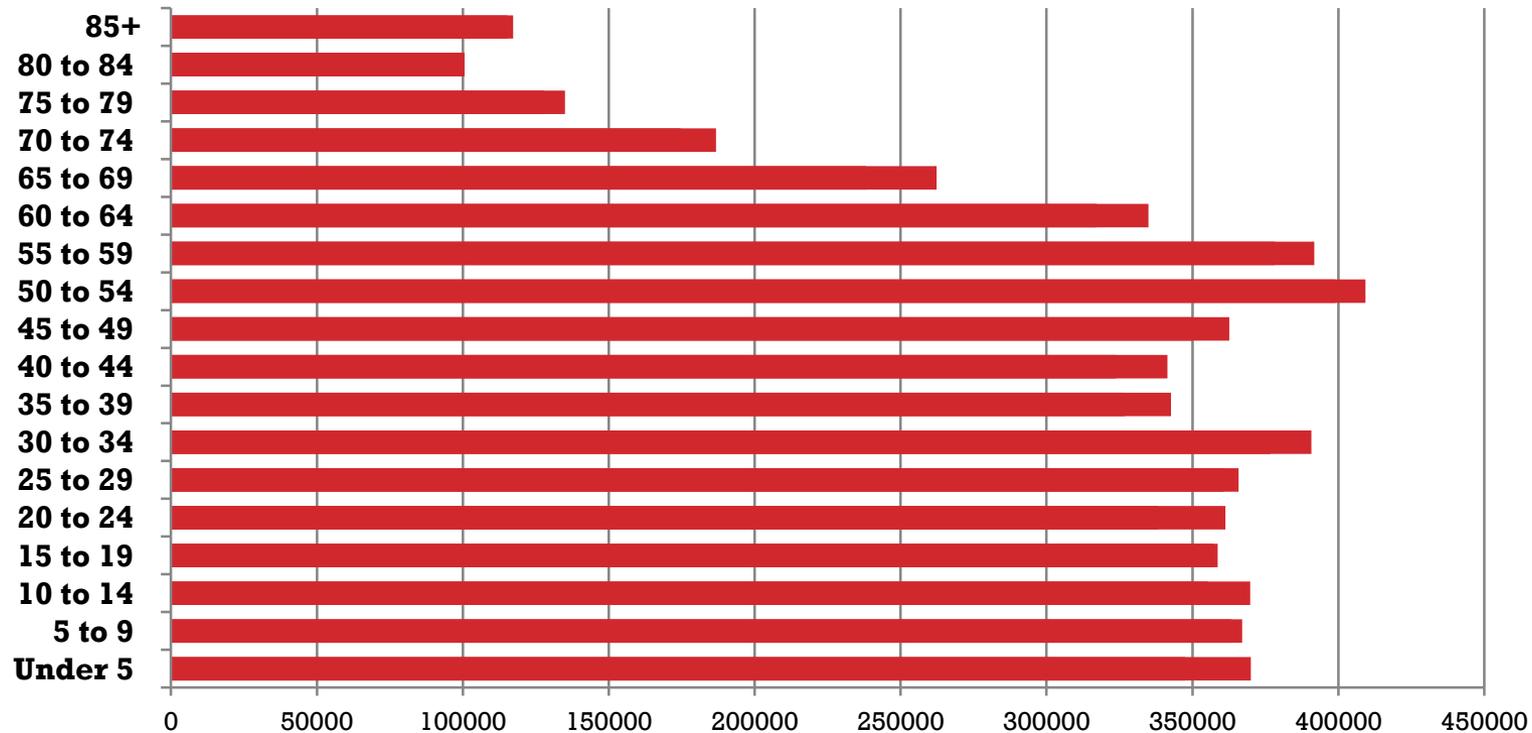
+ What Minnesota looks like... this year

MN population by age and sex, 2015



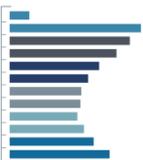
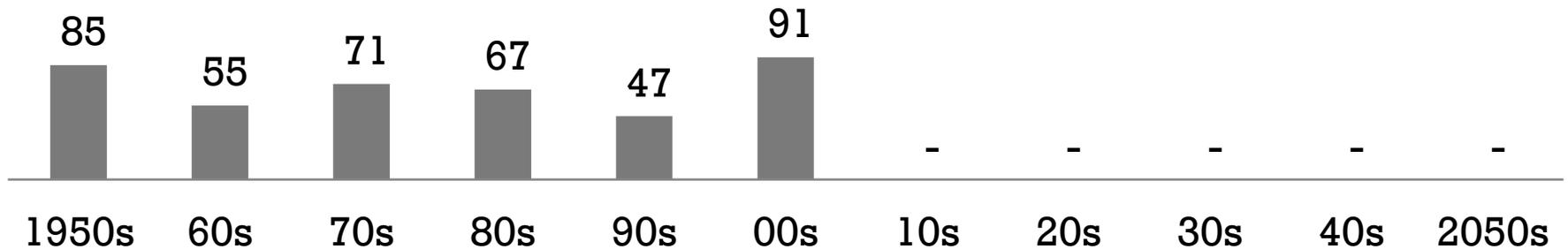
+ What Minnesota looks like... this year

Population by age
Minnesota, 2015



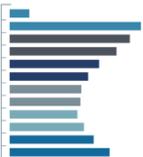
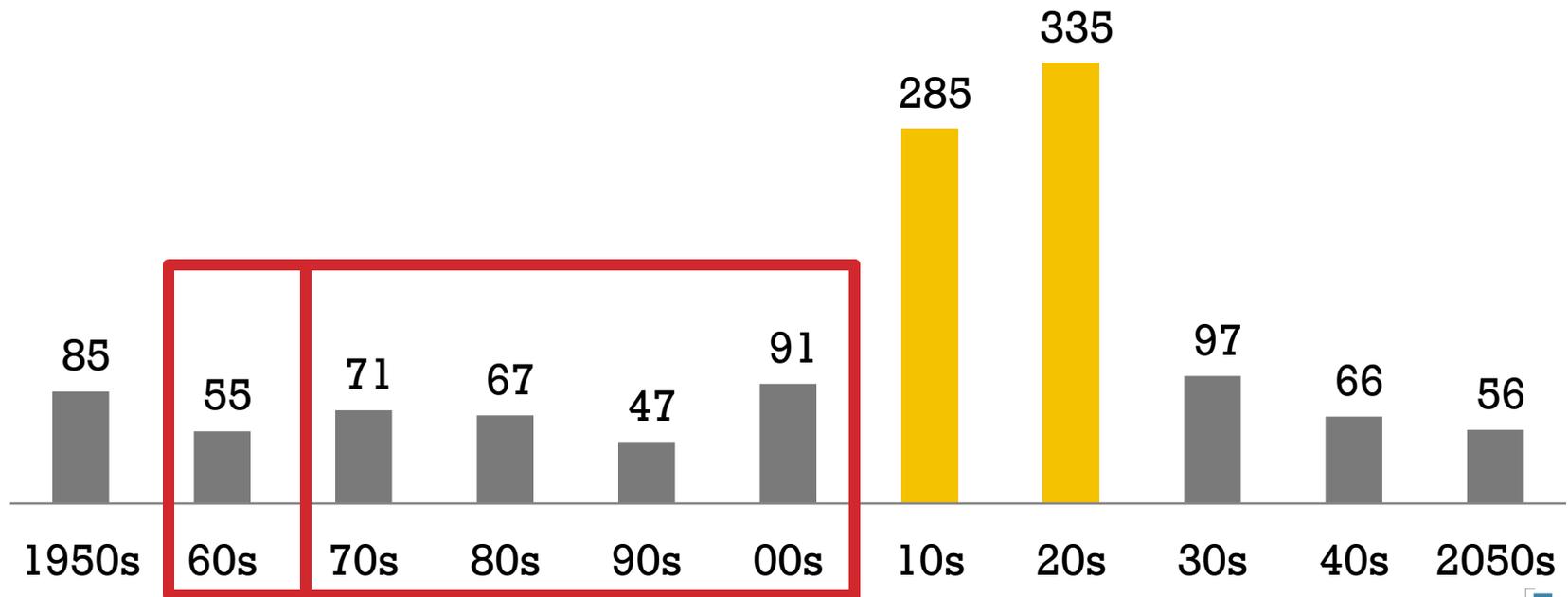
+ How many additional “older adults” will we gain during this decade?

Change in older adults, age 65+ (Thousands)



+ This decade and next: *Unprecedented* increases in MN's 65+ population

Change in older adults, age 65+ (in thousands)



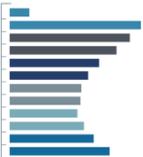


QUIZ QUESTION:



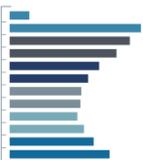
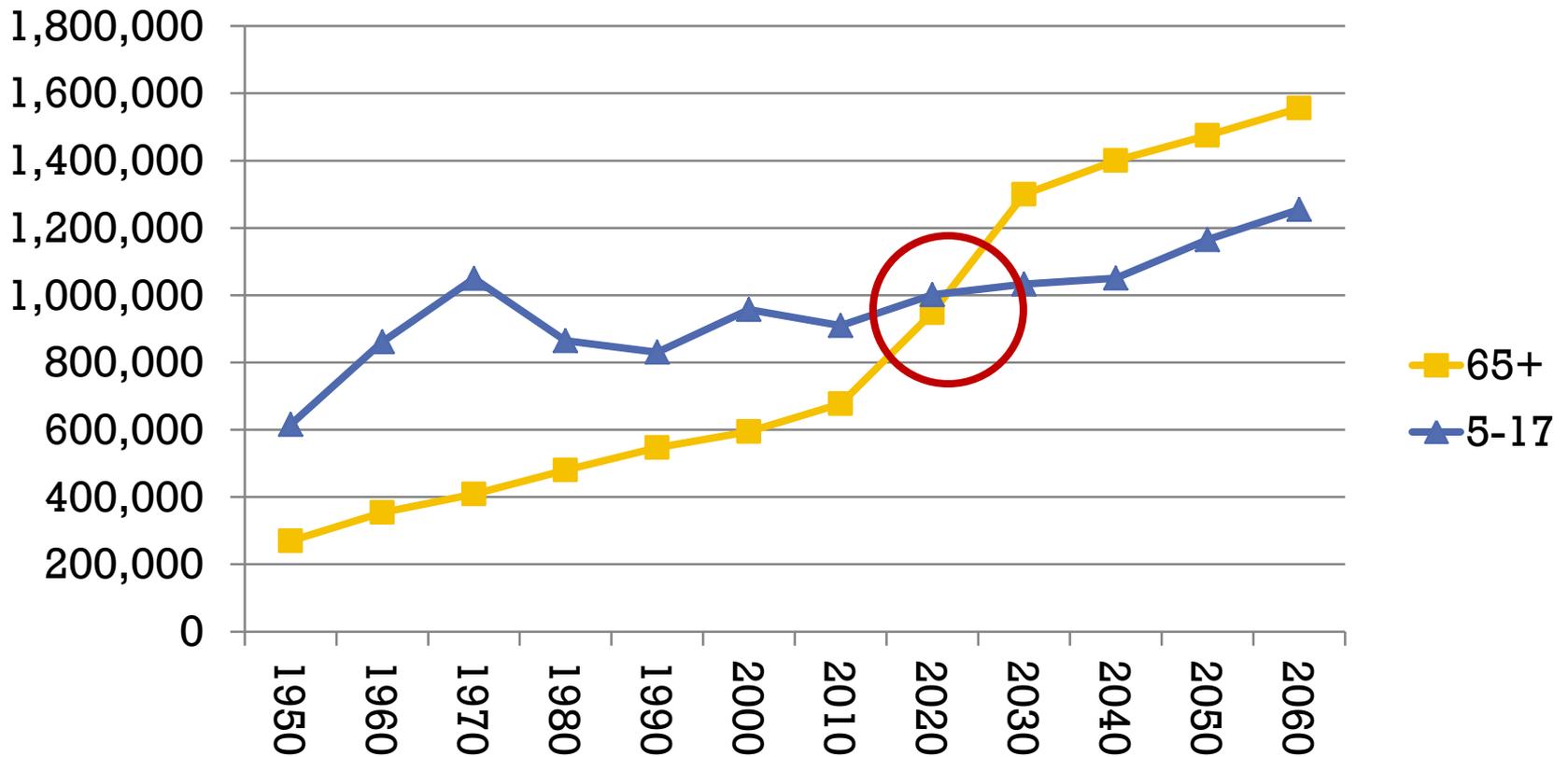
What event is predicted to happen in 2020 that has never before happened in the history of our state?

- A. The Vikings will win the Super Bowl
- B. MN will have more immigrants than U.S.-born residents
- C. MN will have more 65+ residents than school-age children, 5-17



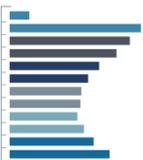
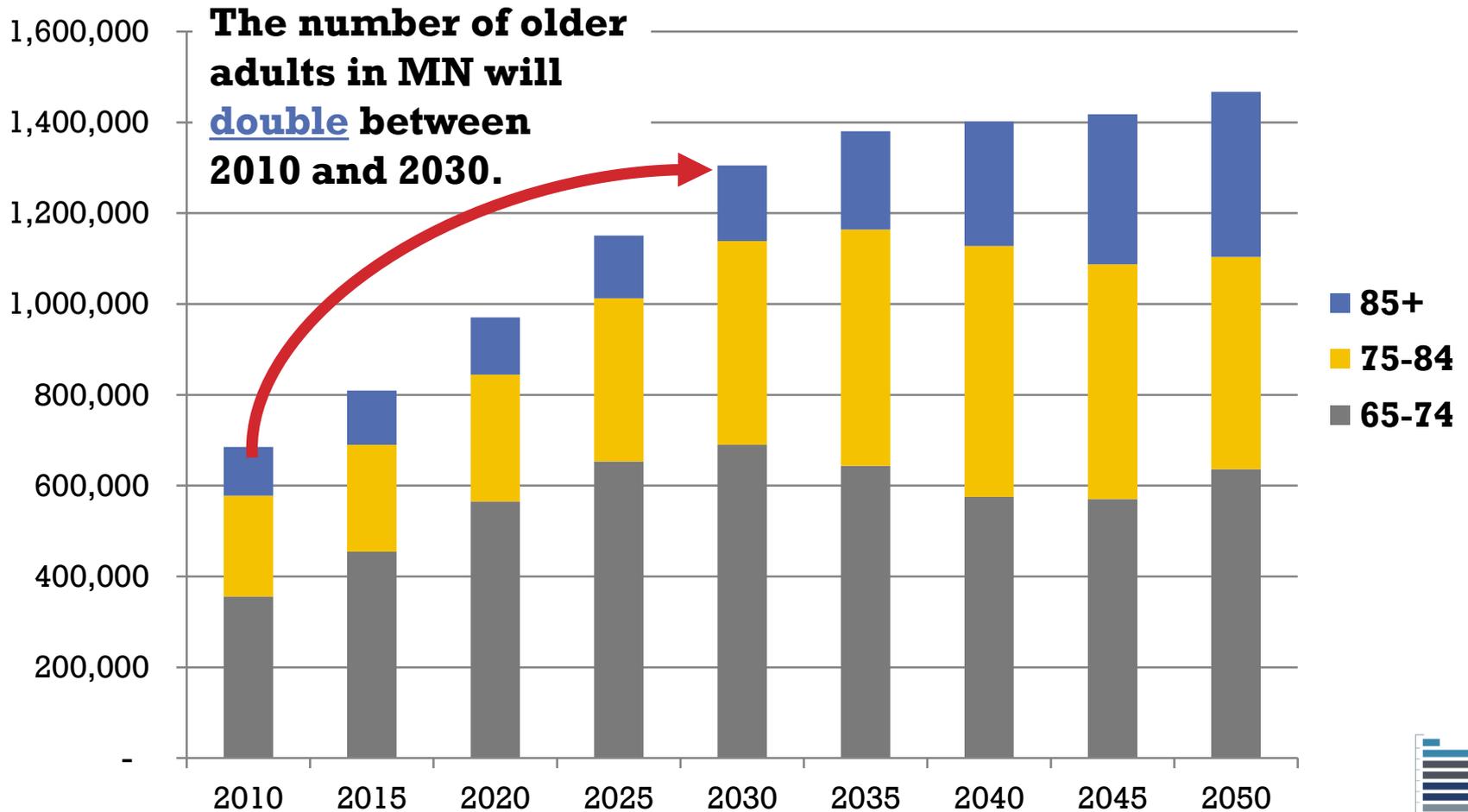
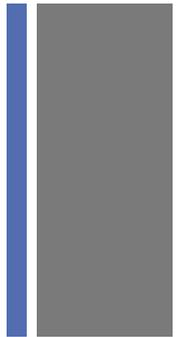


