



Minnesota State Demographic Center



DALA OF MORA BUSINESS AND PROFESSIONAL WOMEN

SUSAN BROWER, MINNESOTA STATE DEMOGRAPHER
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MN ranks highly on a large number of indicators

Percent (age 25+) with a bachelor's degree or higher

Rank of states, 2013

Rank	States (1=highest)
1	Massachusetts
2	Colorado
3	Maryland
4	Connecticut
5	New Jersey
6	Virginia
7	Vermont
8	New Hampshire
9	New York
10	Minnesota
11	Washington
12	Rhode Island

Residents under age 65 without health insurance

Rank of states, 2013

Rank	States (1=lowest)
1	Massachusetts
2	Hawaii
3	Vermont
4	Minnesota
5	Iowa
6	Delaware
7	Wisconsin
8	Connecticut
9	Maryland
10	Pennsylvania
11	North Dakota
12	New York

Proportion of adults (age 16-64) working

Rank of states, 2013

Rank	States (1=highest)	2013
1	North Dakota	78.6
2	Nebraska	76.7
3	Minnesota	76.6
4	South Dakota	76.3
5	Iowa	76.0
6	New Hampshire	74.0
7	Wyoming	73.8
8	Wisconsin	73.5
9	Kansas	72.3
10	Vermont	72.3
11	Maryland	71.9

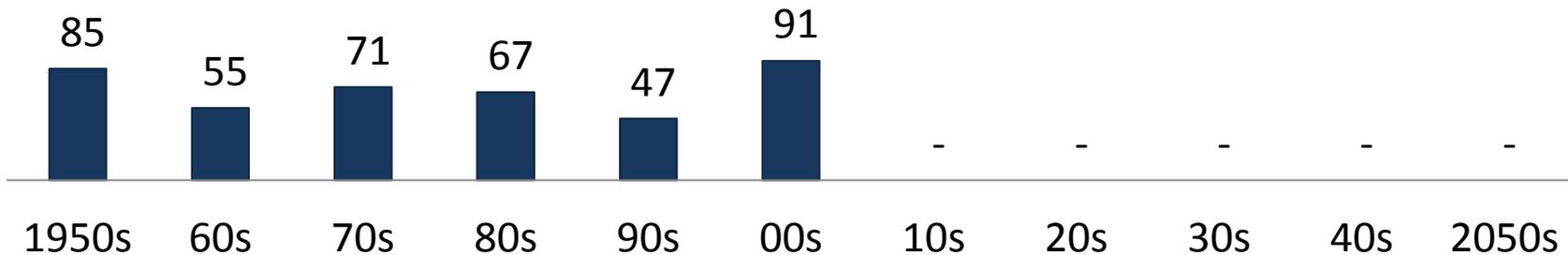
Individuals below the poverty level

Rank of states, 2013

Rank	States (1=lowest)	2013
1	New Hampshire	8.7%
2	Alaska	9.3%
3	Maryland	10.1%
4	Connecticut	10.7%
5	Hawaii	10.8%
6	Wyoming	10.9%
7	Minnesota	11.2%
8	New Jersey	11.4%

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

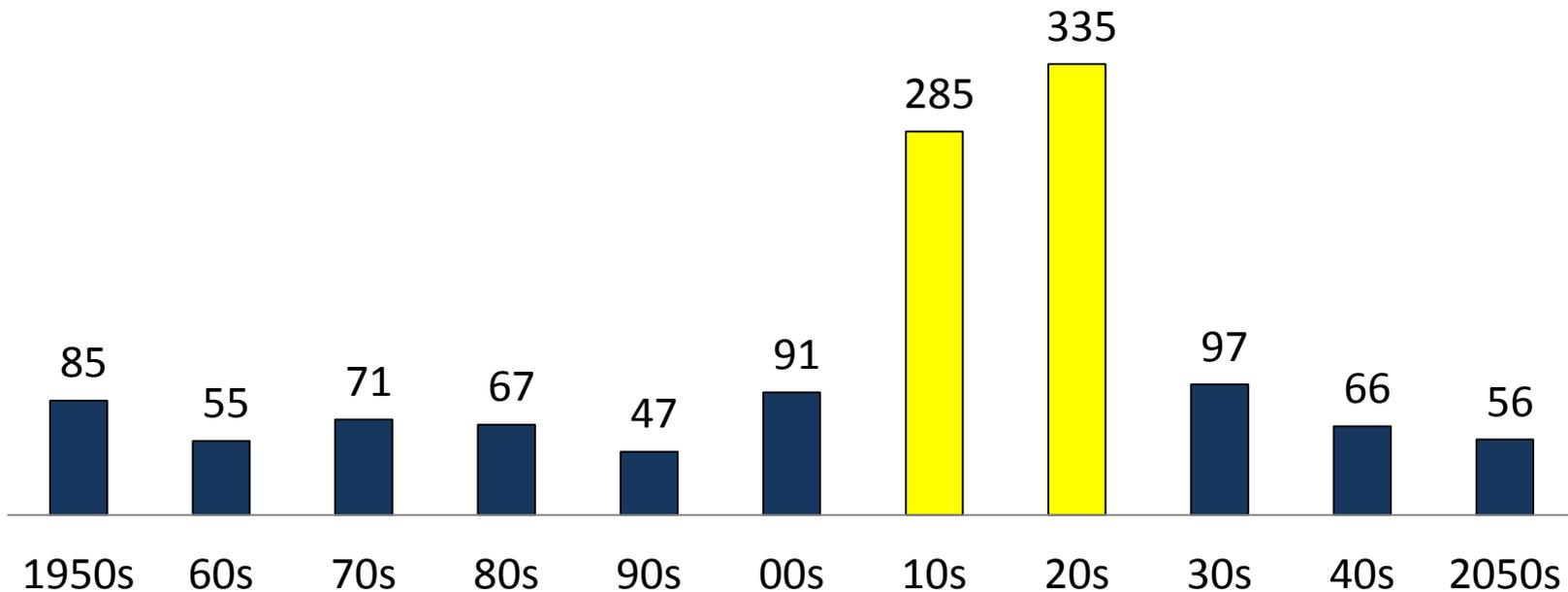
Change in older adults, age 65+ (in thousands)