For the first time in MN history: More 65+ than school-age by 2020



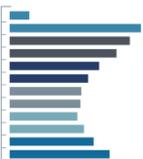
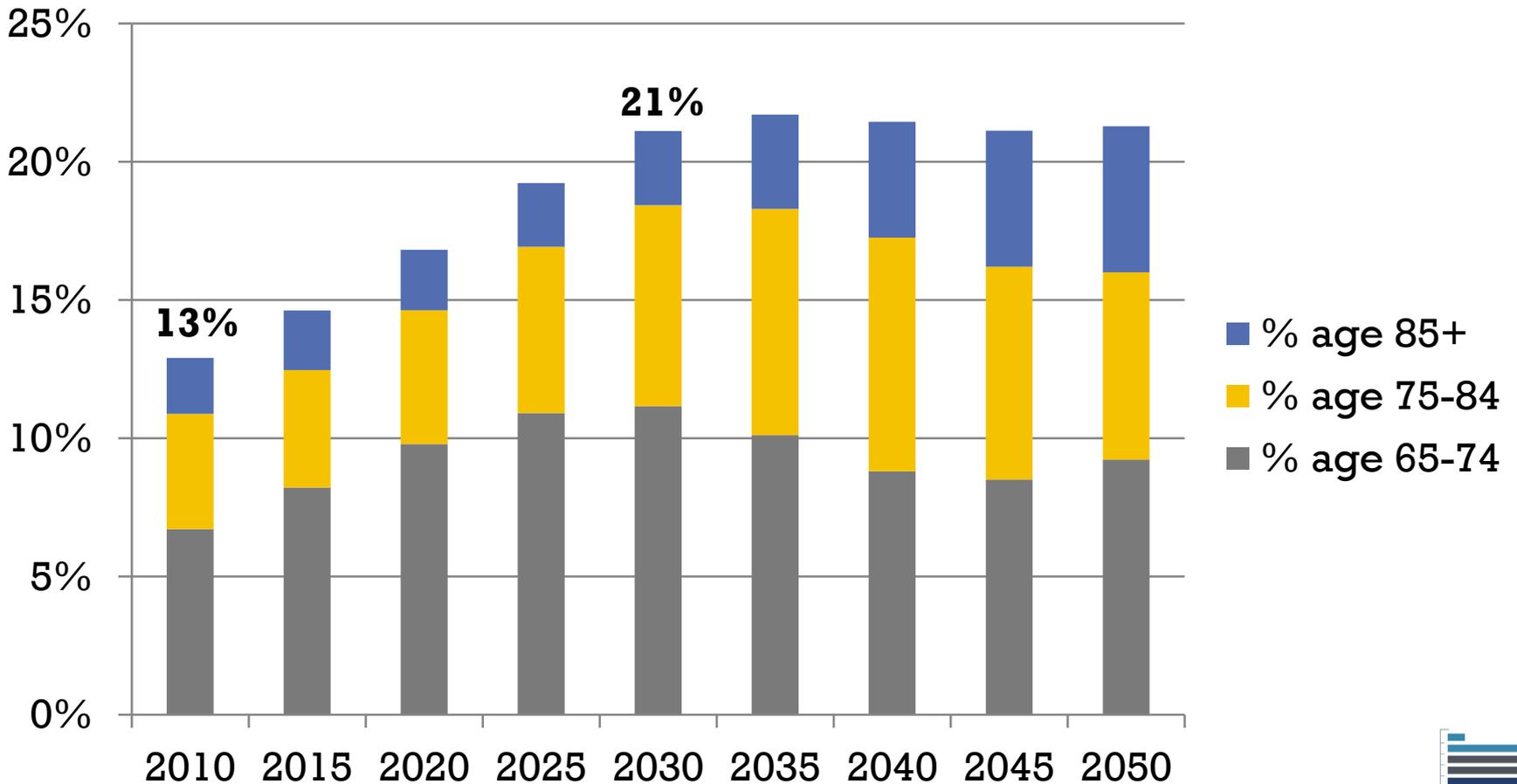


Older adults in Minnesota by age cohort, 2010-2050



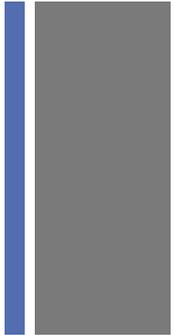


By 2030, more than 1 in 5 Minnesotans will be 65+, including all Baby Boomers

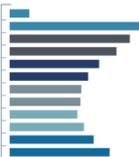
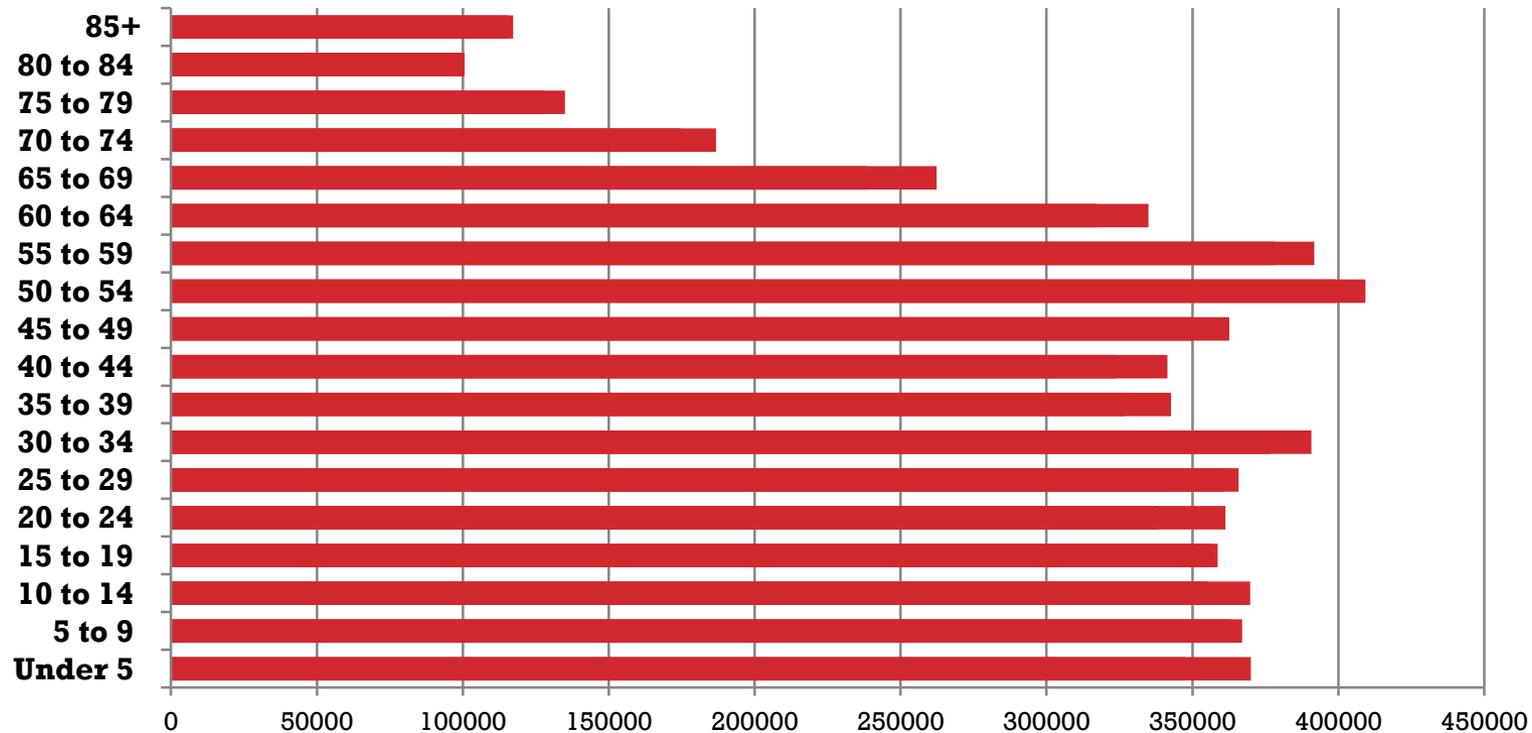




What Minnesota looks like... this year

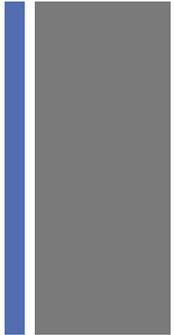


Population by age
Minnesota, 2015

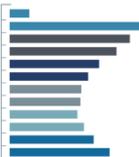
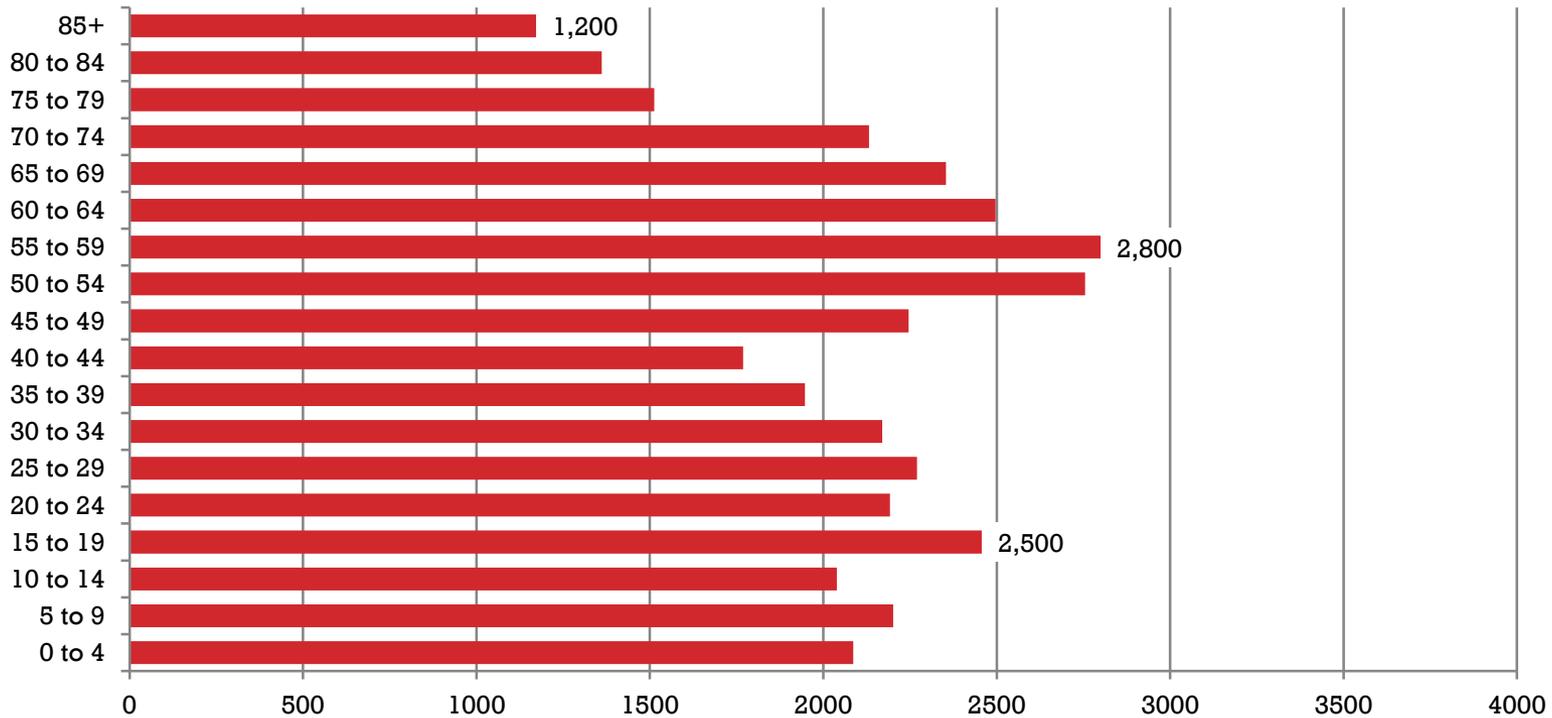




What Douglas County looks like... this year

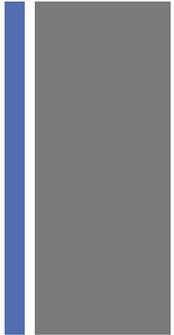


Population by age
Douglas County, 2015

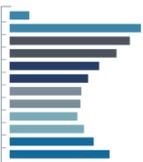
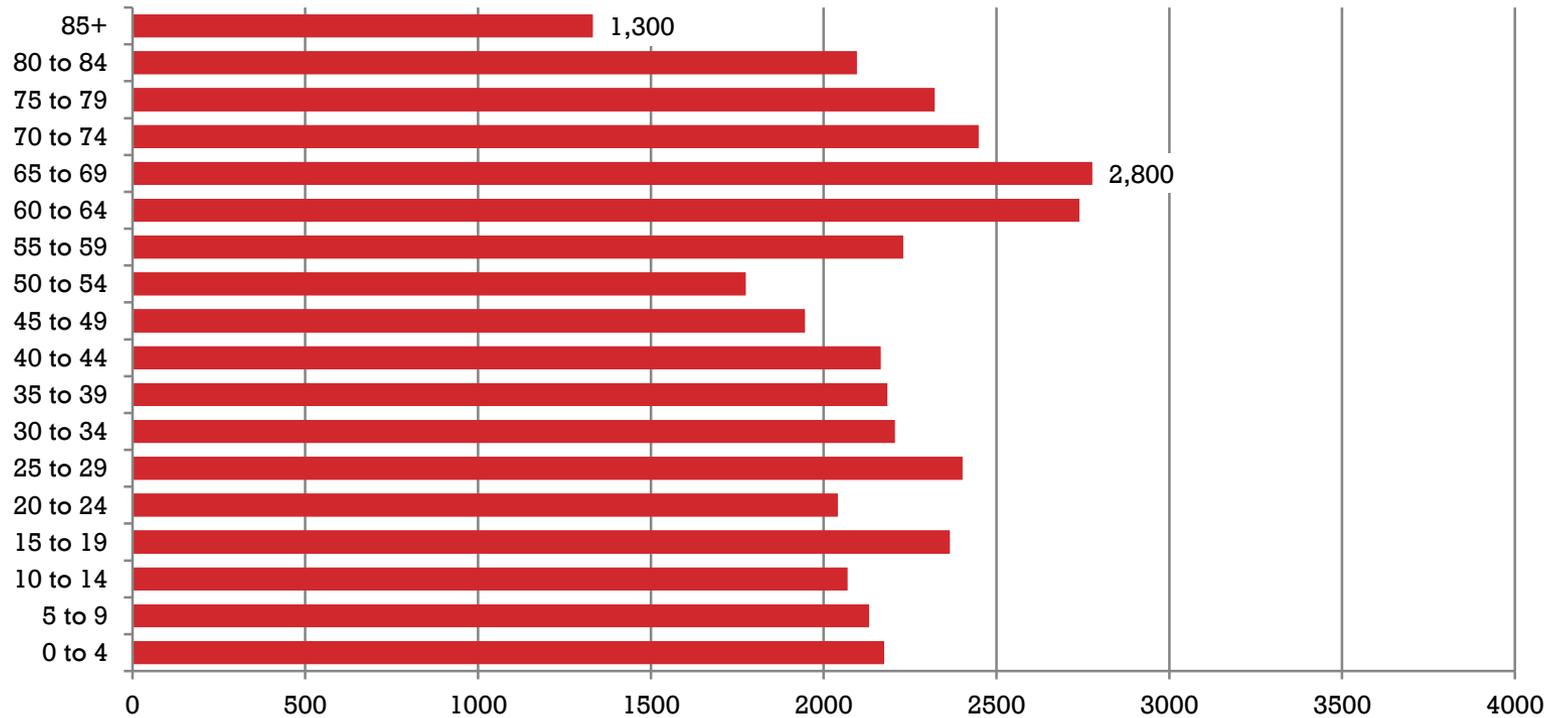




What Douglas County will look like... in 10 years

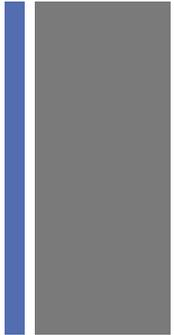


Population by age
Douglas County, 2025

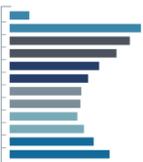
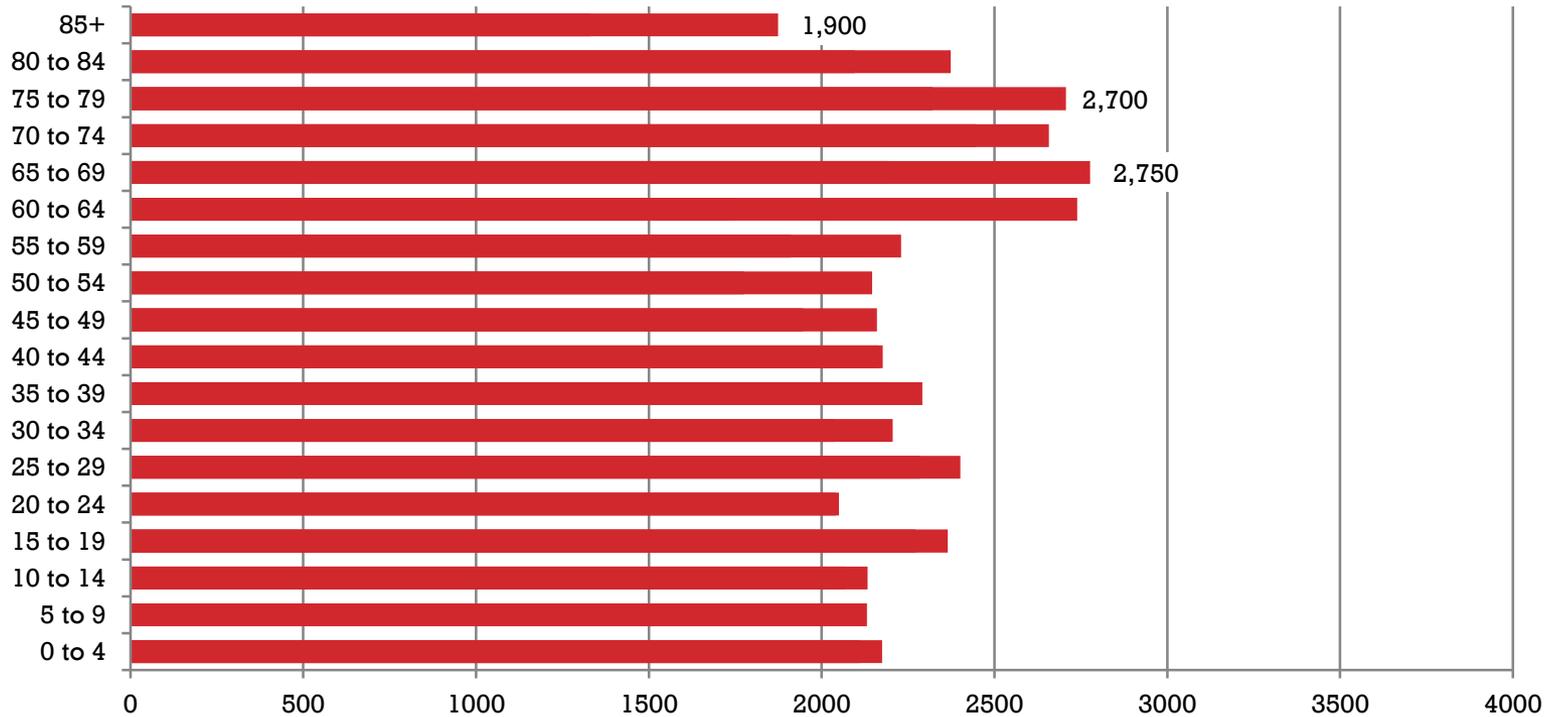