Source: U.S. Census Bureau

Unprecedented increases in MN's “older adult” population

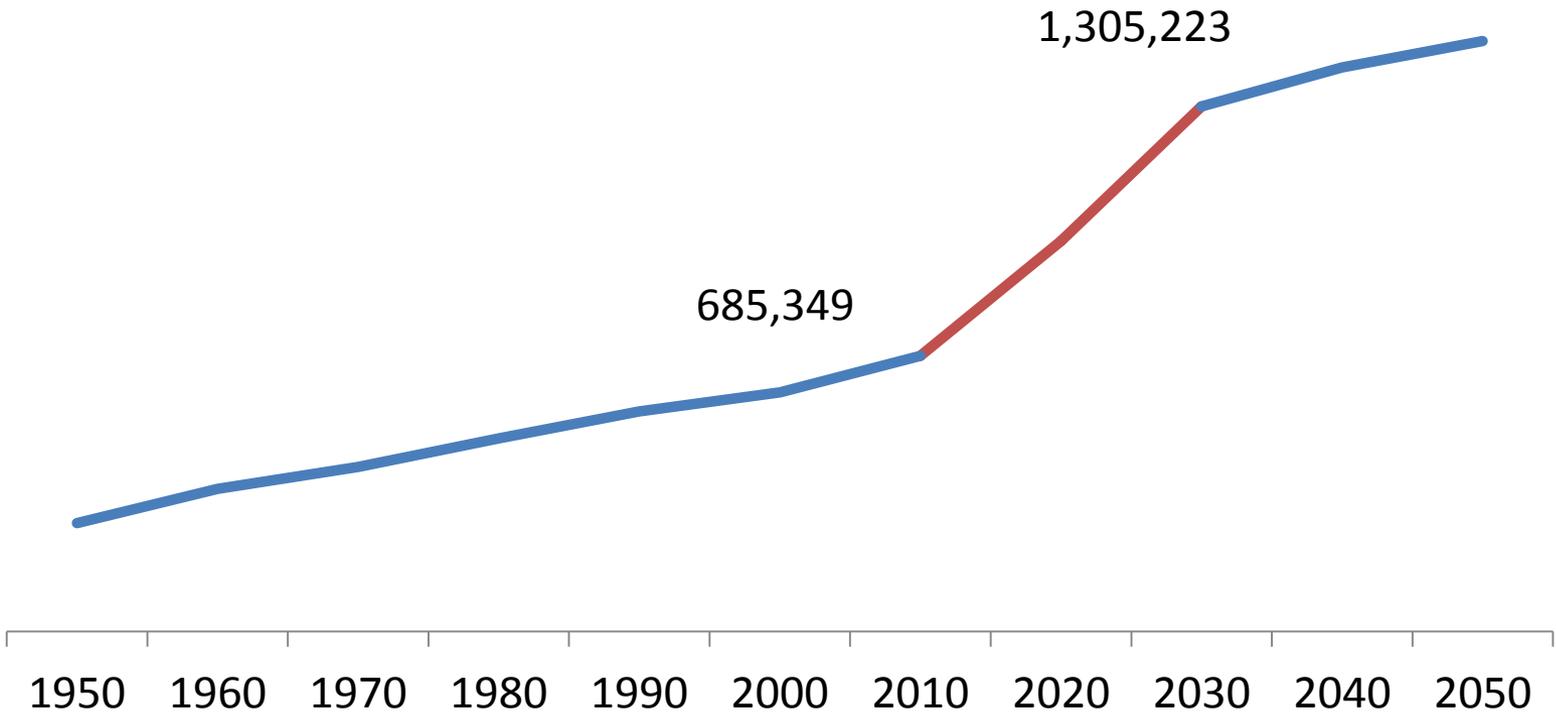
Change in older adults, age 65+ (in thousands)