What Douglas County will look like... in 20 years

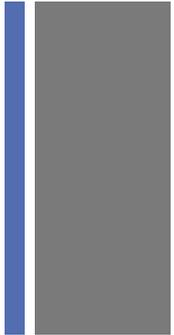


Population by age
Douglas County, 2035

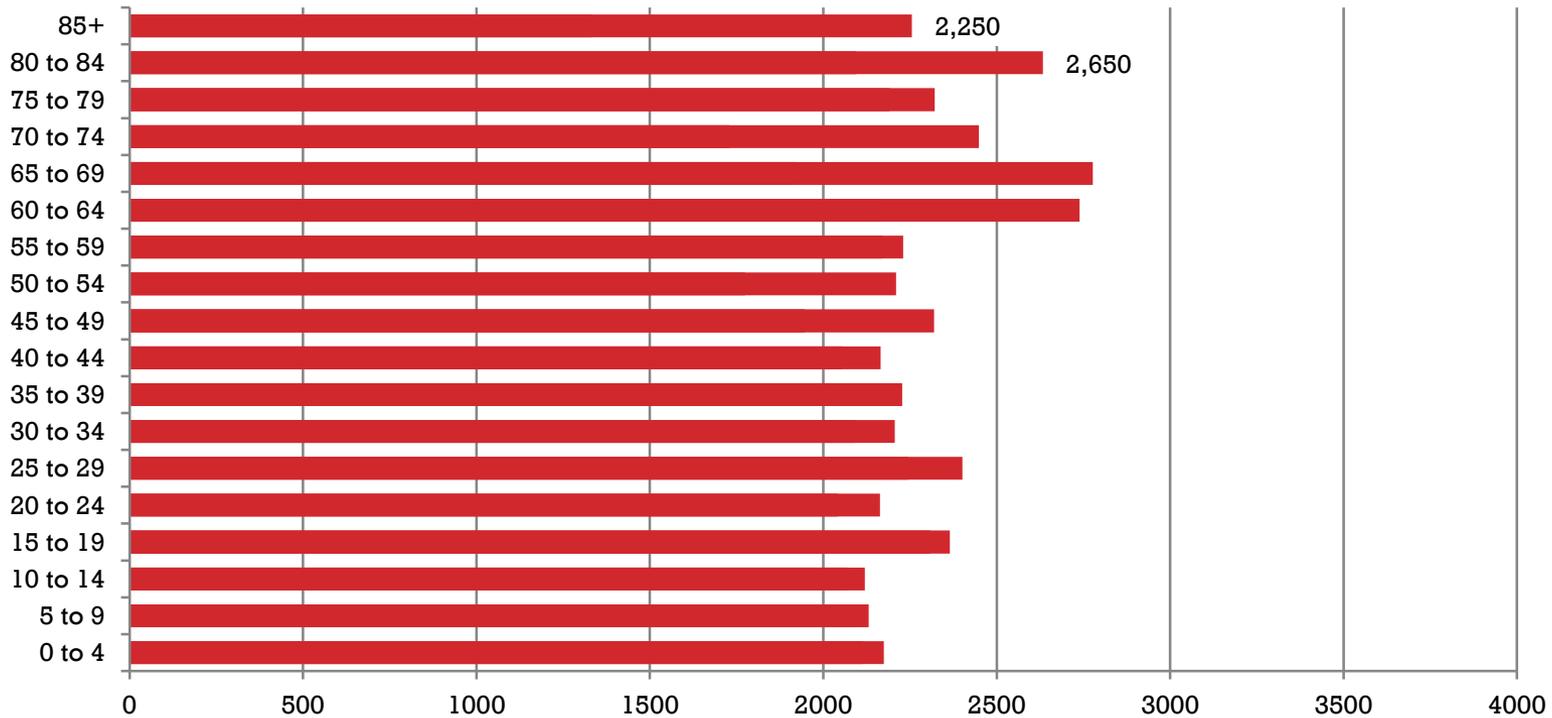




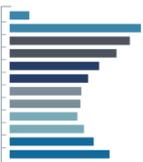
What Douglas County will look like... in 30 years



Population by age
Douglas County, 2045

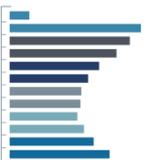
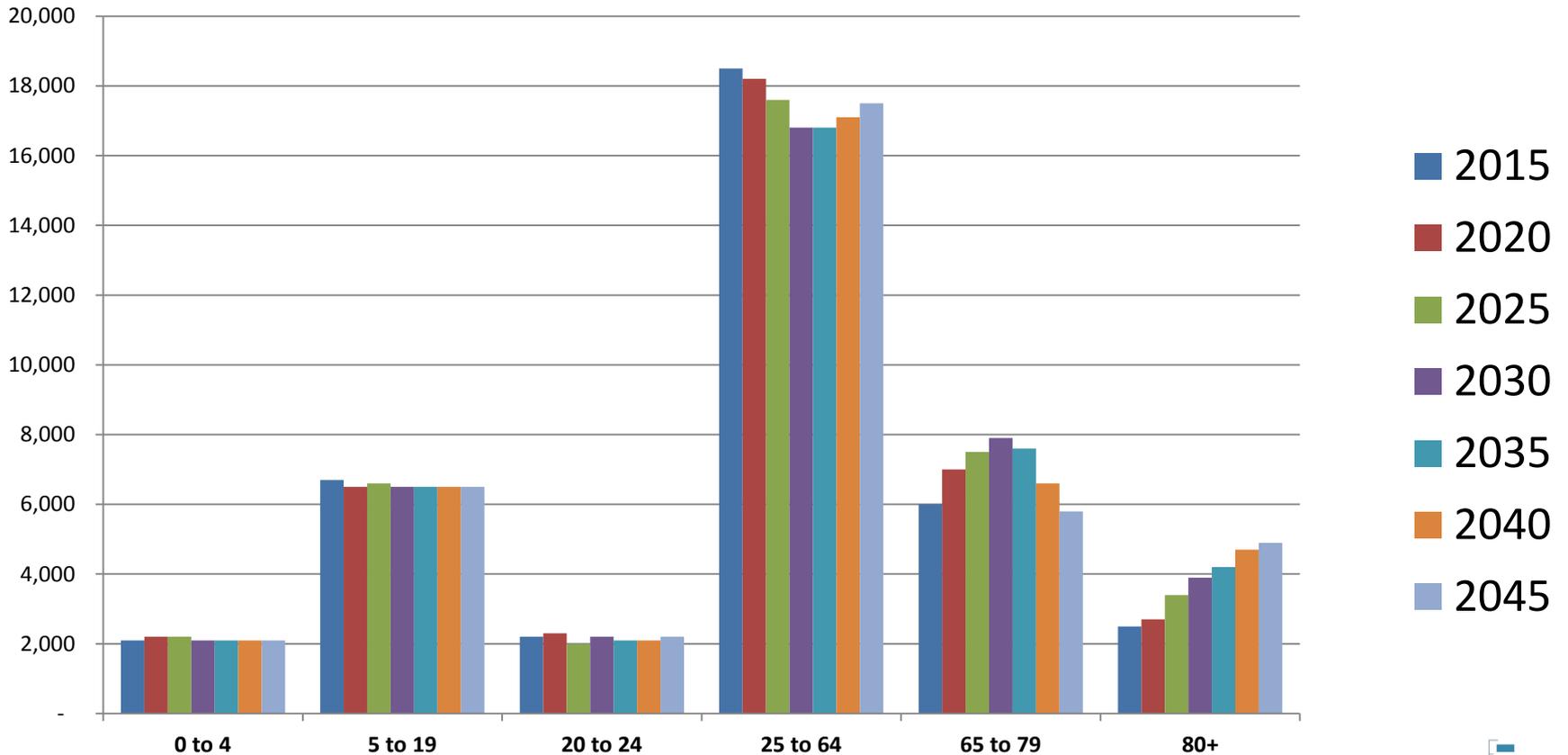
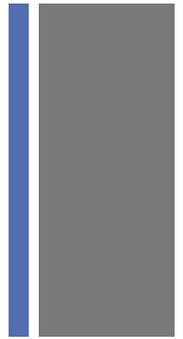


Source: Minnesota State Demographic Center projections, available at mn.gov/demography/projections





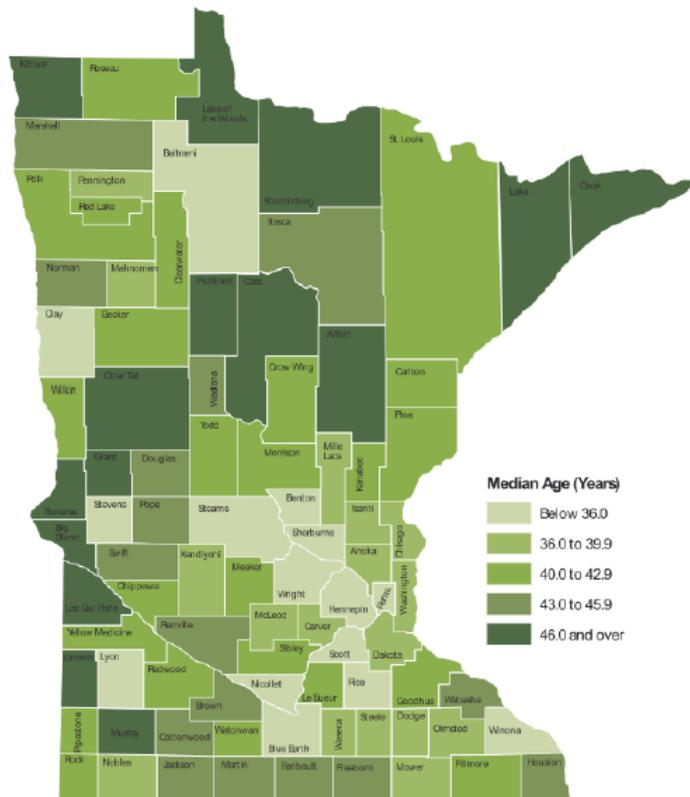
Shift in size of working-age & older adults in Douglas Co. by 2045





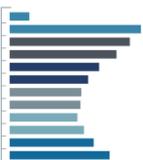
Median age in the darkest counties is 46 or older

Median Age, 2013



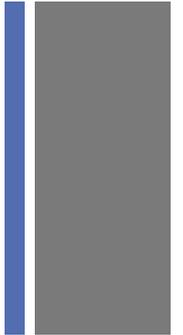
Median age in Douglas County is 44 – half of residents are older, half are younger

Data source:
U.S. Census Bureau
© Center for Rural Policy and Development

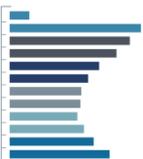




Aging: not what it used to be...

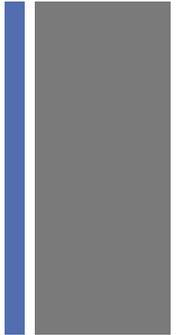


- Minnesota's older adults are healthier, living longer, and working longer than prior generations
 - Life expectancy for Minnesotans age 65 now is 20.1 more years (15.6 years in good health)
 - Variations across racial, educational, other groups
 - Minnesota's Boomers and older adults volunteer in record numbers

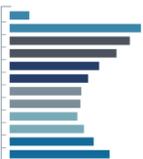




Challenges related to our aging population



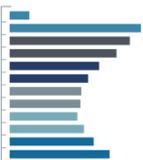
- Will we have the workers to form a strong, skilled, highly **productive labor force** as the Boomers retire — for economic growth, tax revenues for needed services, and maintaining a high quality of life in MN?
- Will we have or create sufficient **infrastructure** for more transportation, caregiving, health care, and social support needs, as **health challenges and disabilities increase**, especially when children live far away?
- Will we be able to **finance needed services**, especially long-term care? Private and public medical expenses will increase considerably.



+ Considerations of aging:

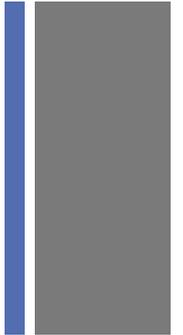
More residents in their 60s & early 70s

- Most transition out of the labor force in their 60s, impacting:
 - Daily activities
 - Transportation
 - Spending habits
 - Housing and migration
- Community impacts include:
 - Surplus of “free” time
 - Population and housing shifts
 - Changes in labor force growth and dampened economic growth

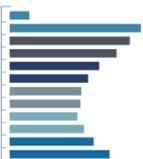




Consideration of aging: More residents in their 80s+



- Prevalence of disability and dementias, and need for long-term care will grow dramatically
 - 1 in 3 people age 85+ have Alzheimer's disease
- Private, public medical expenses will increase dramatically
- Gender imbalance much more prominent
 - In early 80s, there are 69 men for every 100 women
 - In 90s plus, there are 35 men for every 100 women
- Outliving one's resources of great concern

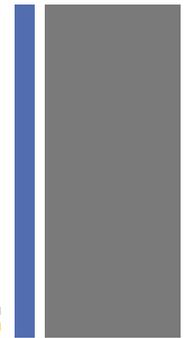


A photograph of two construction workers in white hard hats and safety glasses, wearing plaid shirts, looking at a large set of blueprints held in front of them. The background shows a complex construction site with extensive scaffolding and structural elements.

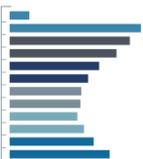
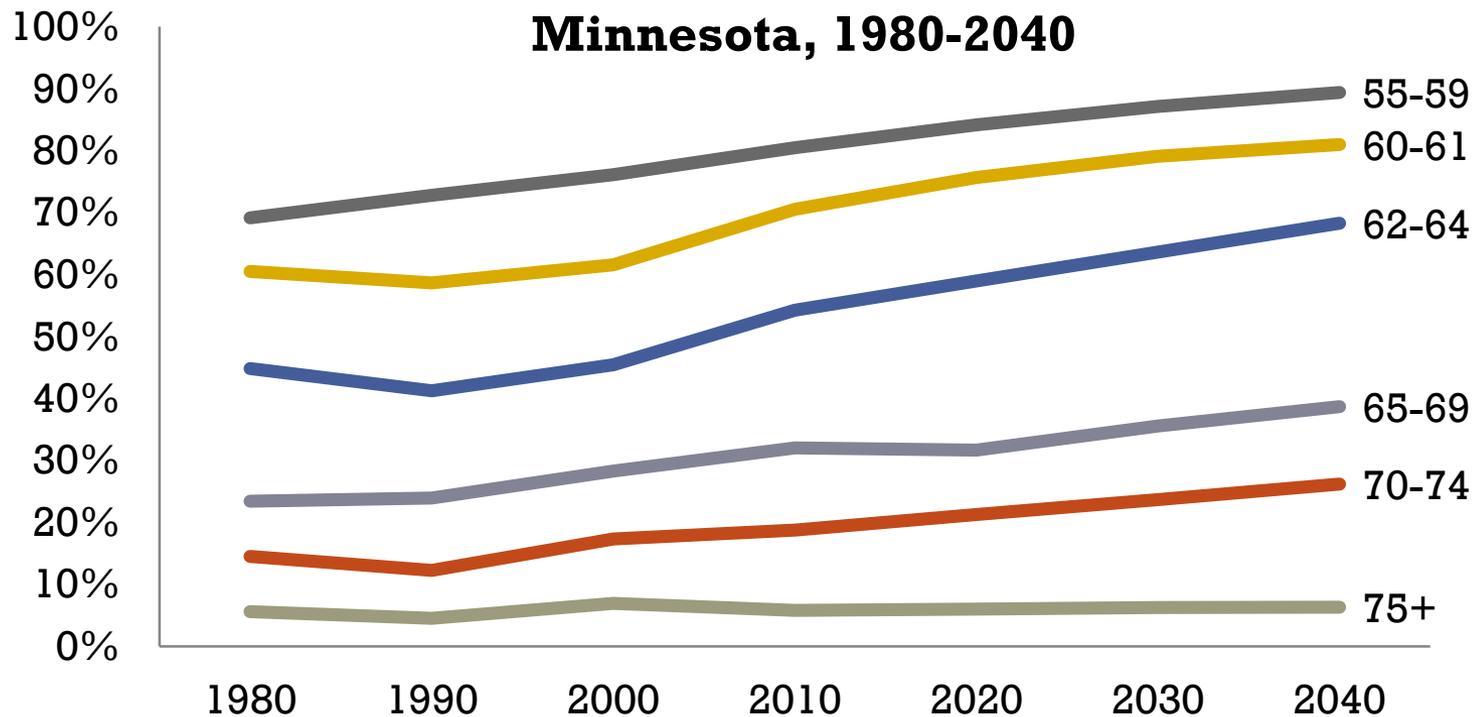
Workforce Considerations



Older adults projected to remain in the labor force longer than before

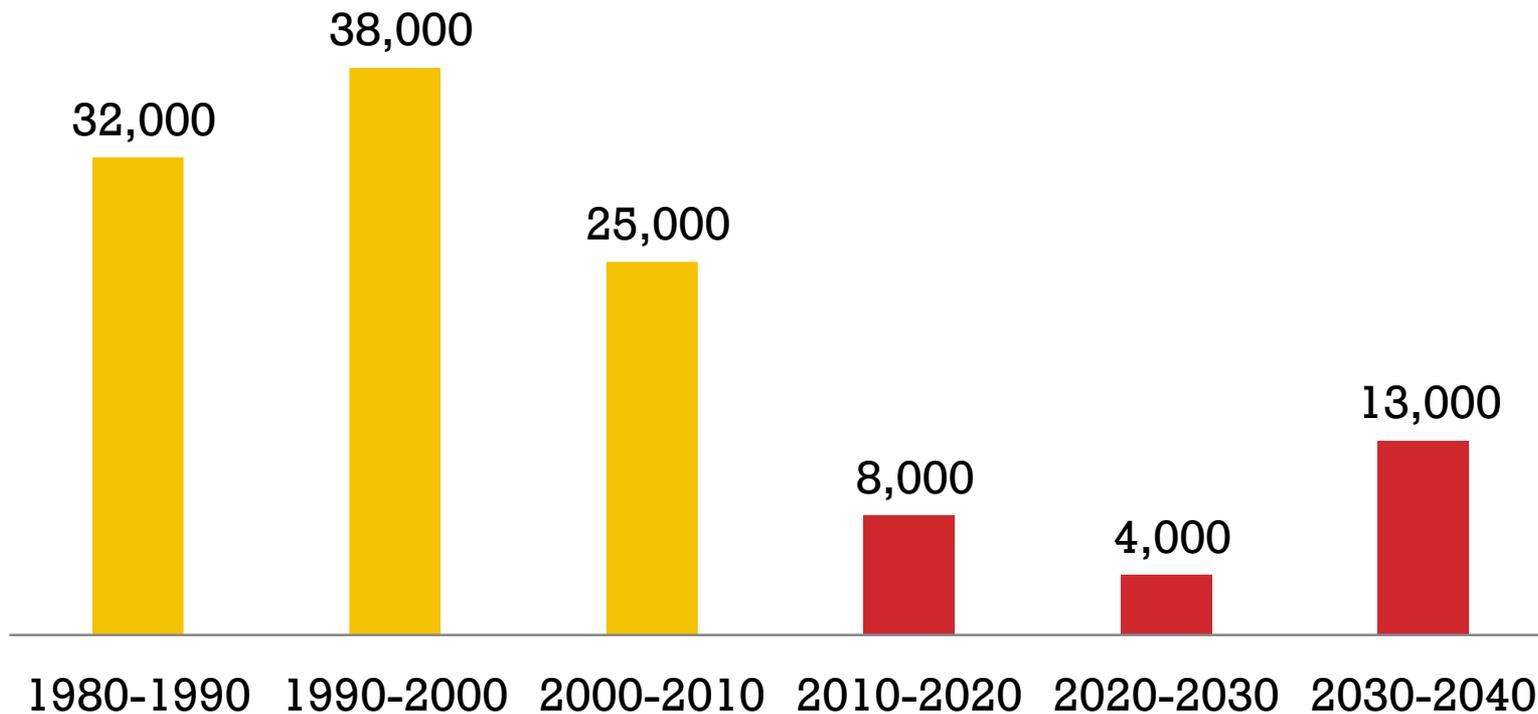
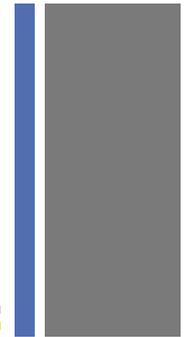