Sources: U.S. Census Bureau, MN State Demographic Center

This decade and next will see unprecedented increases in MN's older population

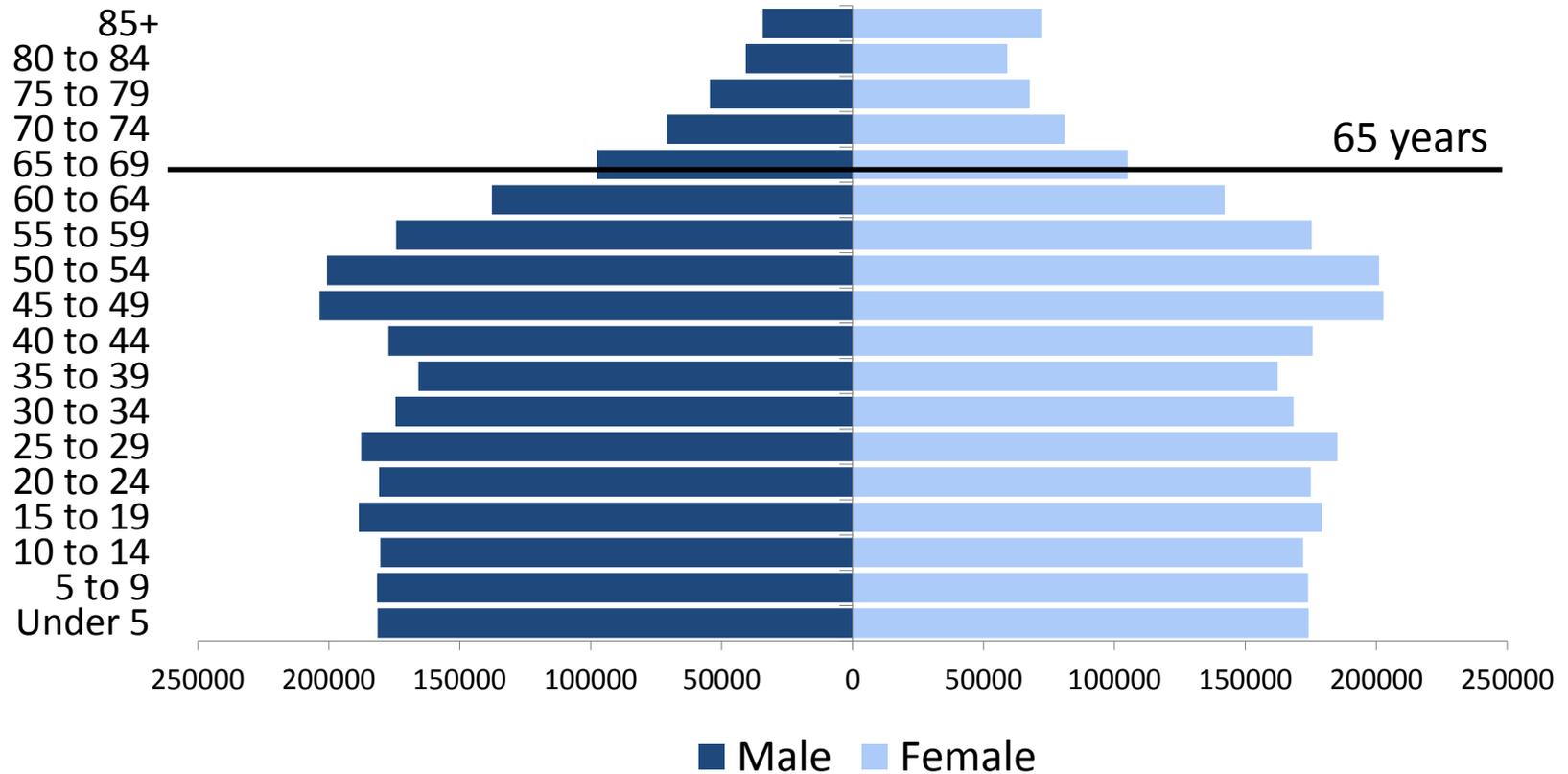
Minnesotans age 65 and older



Source: U.S. Census Bureau and Minnesota State Demographic Center

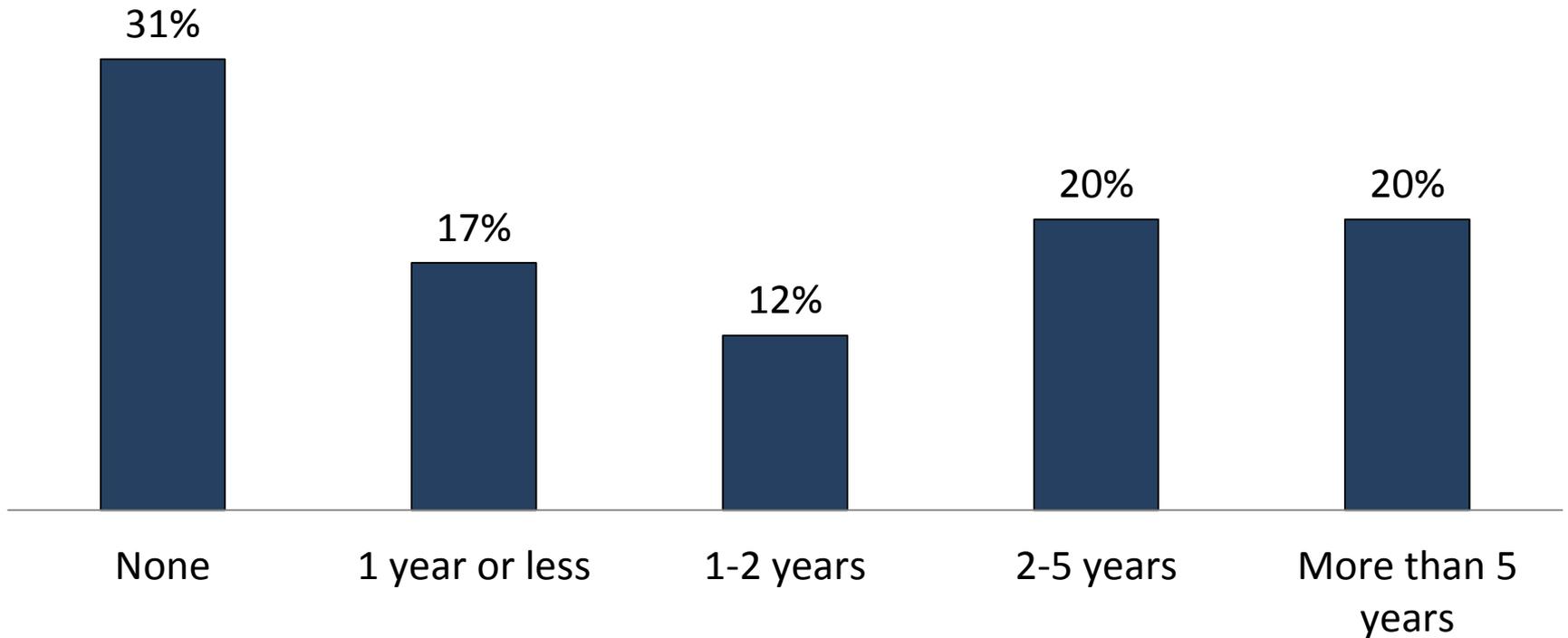
Why is this happening now?

Population by age and sex
Minnesota, 2012



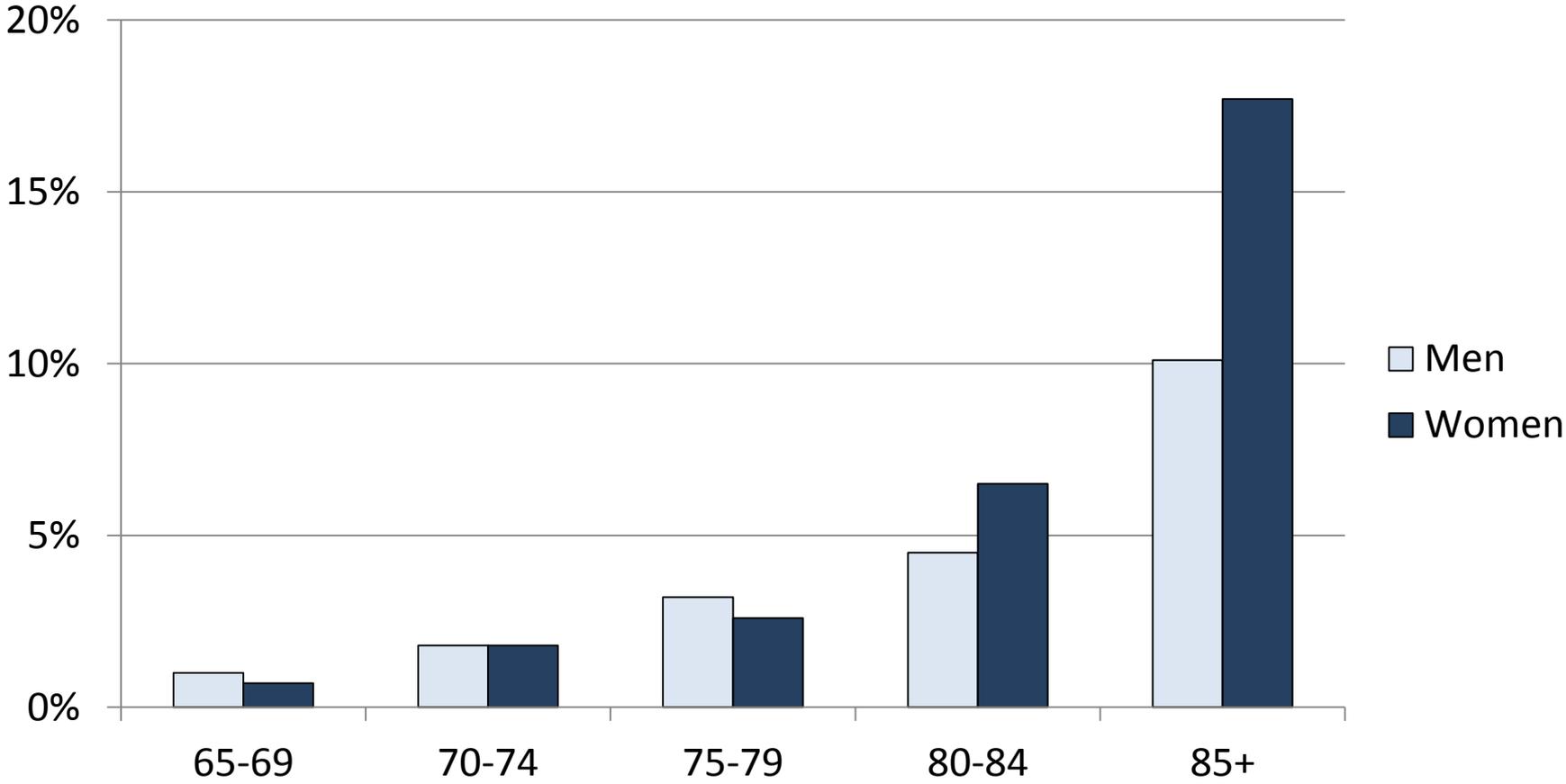
70% of older adults need long-term care

Estimated Years of Long-Term Care Need After Turning Age 65



Source: Kemper, Komisar and Alecxih, 2006.

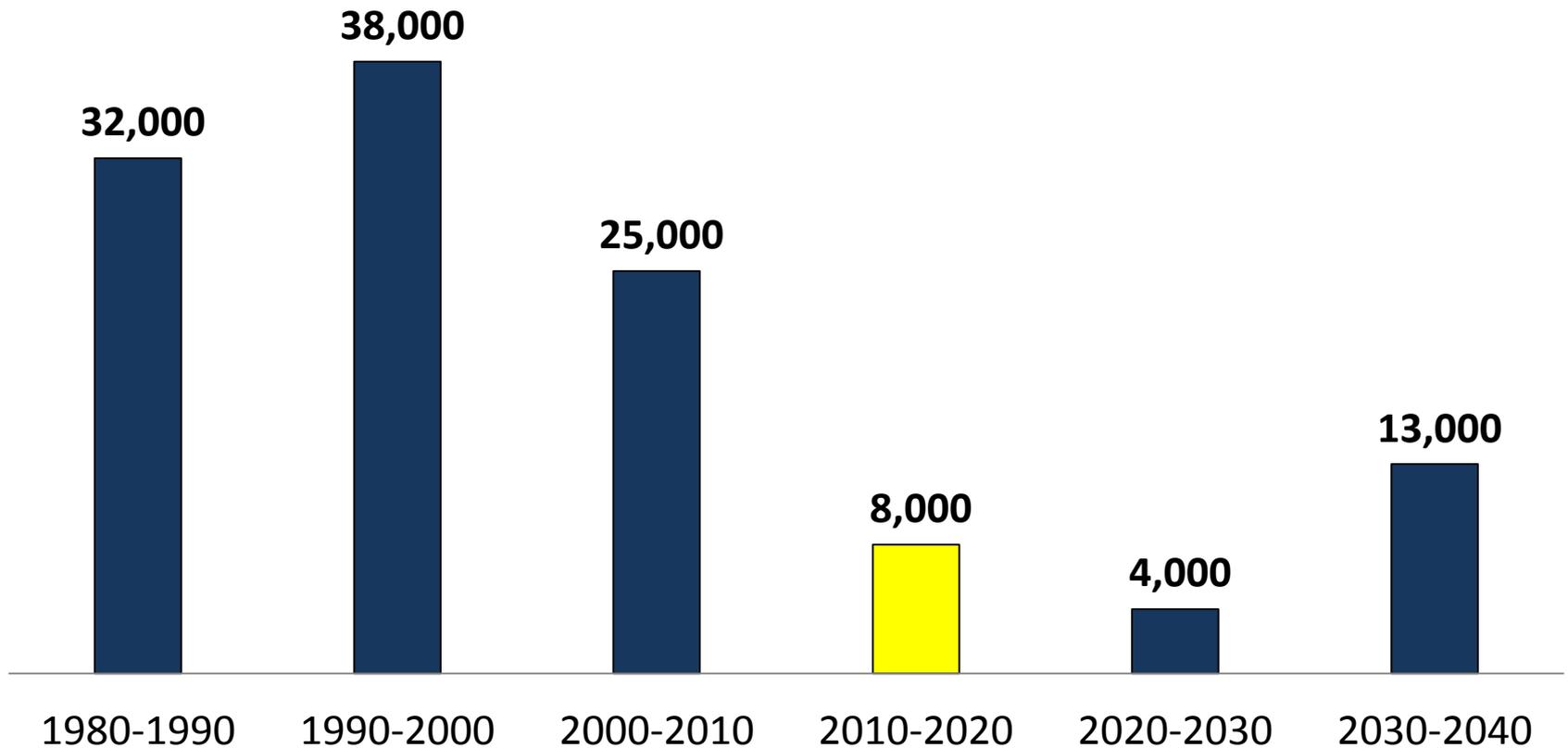
Older adults living in institutions Minnesota 2010