**Projected labor force participation rates of older adults
Minnesota, 1980-2040**

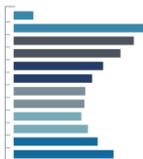




Projected growth in MN labor force (Annual average, ages 16+)

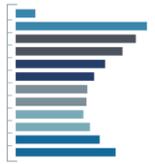
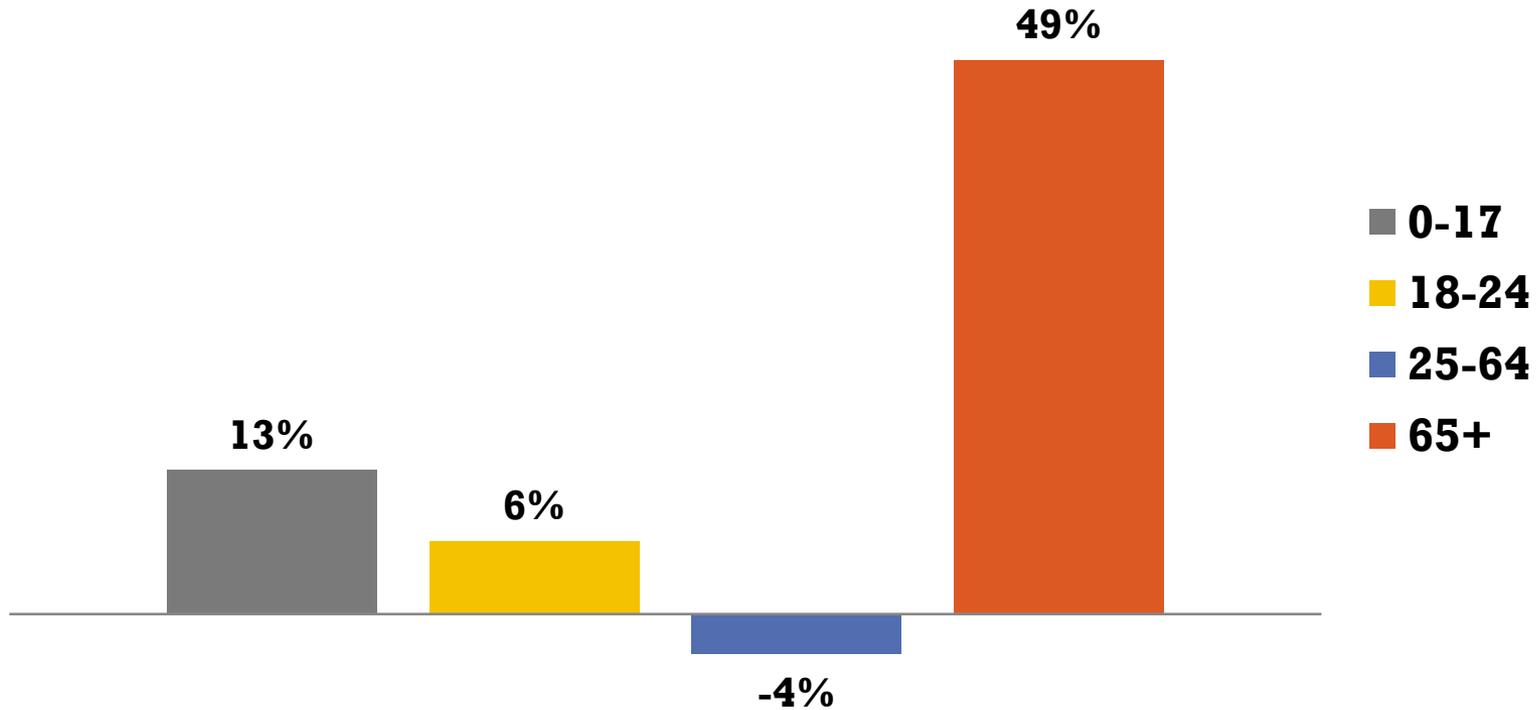
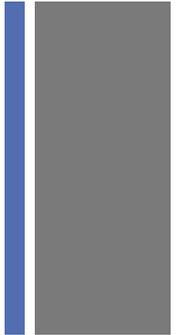


Source: U.S. Census Bureau, Minnesota State Demographic Center Projections



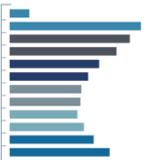
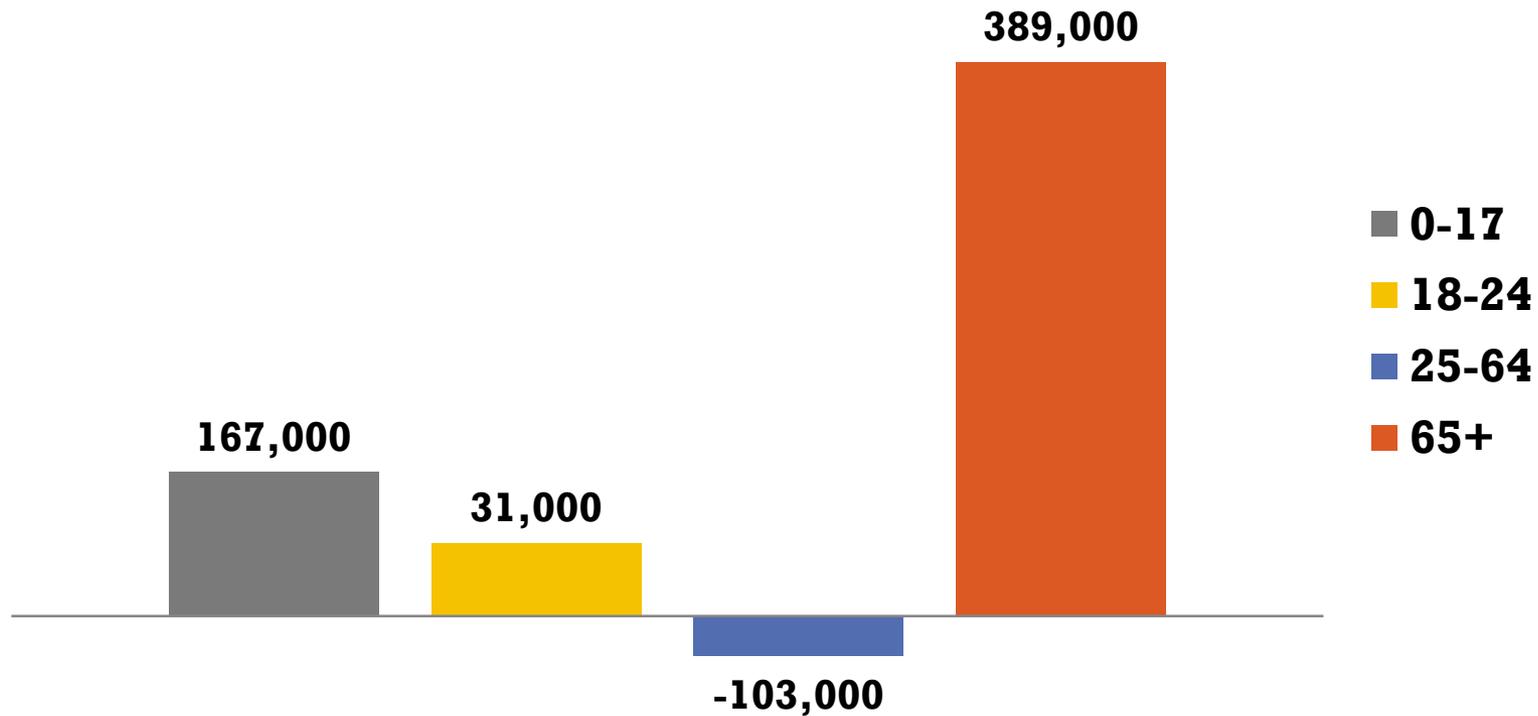
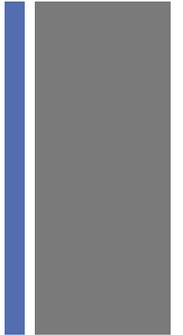


Change in MN age groups between 2015 and 2030 (percent)



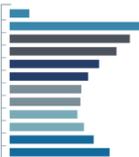
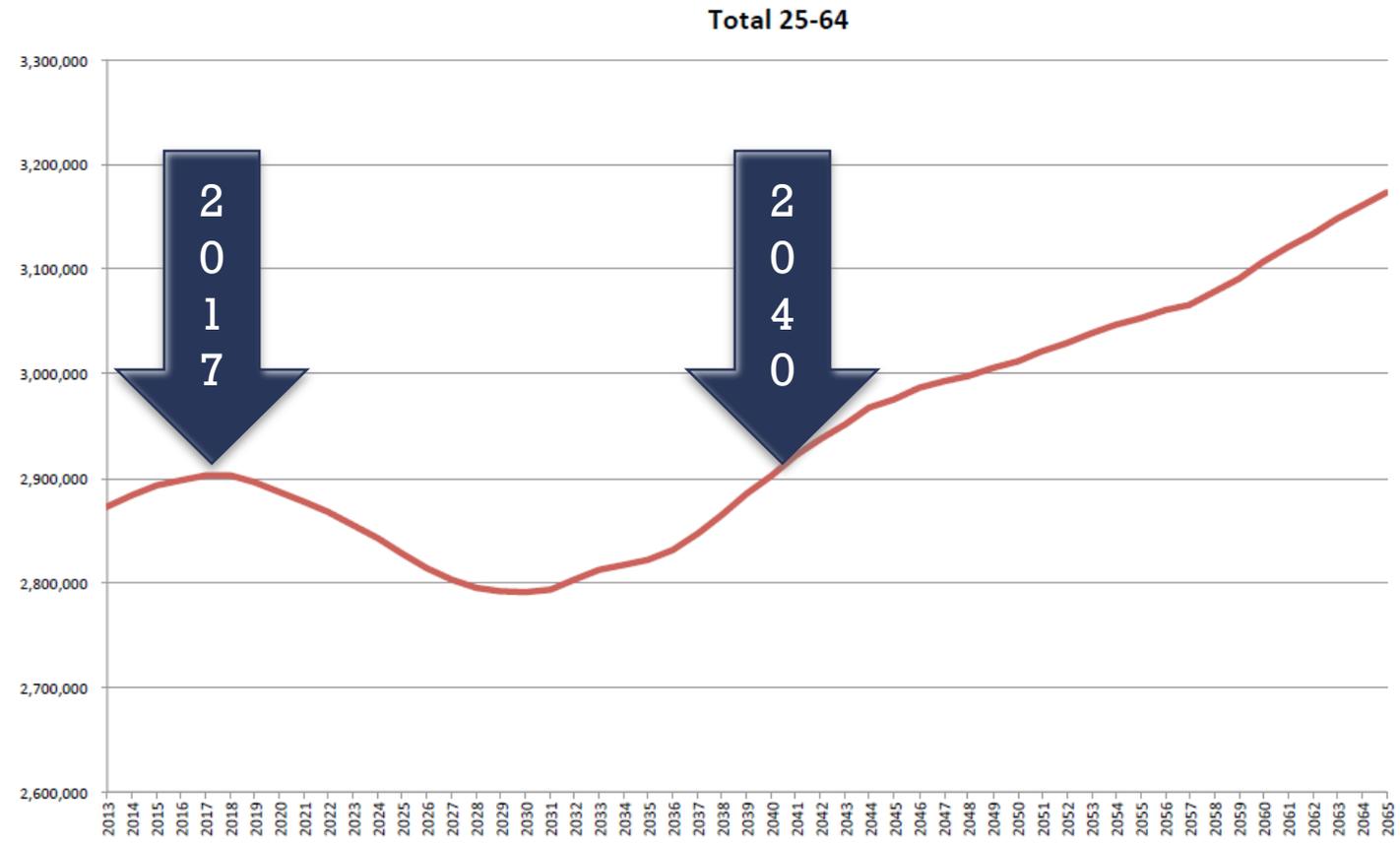
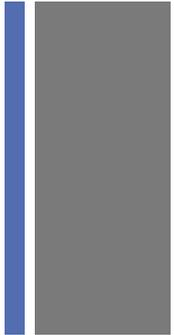


Change in MN age groups between 2015 and 2030 (people)

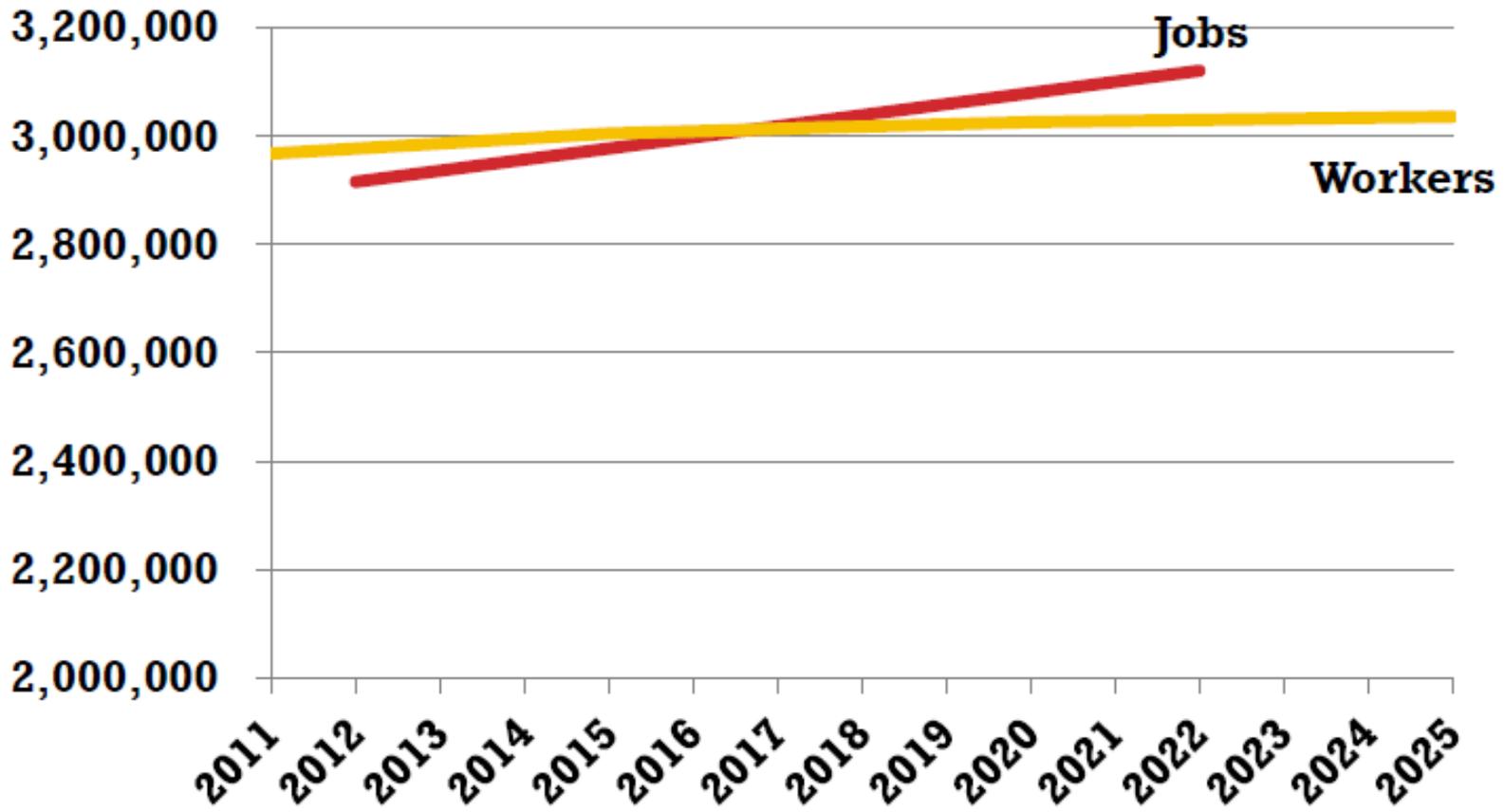




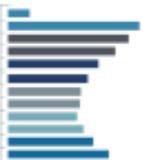
Total 25- to 64-year-olds in MN will dip by 100,000+ individuals



+ Projected job growth and projected labor force growth

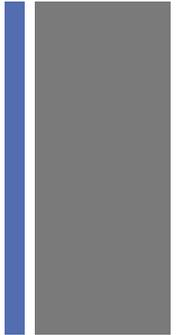


Source: DEED Employment Outlook and Minnesota State Demographic Center Labor force projections

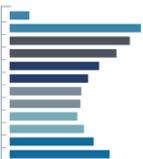




Job outlook in MN through 2022 (from DEED)

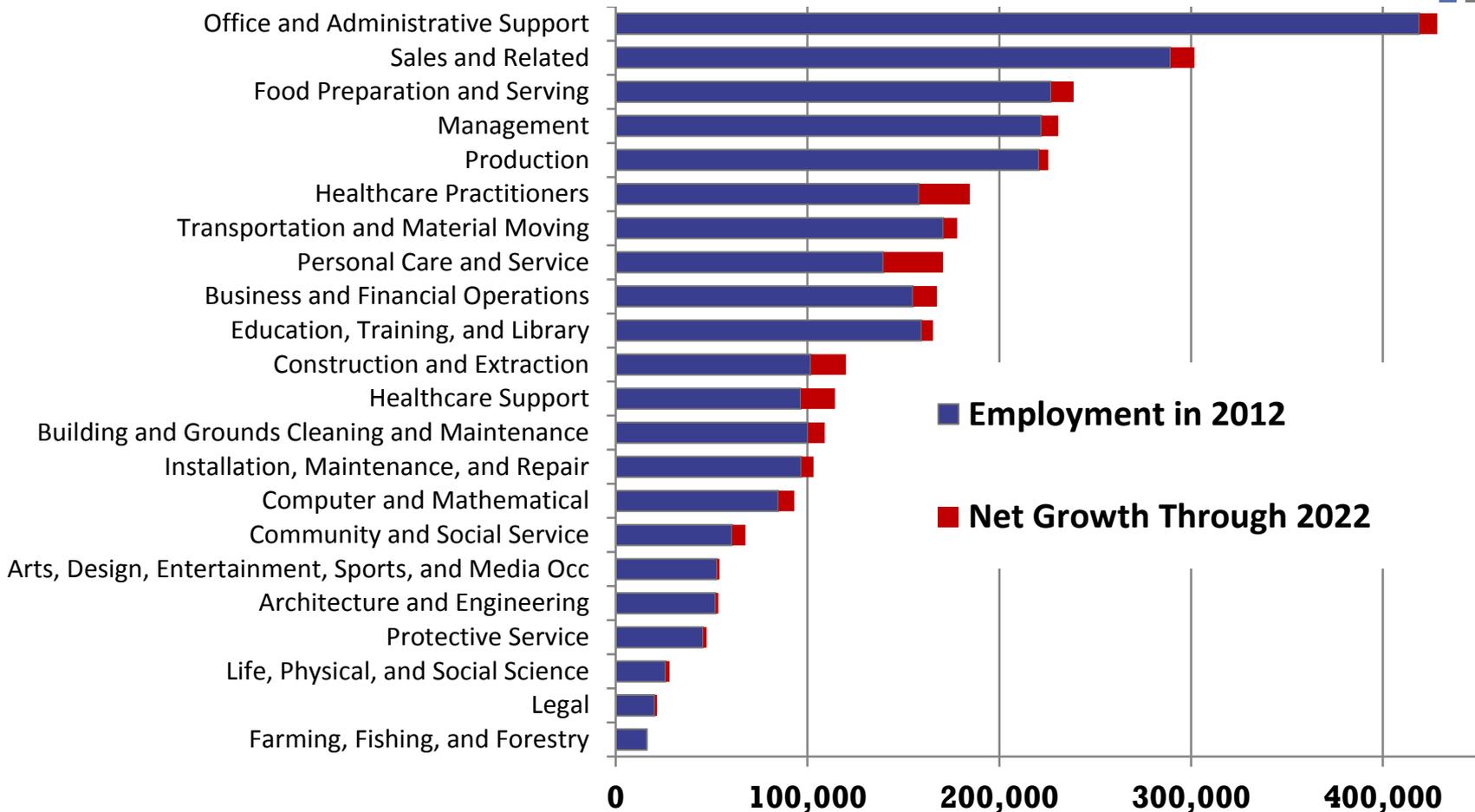


- Total jobs in MN projected to increase by 205,000 between 2012 and 2022. This is **7 times more job growth** than during previous 10 years (2002-2012), when MN added just 29,000 jobs (Great Recession)
 - However, by 2017-2022, labor shortages will limit job expansion in MN
- The two largest major occupational groups in Minnesota — 1) professional & related occupations, and 2) service occupations — will add the most jobs by 2022 (61% of all expected growth)
 - Include many occupations at the *opposite* ends of the educational attainment and earnings range.
 - Occupations adding the most jobs: personal care aides (+ 23,000), home health aides (+ 10,000), registered nurses (+ 9,000), retail salespersons (+ 7,000), food prep workers and servers (+ 5,000)





Employment, projected growth by major occupations in Minnesota

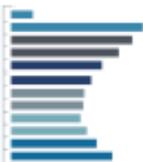




Opportunities to impact labor force's quality, size, participation



- Grow your own (train, retrain, and retain your own)
- Attract new workers (domestic, int'l migration)
- Better alignment of preparation (& retooling)
- Pull (or keep) additional folks in the labor force:
 - Older workers
 - People with disabilities
 - Parents, especially mothers
 - Discouraged workers
 - People with less education/skills that align poorly with available jobs



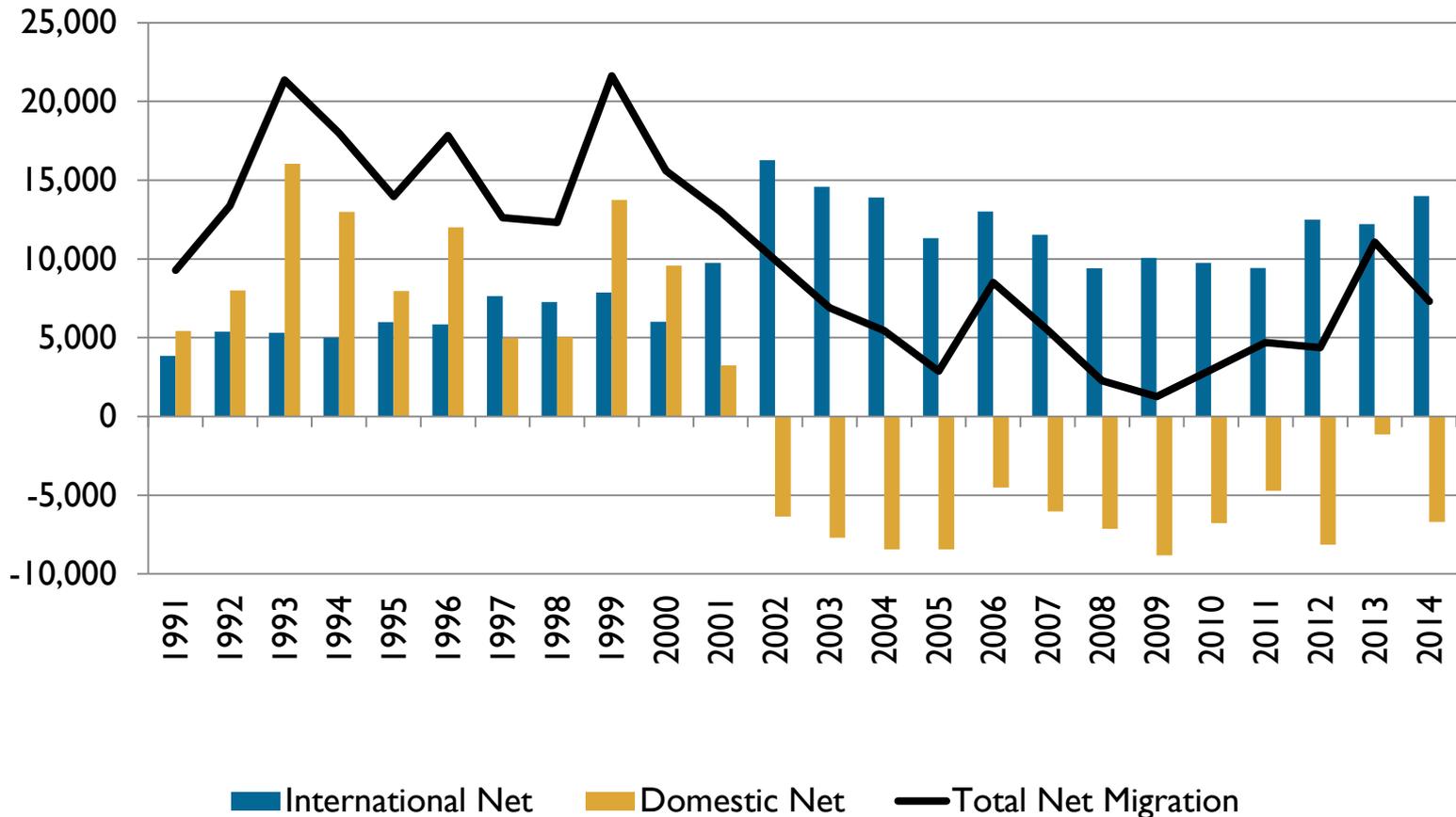
Migration & diversity



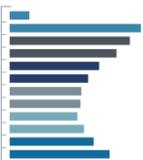
See our new “Minnesota on the Move” special report on migration – available off our homepage at mn.gov/demography



Minnesota's net migration, by int'l and domestic components



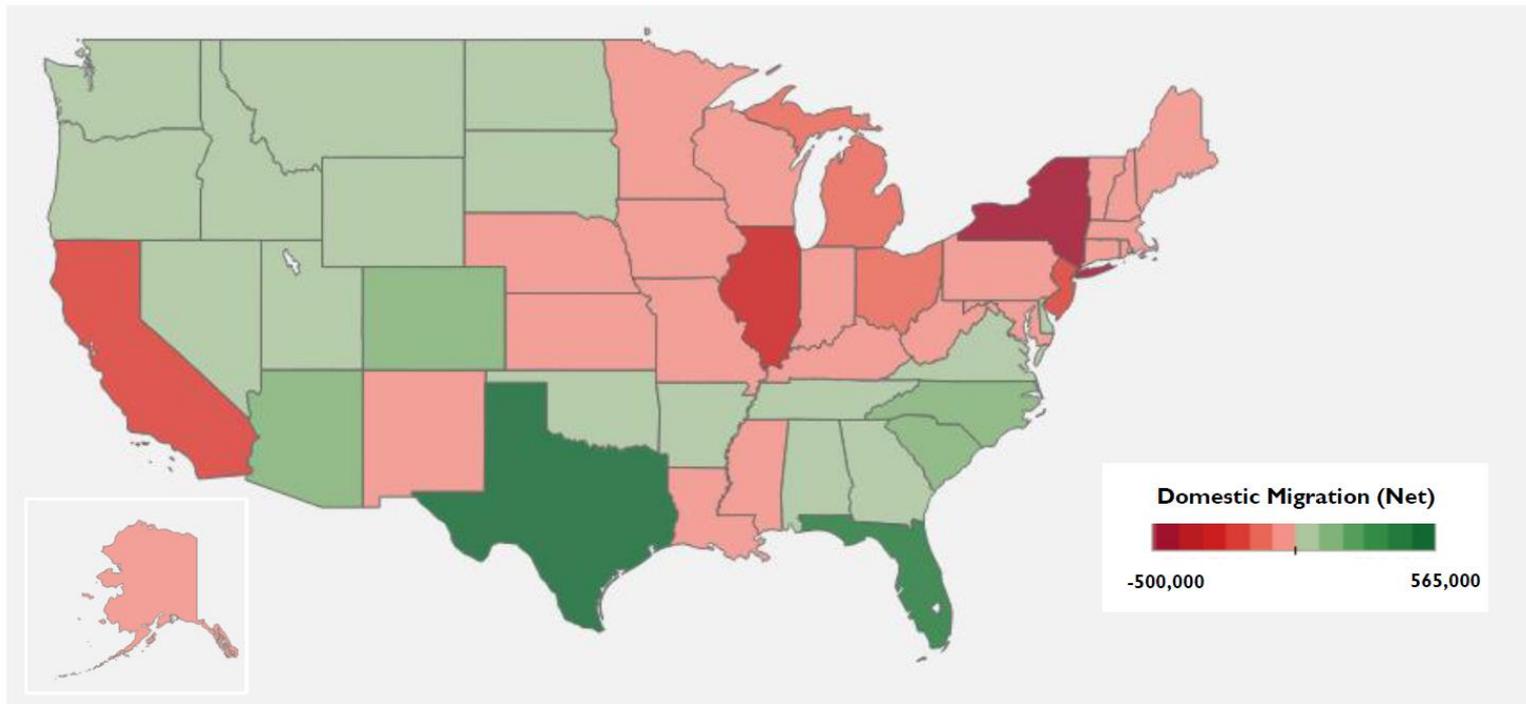
Source: U.S. Census Bureau, Population Estimates Program. Note: Data for 2009-2010 was unavailable and so estimates were interpolated.





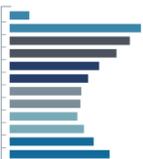
Domestic net migration, by state, since 2010 census

Figure 6: Domestic Net Migration, By State, April 1, 2010 – July 1, 2014



Source: U.S. Census Bureau, 2014 Population Estimates. Note: Domestic plus international figures may not equal totals due to rounding and a "residual," the result of controlling county populations to the national population for the entire set of estimates.

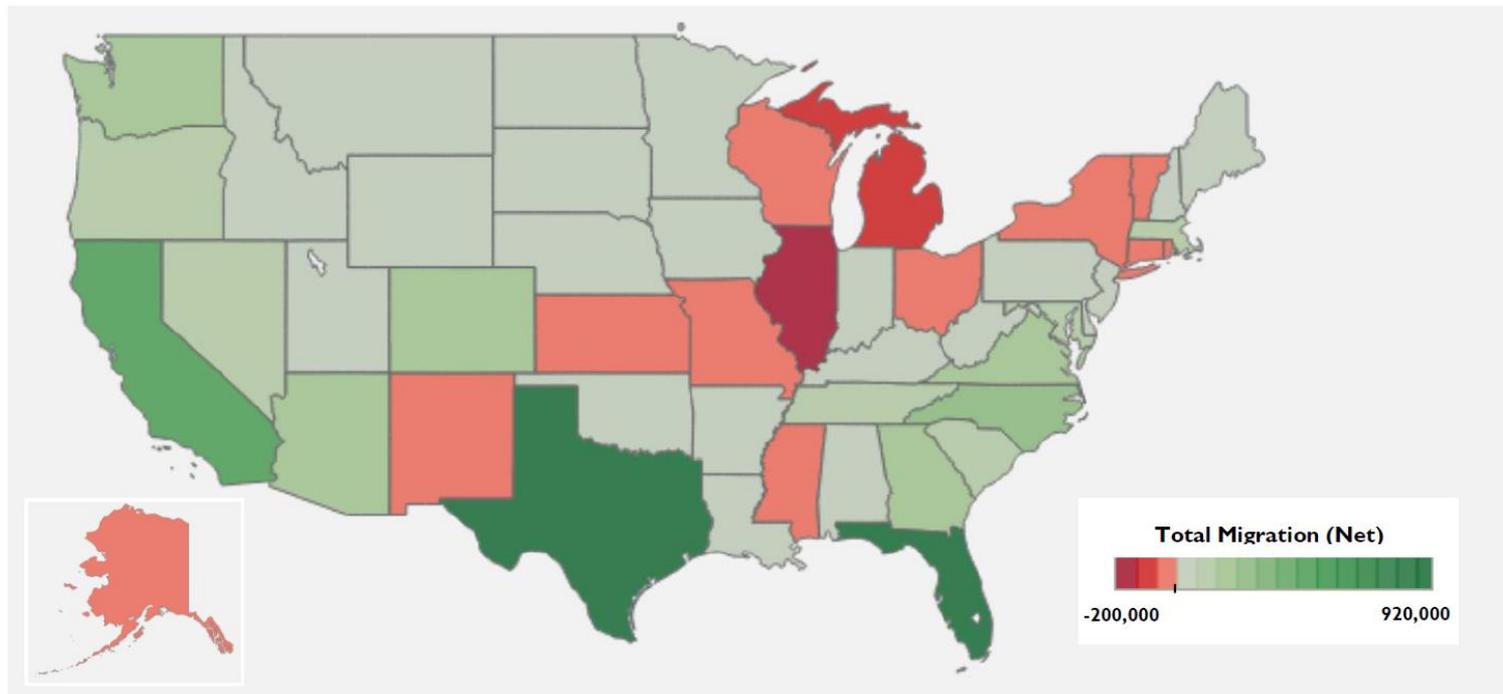
For interactive map online, see: https://public.tableausoftware.com/views/MigrationReportMapping/DomesticMigrationNet?:embed=y&:display_count=no



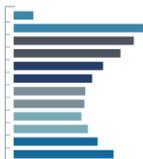


Total net migration, by state, since 2010 census

Figure 5: Total Net Migration, By State, April 1, 2010 – July 1, 2014



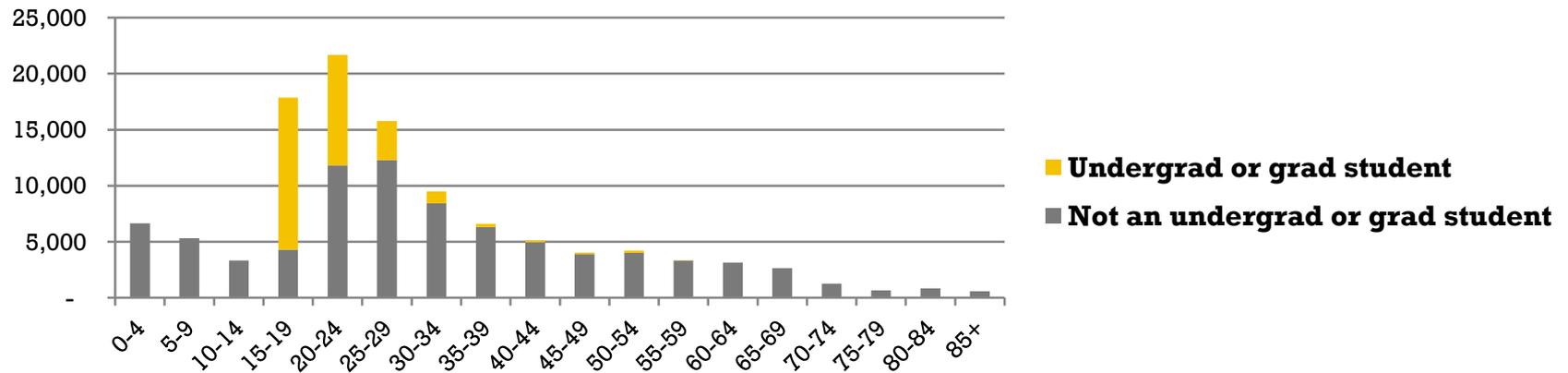
Source: U.S. Census Bureau, 2014 Population Estimates. Note: Domestic plus international figures may not equal totals due to rounding and a "residual," the result of controlling county populations to the national population for the entire set of estimates.
For interactive map online, see: https://public.tableausoftware.com/views/MigrationReportMapping/TotalMigrationNet?:embed=y&display_count=no