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

Projected Growth in Labor Force

Annual Average, Ages 16+

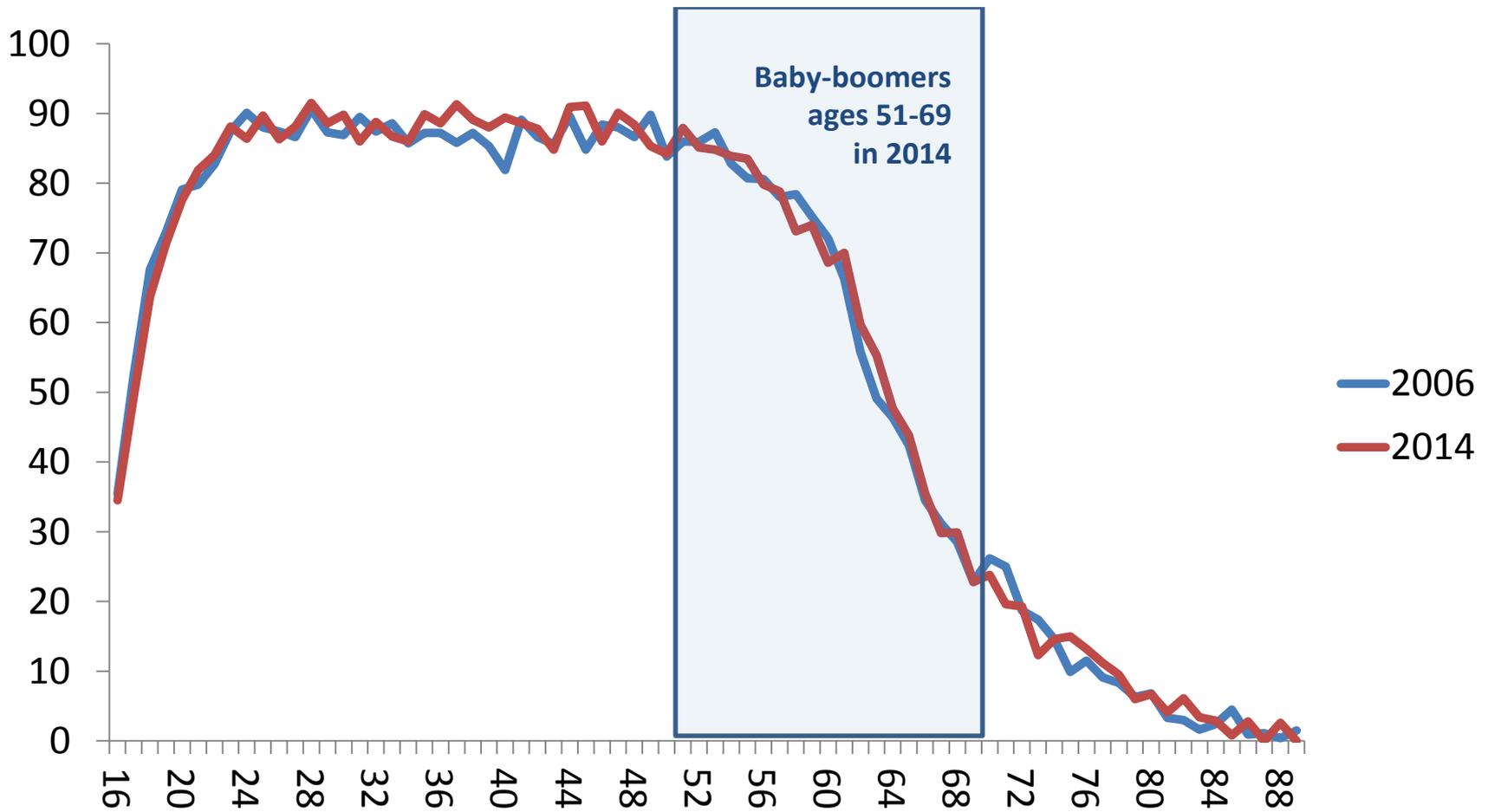


Source: U.S. Census Bureau, Minnesota State Demographic Center Projections

**A slower growing labor force...
that doesn't sound good**

It's probably going to work itself out, right?