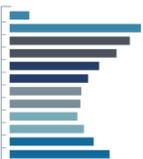


About 113,000 people leave MN each year for other states

Annual leavers from Minnesota, by age group and student status, 2008-2012

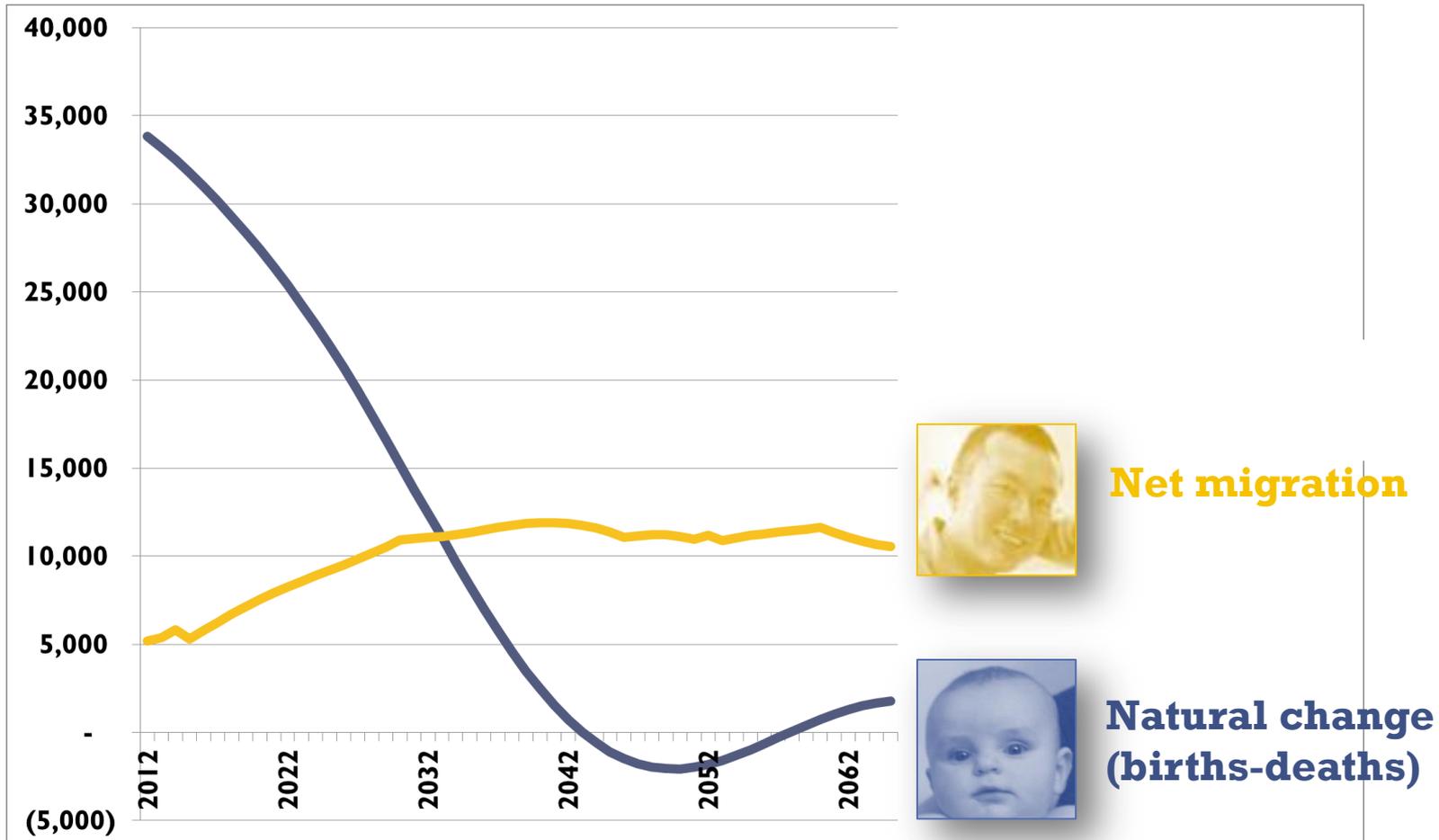


■ Only about 101,000 arrive from other states, resulting in domestic losses

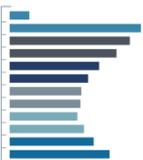




Net migration will become the major driver of our state's growth



Source: MN State Demographic Center projections, October 2013.





Minnesotans not as fond of making babies as they were in the past

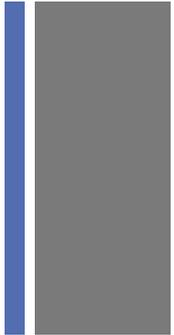
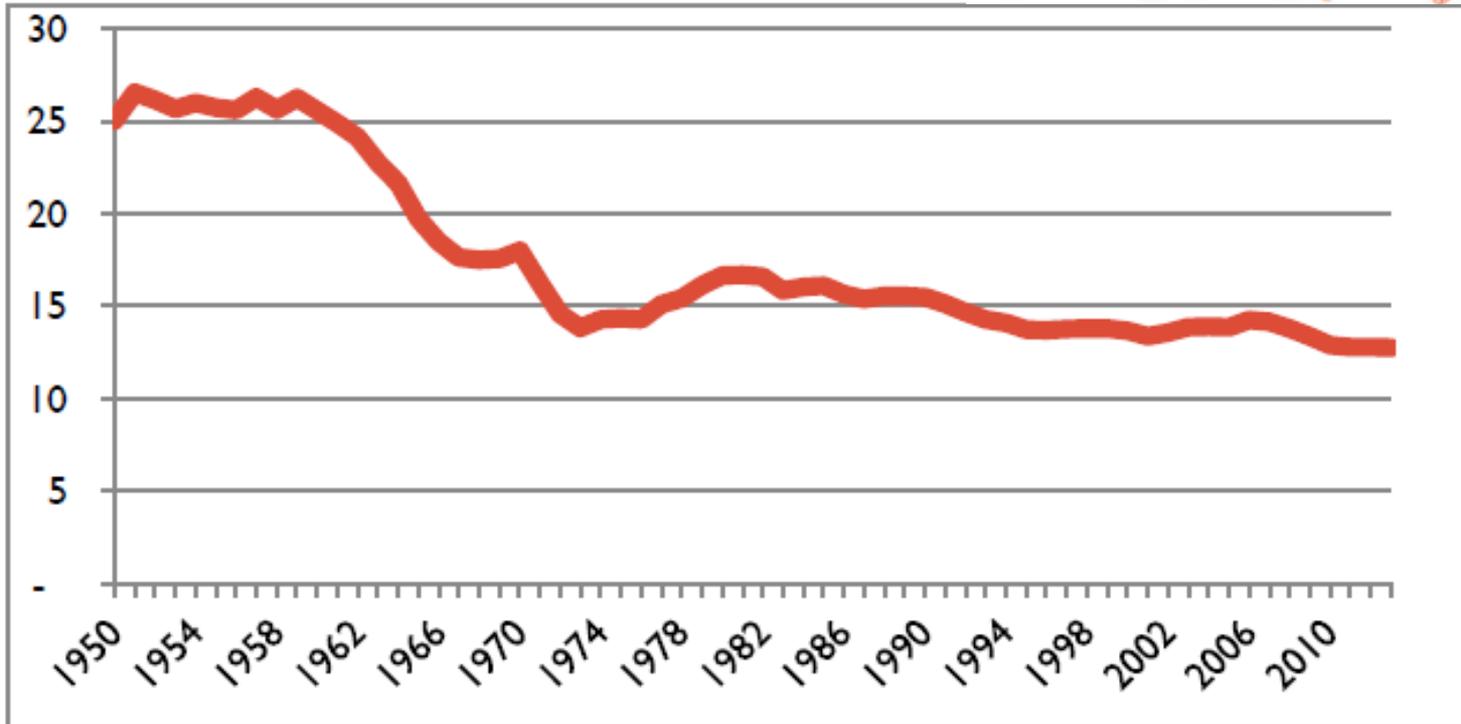
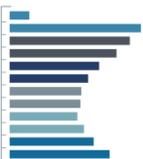


Figure 3: Births Per 1,000 Minnesotans, 1950-2013

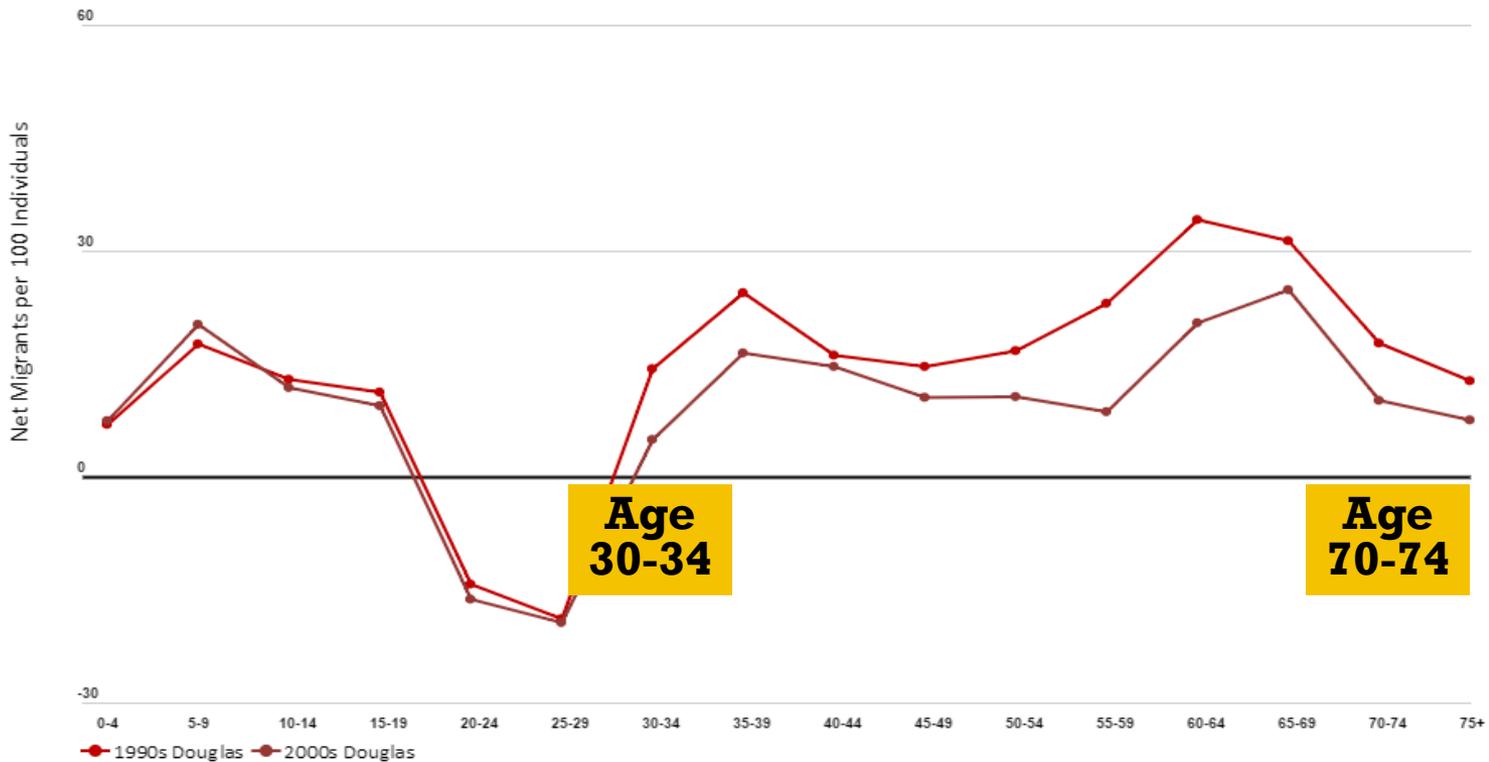


Source: Minnesota Department of Health, Vital Statistics; U.S. Census Bureau, Population Estimates.



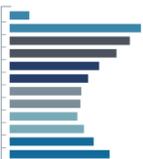


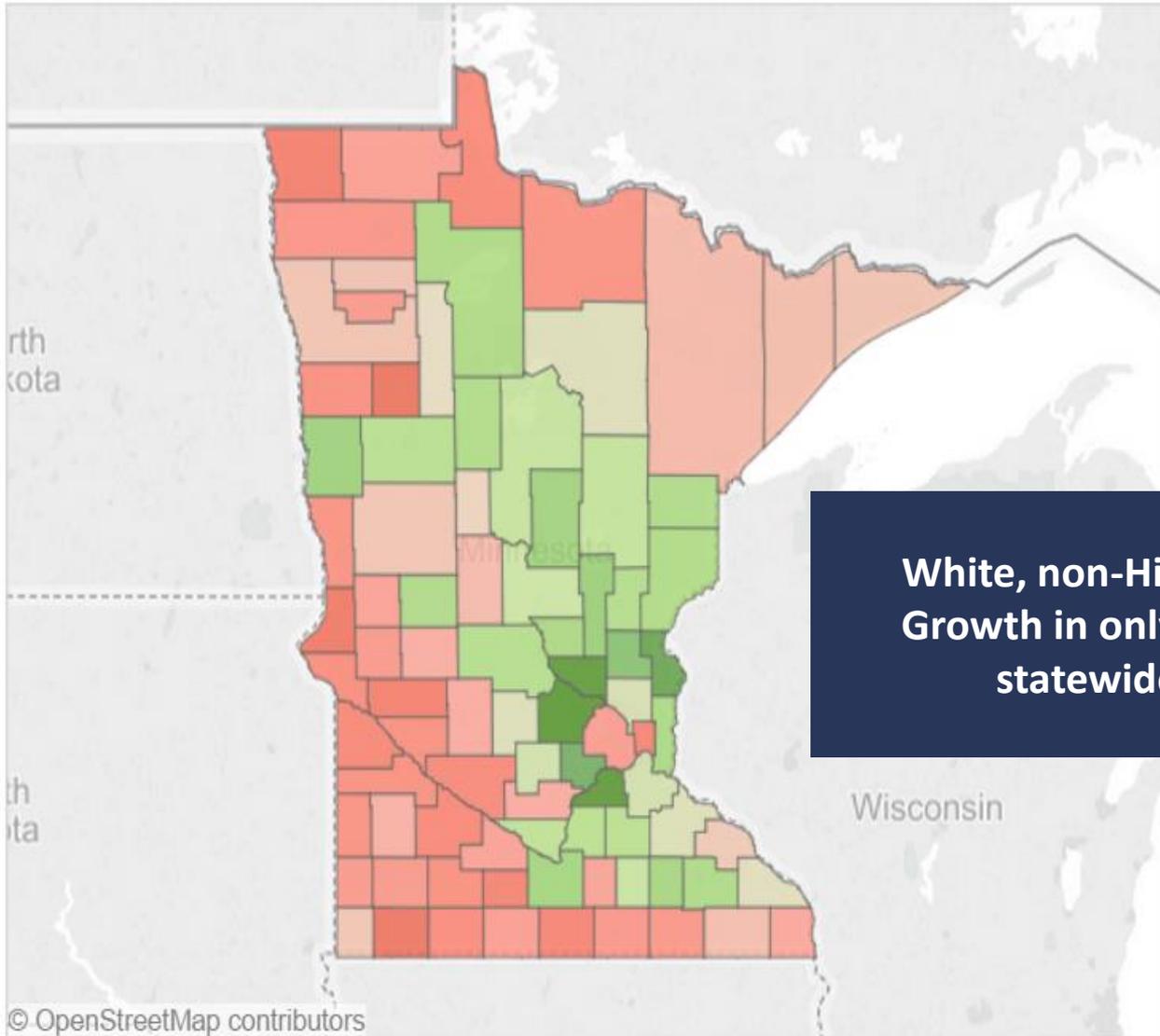
Migration in Douglas County during 1990s and 2000s decades



Source:

Winkler, Richelle, Ken Johnson, Cheng Cheng, Jim Beaudoin, Paul Voss, and Katherine Curtis. *Age-Specific Net Migration Estimates for US Counties, 1950-2010*. Applied Population Laboratory, University of Wisconsin-Madison, 2013. Web.