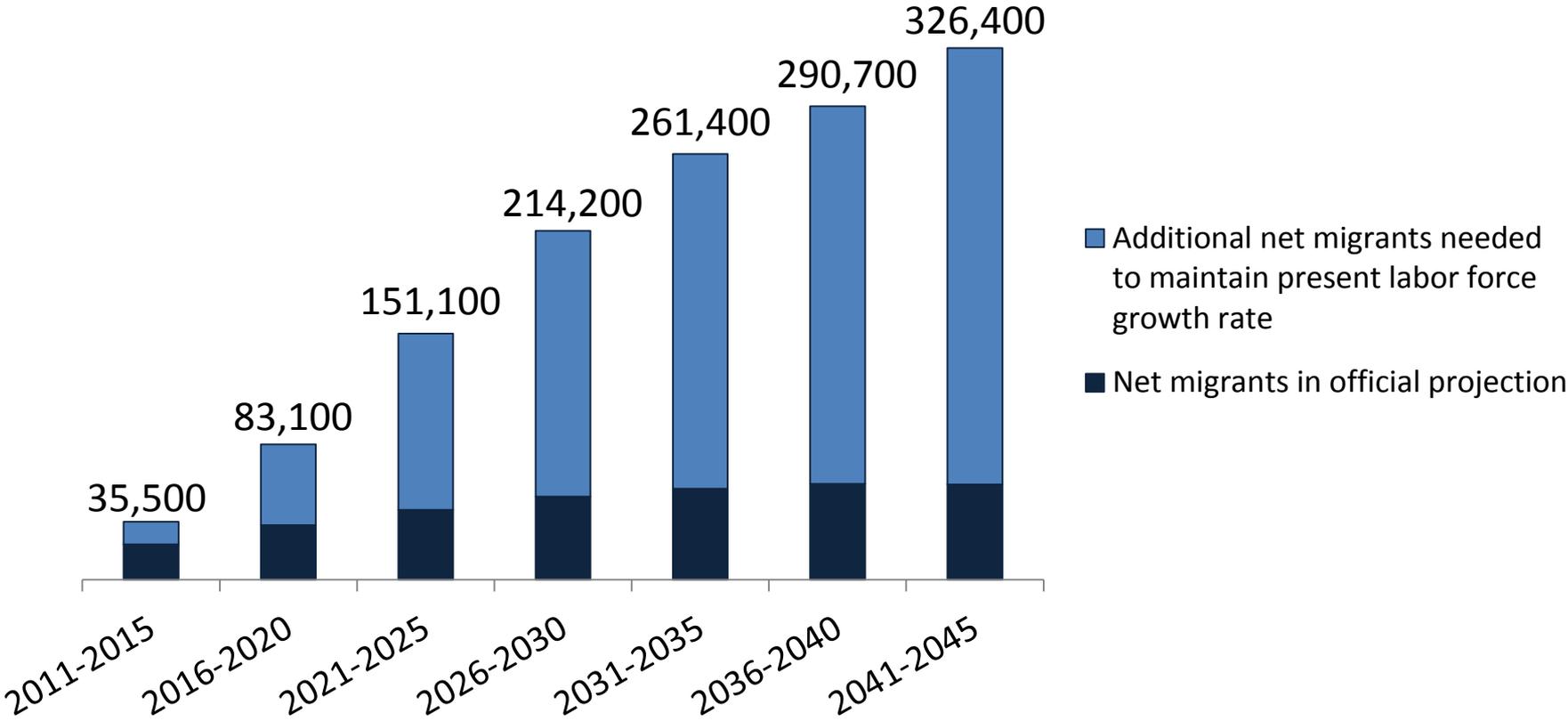
Labor force participation before/after the Great Recession looks the same



Source: U.S. Census Bureau, American Community Survey

What if?:

Immigration would need to increase considerably in order to keep current level of LF growth



Source: Minnesota State Demographic Center Projections

When will labor shortages emerge? How big will they be?

The State Demographic Center projects that labor force will grow by about **21,000** people between 2015 and 2020.

DEED projects that employment will grow by about **100,000** during the same time period.

Labor shortage is already felt in southeastern Minnesota

Last month, 1 VARIETY vacancies in]

By Editorial Roches

When Bill Spitzer and Minnesota Initiative together.

Spitzer, in his last County commiss communities thr who had those ex

“That little group together,” said K committee now c

Three months af grant through th develop, stabilize MN Together pro

Sign of an economy being stretched: Minnesota's restaurants have trouble

As state labor po fill openings.

By Adam Belz Star Tribu



For Immediate Release
November 19, 2015

ges already here

BUSINESS

Labor shortage has companies working overtime to find new employees

A tight labor market leaves short-staffed businesses scrambling to recruit, retain and even transport workers.

By Dee DePass and Adam Belz Star Tribune | NOVEMBER 22, 2015 — 8:38AM



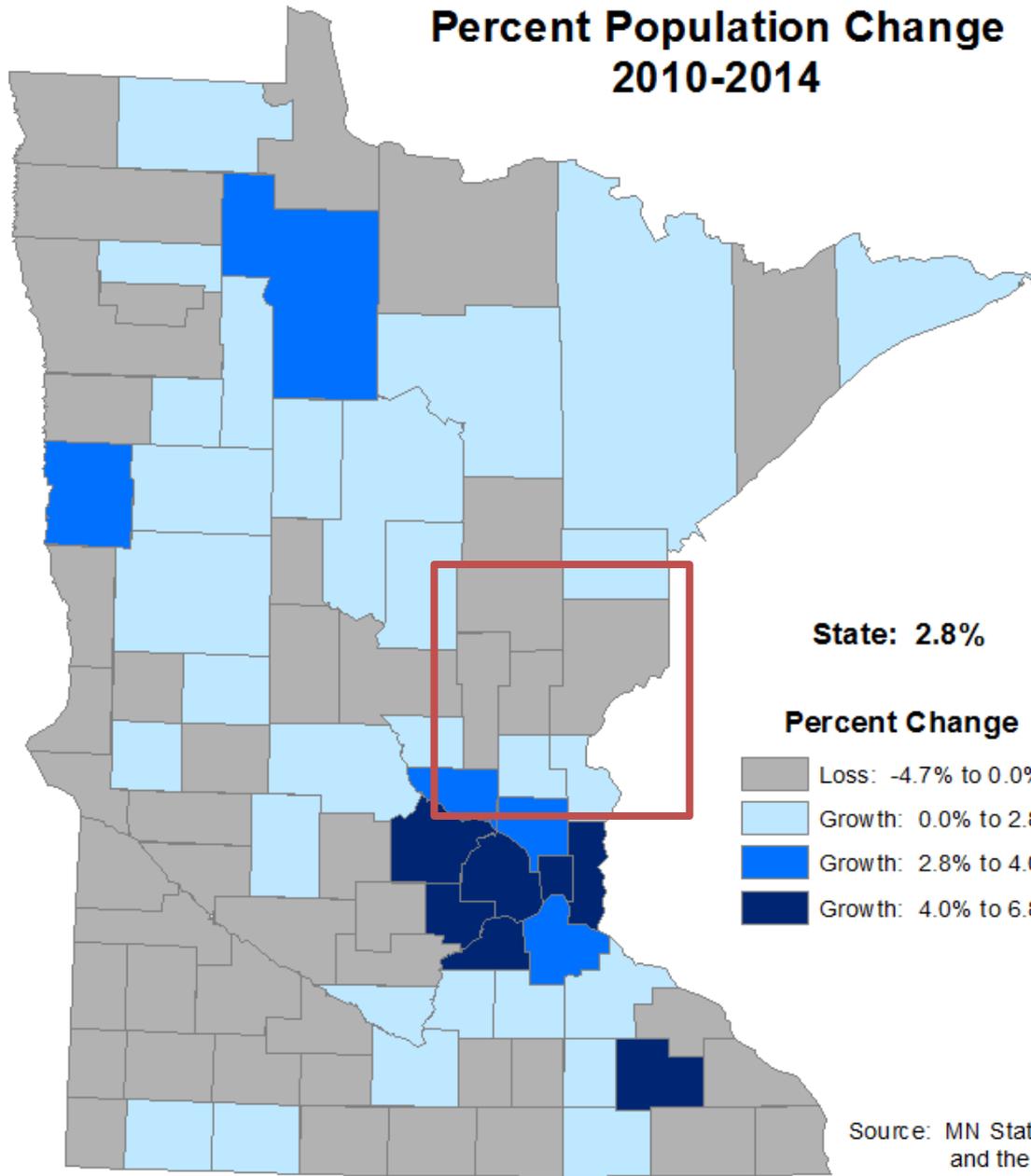
ST. PAUL – The Minnesota unemployment rate fell 0.1 percent in October, the Minnesota Department of Employment and Economic Development said.