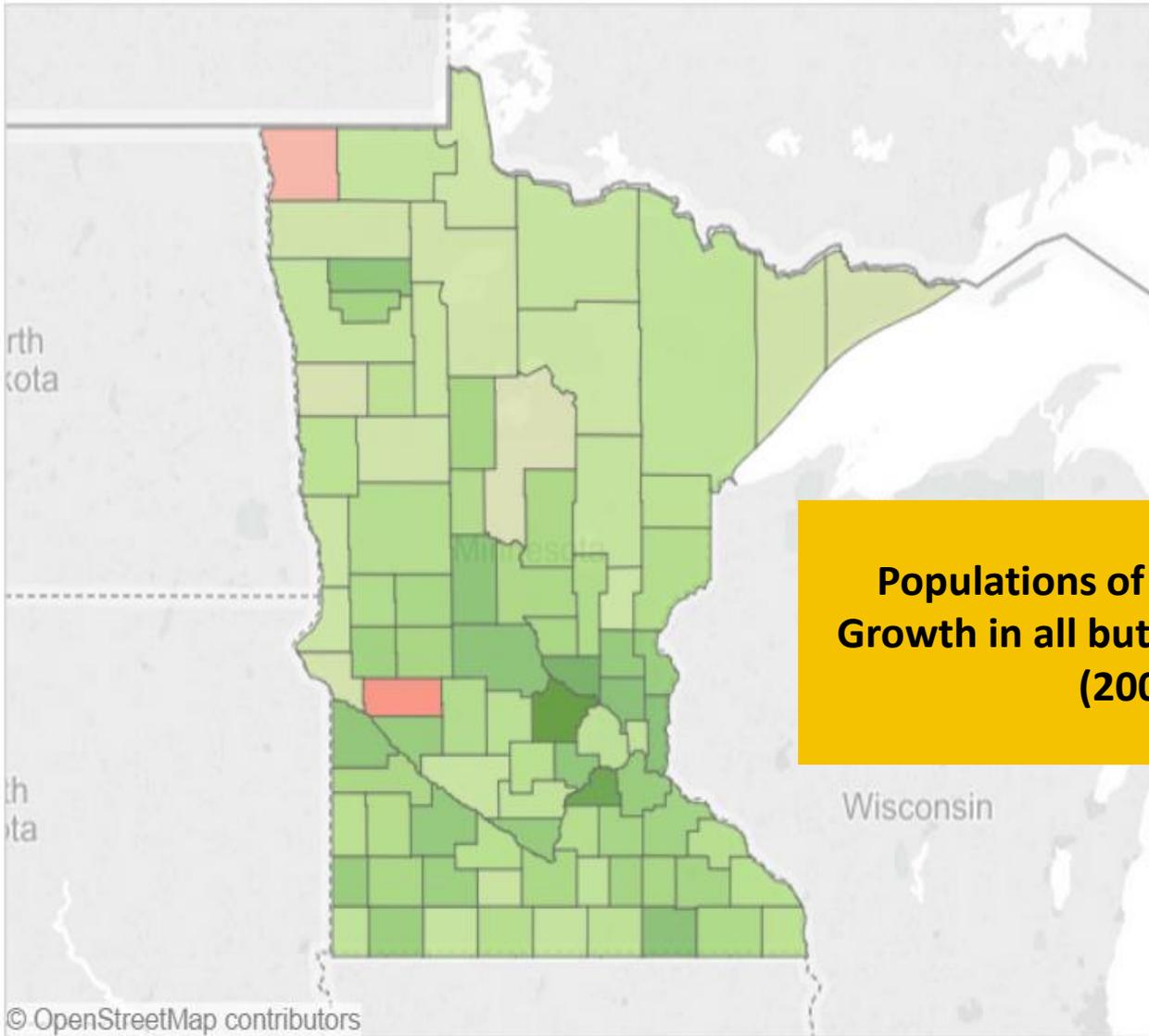
% Change, 2000-2010

-17%  33%

**White, non-Hispanic population:
Growth in only 37 of 87 counties
statewide (2000-2010)**

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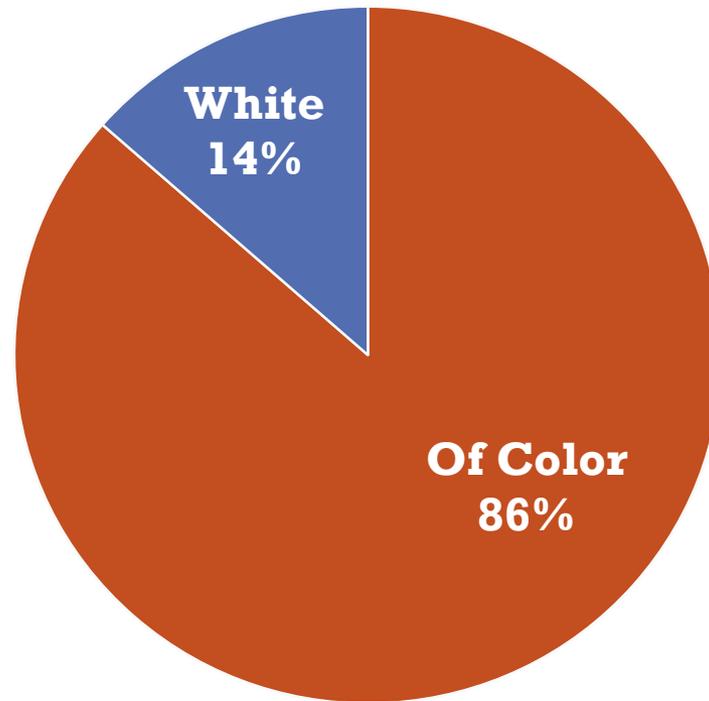
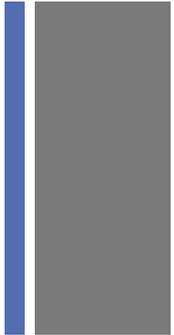
**Populations of Color (non-White):
Growth in all but 2 counties statewide
(2000-2010)**

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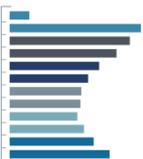




Between 2000 and 2010 most of MN's growth was from populations of Color

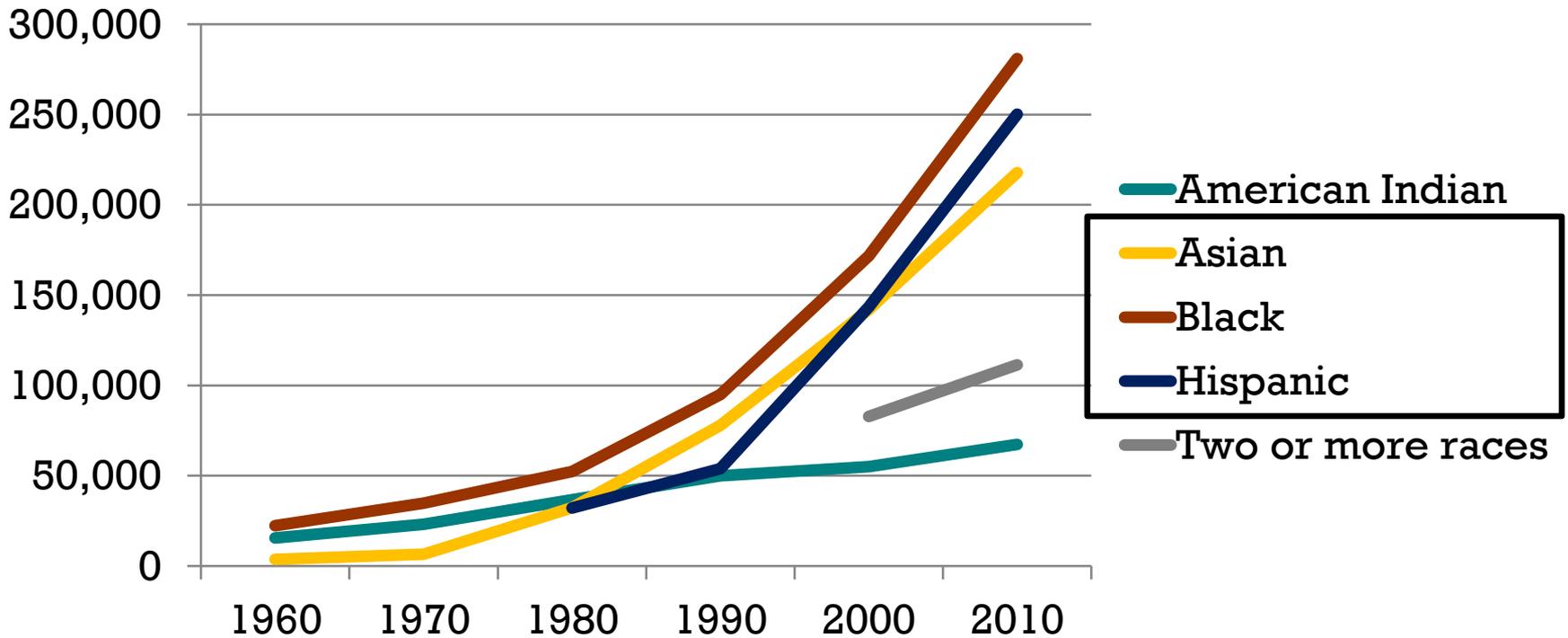


**350,000
more
Minnesota
residents
in 2010
than in
2000**



Black, Latino and Asian populations growing rapidly

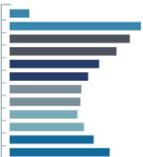
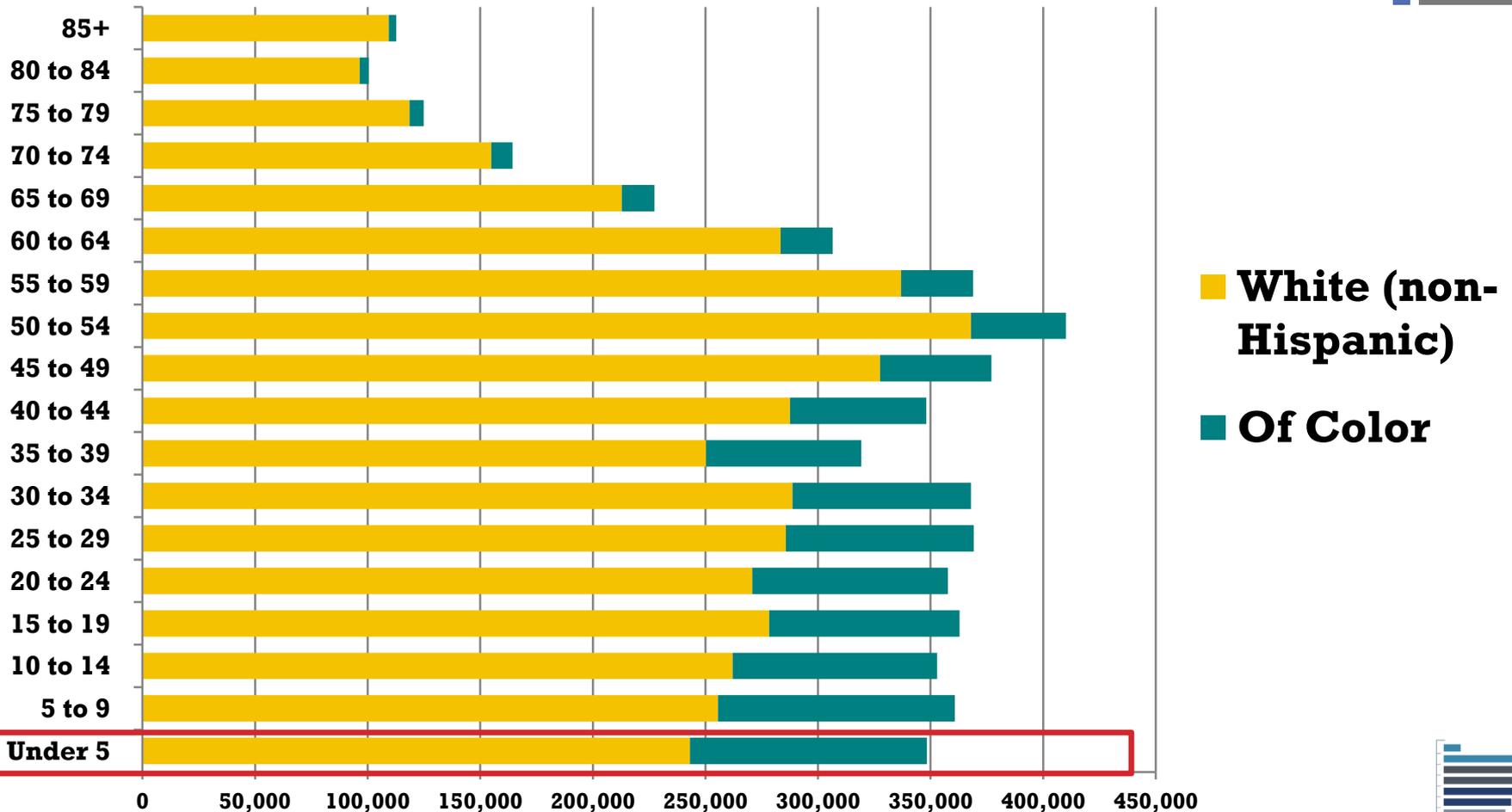
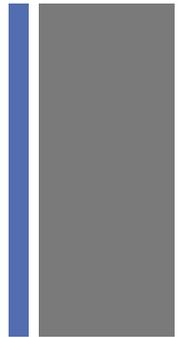
Populations of color, MN



Source: Tabulated by the Minnesota State Demographic Center from the Integrated Public Use Microdata Series

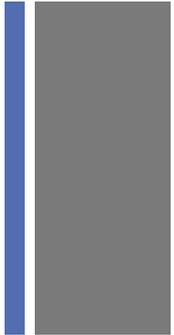


Minnesota's population by age groups, 2012

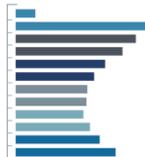
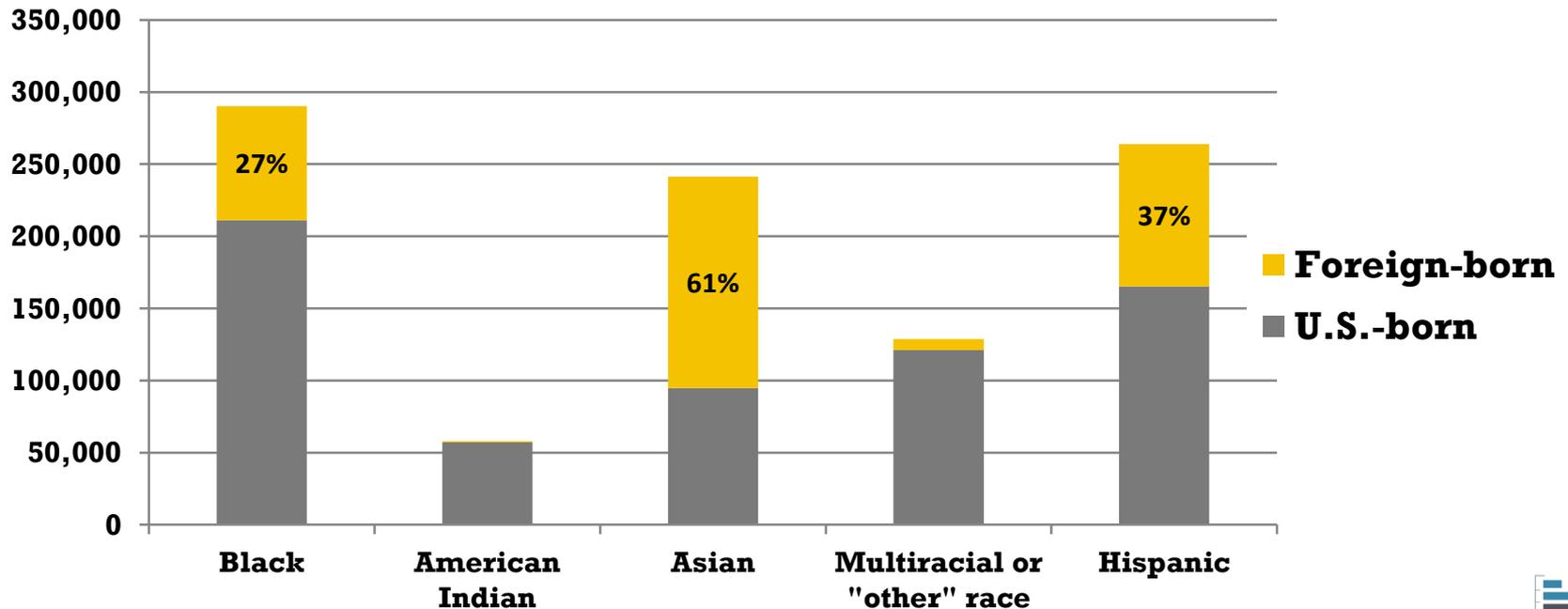




About 400,000 foreign-born among MN populations of Color

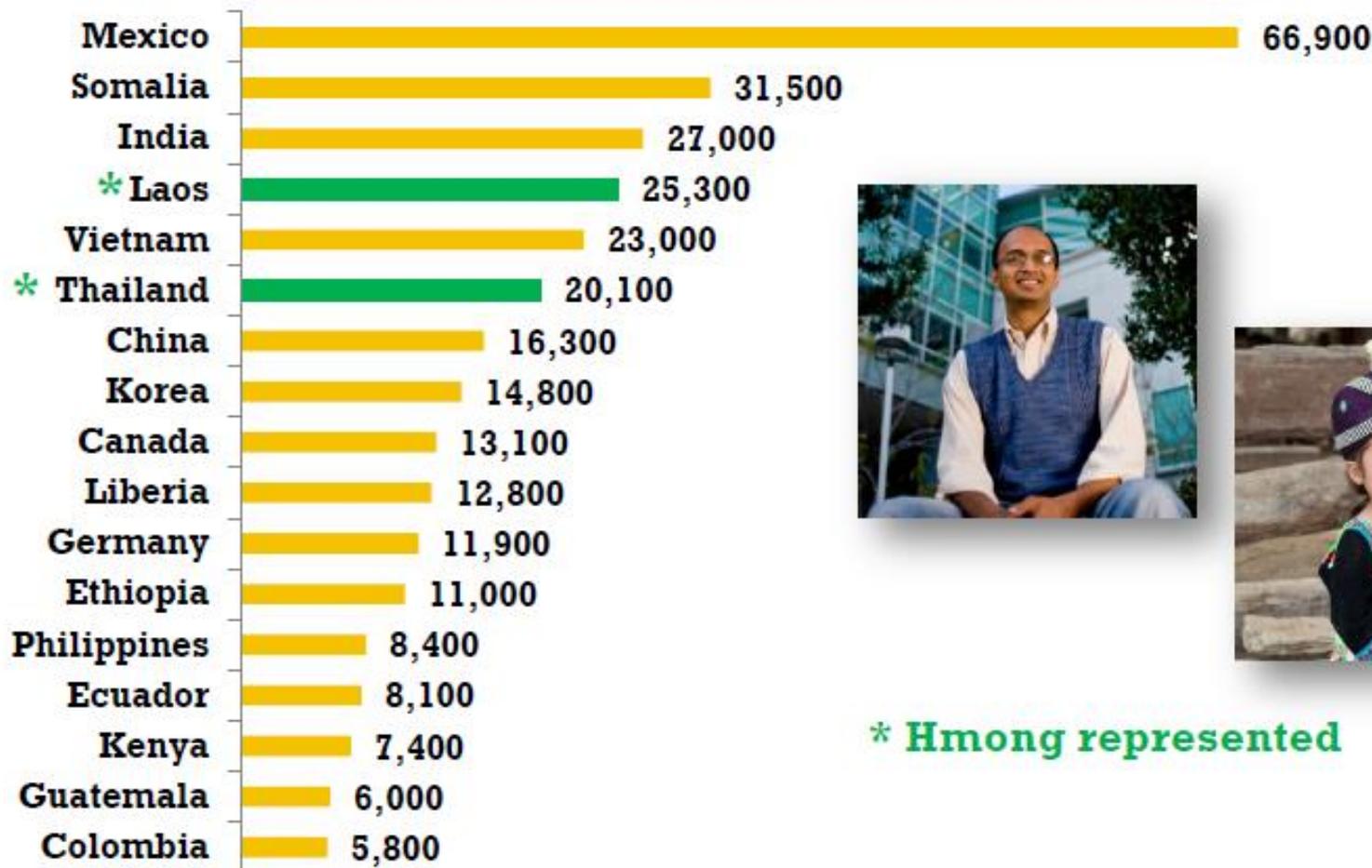


**Minnesota populations of Color,
by nativity, 2013**

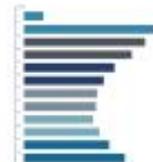




MN foreign-born populations: Largest groups by country of birth, 2013

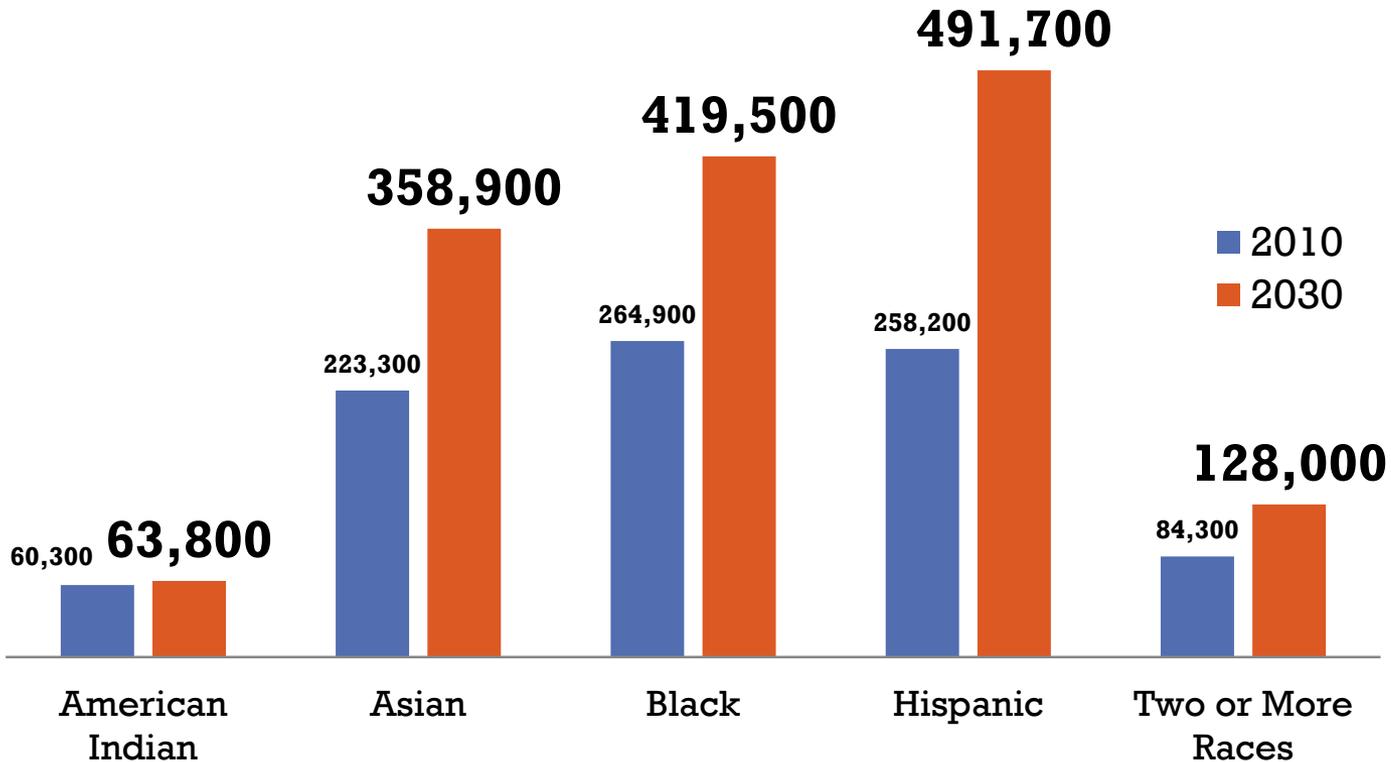


* Hmong represented

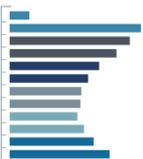




MN: Largest growth among Asian, Black and Hispanic groups by 2030



Source: Minnesota State Demographic Center projections.





Which MN kids are leaving high school in 4 years with a diploma? (2014 data)

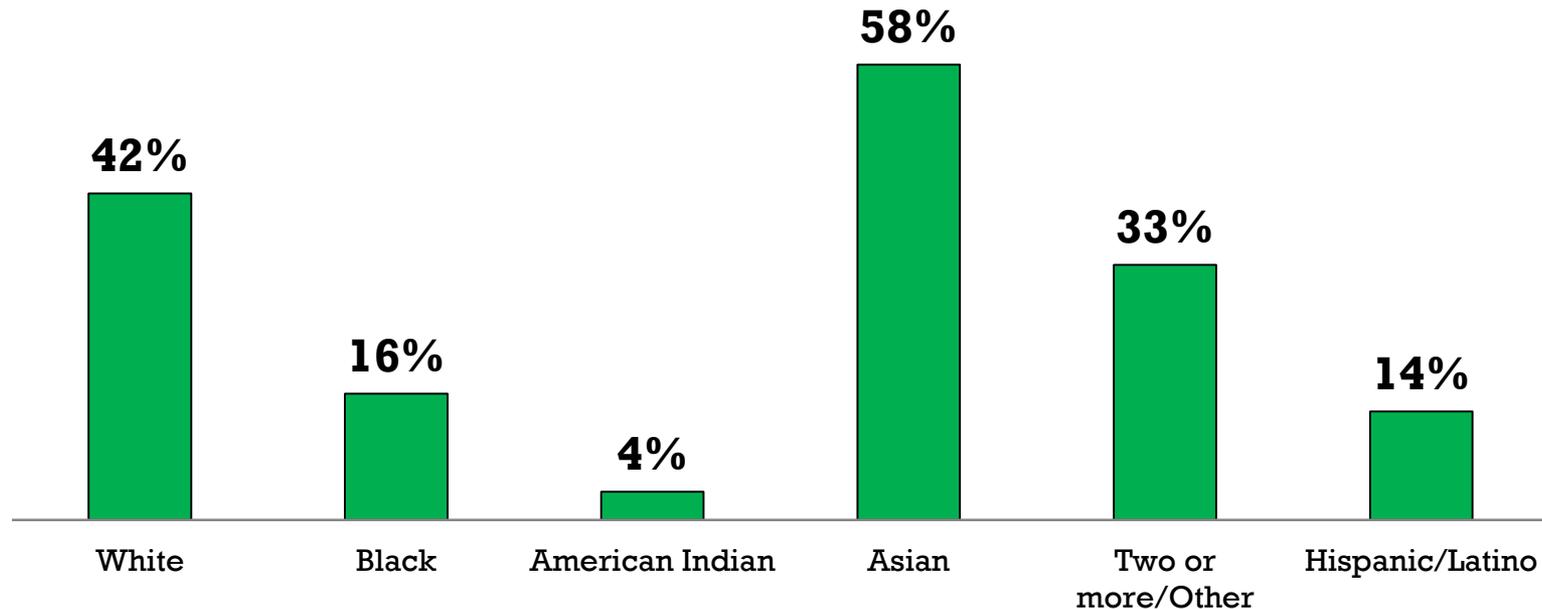
- 81% of all public high school students
- 51% of American Indian students
- 82% of Asian students
- 63% of Hispanic students
- 60% of Black students
- 86% of White students

Two fastest growing demographic groups in MN

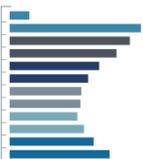


+ Wide racial gaps in educational attainment persist in Minnesota

Percent of young adults (age 25-34) with a B.A. or higher, 2010-2012

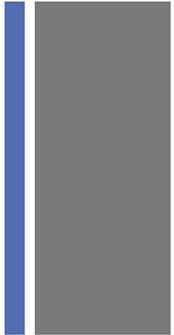


Source: Tabulated by the State Demographic Center from the Integrated Public Use Microdata Series

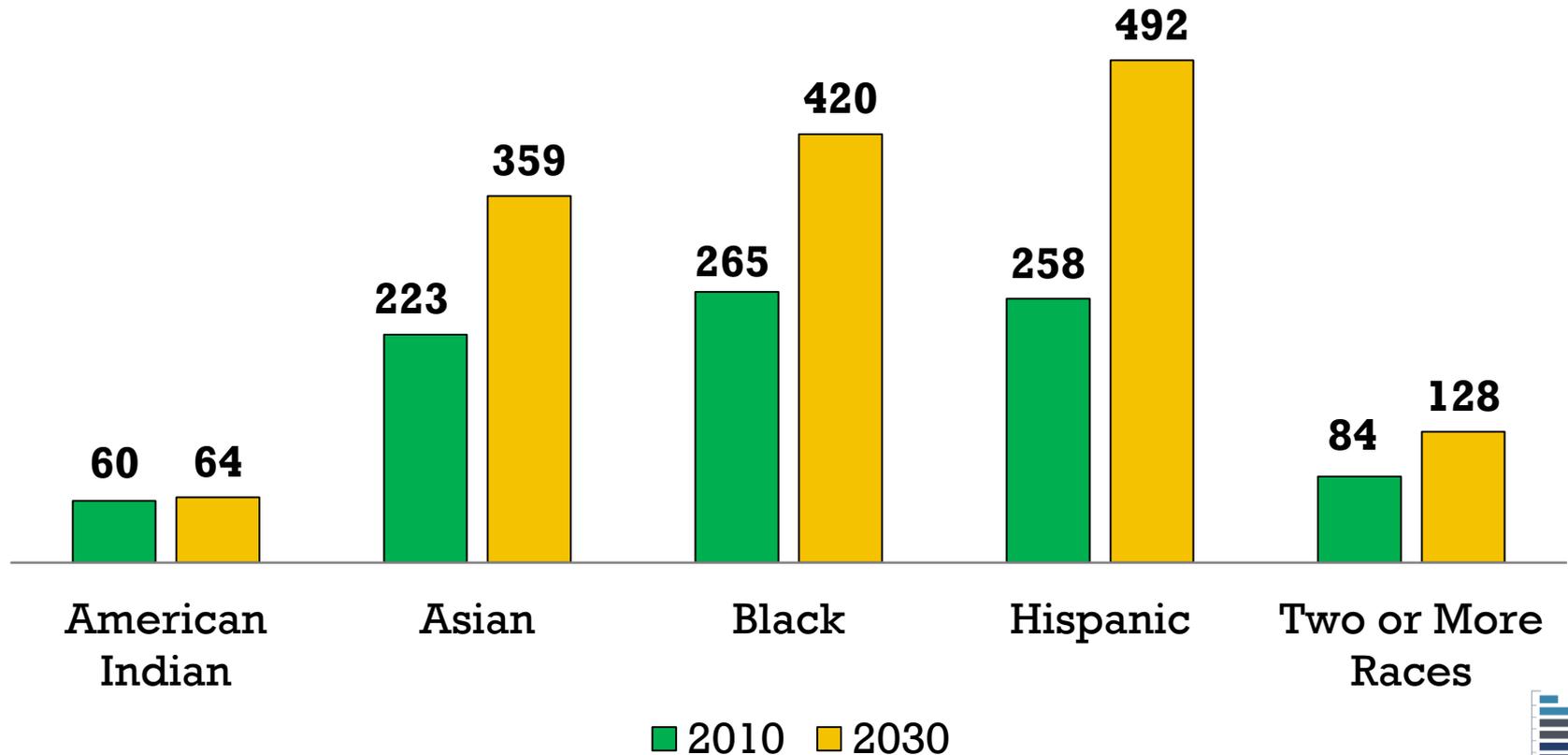




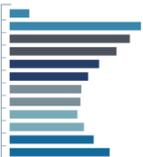
Largest growth expected among Asian, Black & Hispanic Minnesotans



(Thousands)



Source: Minnesota State Demographic Center projections.

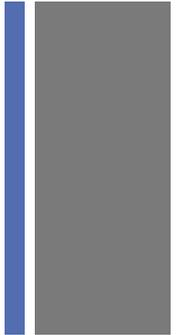




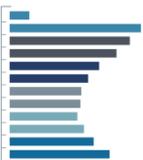
The future
will look
very
different
from today.



10 things to think on after today

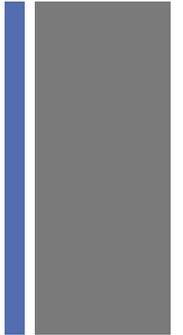


1. By 2020, MN will have more 65+ residents than school-age children. (And maybe we'll win the Super Bowl!)
2. All areas of the state will feel effects of an aging population, some places much more acutely. Health care and long-term care will become cost-drivers of public budgets. How will we balance this with other public needs?
3. There are many healthy years ahead for many of our older adults. How can we enlist and benefit from older adults helping their communities?

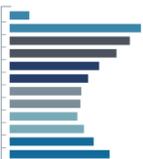




10 things to think on after today

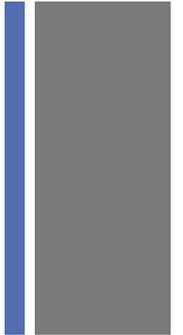


4. The labor market is tightening: The search for skilled hands and minds will intensify (here and across much of the globe)
5. As the Baby Boomers continue to leave the labor force, we will have an “all hands on deck” scenario with remaining potential workers.
6. Minnesota’s communities and workplaces will grow more diverse in the decades to come. The success of our populations of Color is essential for our state’s overall success.

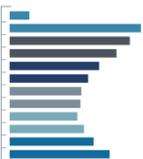




10 things to think on after today



7. By the early 2040s, if MN is to grow it will ONLY be from positive net migration (because deaths will outnumber births)
8. Douglas County population is expected to grow very modestly, then remain stable in coming decades
9. The age composition of Douglas county will shift — fewer working-age adults and more older adults
10. Communities and businesses will need to be brave, creative, collaborative, and adaptive in responding to these demographic changes on the horizon.
You are part of the solution!

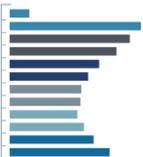
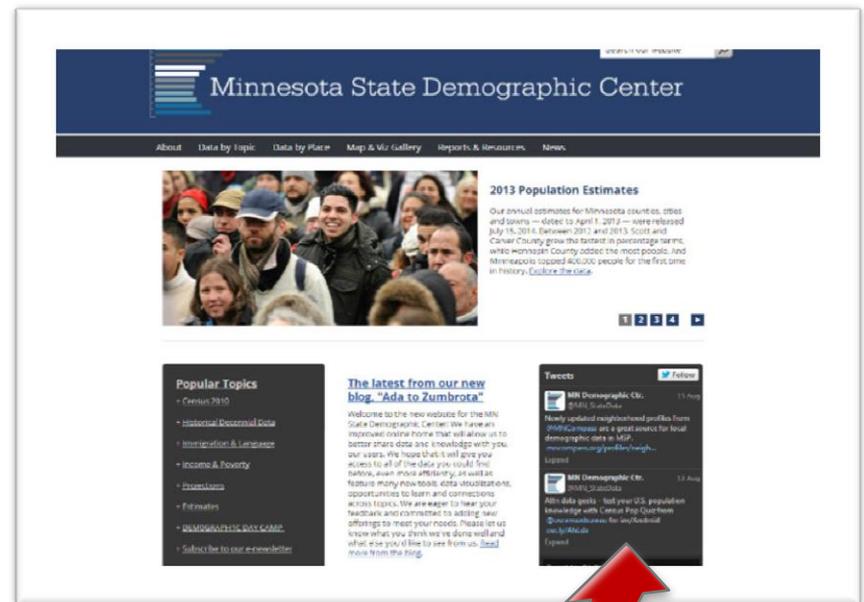




MN State Demographic Center online resources

Explore our website at
mn.gov/demography

- Locate more data, more efficiently
- New interactive maps and data visualizations
- Featuring a new blog, guidance for data users, and more
- Follow us on Twitter at [@MN_StateData](https://twitter.com/MN_StateData)

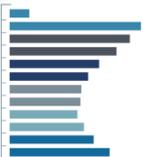




Our Projections Page: mn.gov/demography/projections

- Find state, county and Economic Development Region projections to 2045, by age and gender
- Explore population pyramids for all counties through 2045

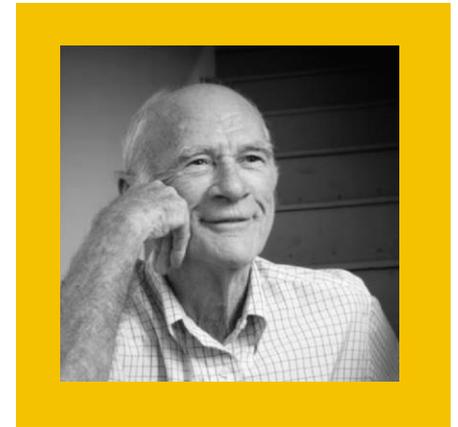
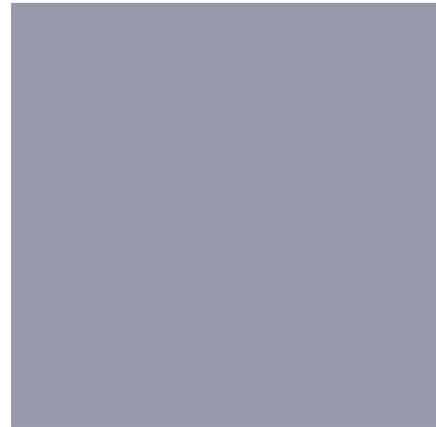
The screenshot displays the Minnesota State Demographic Center website. The header includes a search bar and the site title. The navigation menu lists: About, Data by Topic, Data by Place, Map & Viz Gallery, Reports & Resources, and News. The breadcrumb trail reads: HOME > DATA BY TOPIC > POPULATION DATA > OUR PROJECTIONS. A left sidebar titled 'DATA BY TOPIC' lists categories such as Population Data, Aging, Births & Fertility, Children & Families, Economy, Education, Health & Disability, Immigration & Language, Income & Poverty, Labor Force, and Minnesota Milestones. The main content area features a large image of a crowd and a section titled 'Projections' with the text: 'Employing historical and emerging patterns in births, deaths, and migration, the State Demographic Center produces population projections for Minnesota and its 87 counties.' Below this is a navigation bar with buttons for 'Key Findings', 'MN Data', 'County & EDR Data', 'FAQ', and 'Other Resources'. The 'County & EDR Data' section is highlighted, with text stating: 'The data files below contain our most recent population projections for the 87 counties in Minnesota, as well as the 13 Economic Development Regions (EDRs) that are composed of groups of counties. At the county level, data are available by age cohort and gender for each five-year interval from 2015 to 2045. These county-level projections conform to the Minnesota state-level projections through 2065. These data are essential figures for planning for infrastructure and services for communities, counties, regions, and the state as a whole.'





Questions?
Comments?

Thank you!



Andi Egbert

andi.egbert@state.mn.us



Minnesota State Demographic Center

Website: mn.gov/demography

Twitter: [@MN_StateData](https://twitter.com/MN_StateData)