The state lost 1,700 jobs in October, while September saw a gain of 1,000 jobs, the department said. The state's growth rate of 0.8 percent was slightly below the U.S. rate of 0.9 percent.

“The October figures suggest that tightening labor markets are beginning to be felt,” said Clark Sieben, the department's director. “With more baby boomers retiring and l

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Percent Population Change 2010-2014

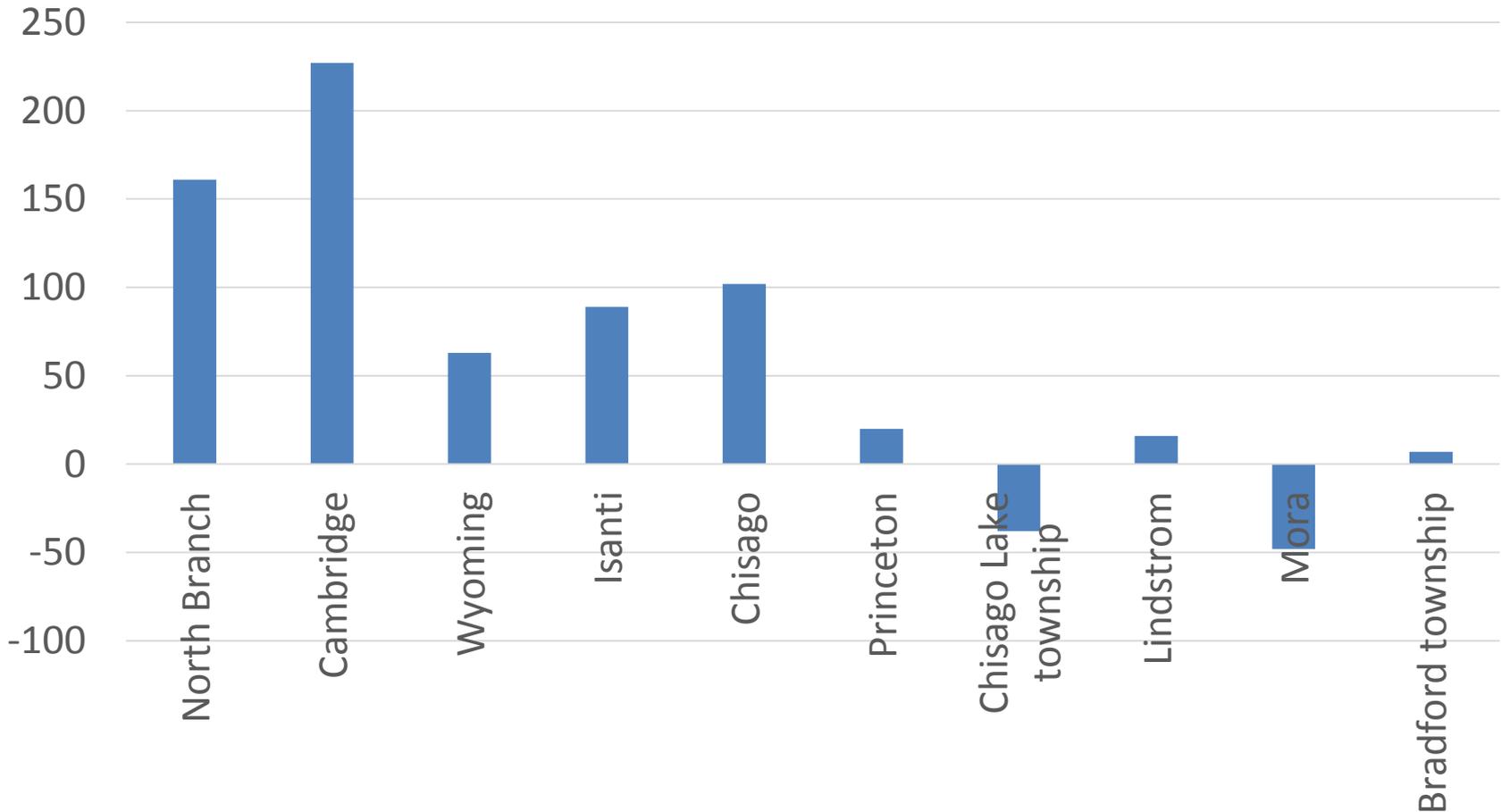


Quick stats on Kanabec

	MN	Kanabec
Population	5,489,594	15,837
Persons 65 years and over	14.3	18.6
Race and Hispanic Origin		
Black or African American alone	5.9	0.6
American Indian and Alaska Native alone	1.3	0.8
Asian alone	4.7	0.4
Two or More Races	2.3	1.6
Hispanic or Latino	5.1	1.7
White alone, not Hispanic or Latino	81.4	95.1

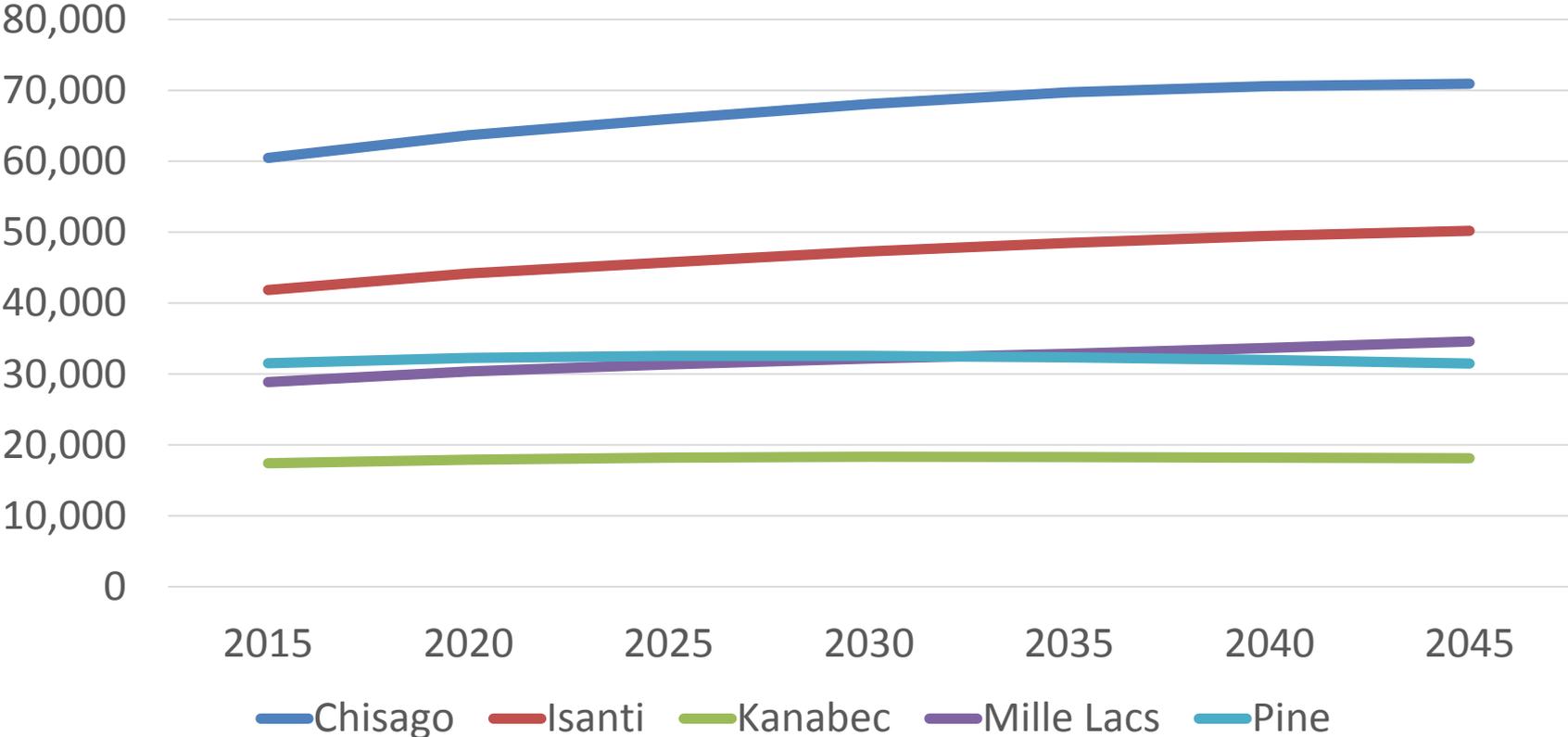
Growth in Mora and neighboring cities

Population Change 2010-2014



Modest to no-growth projected in the East Central Region

Projected Population Growth



Source: MN State Demographic Center

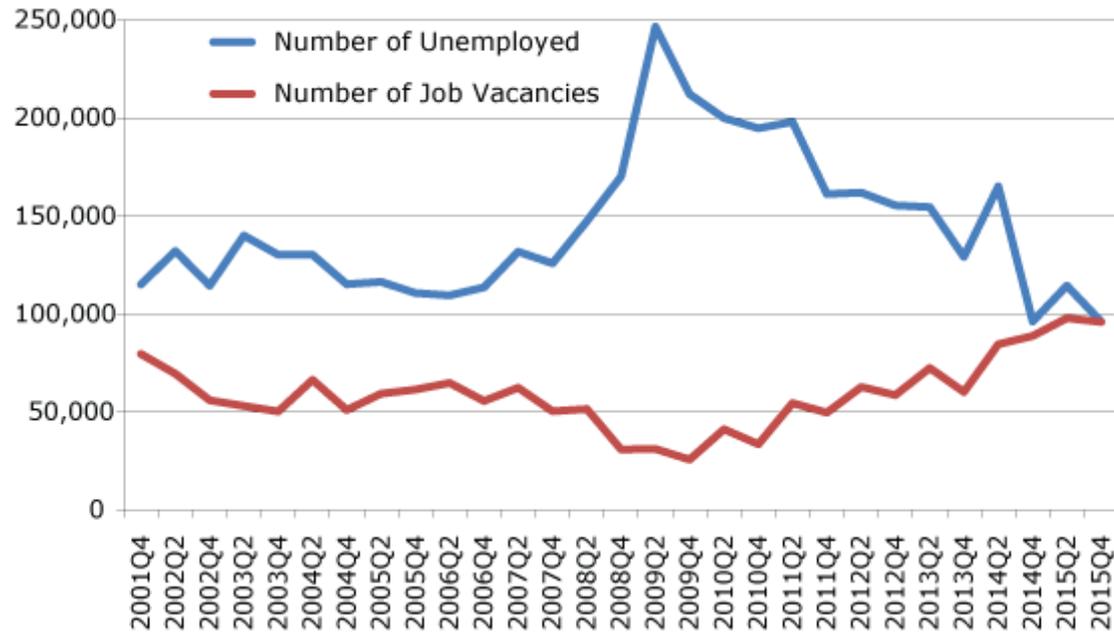
Job Vacancies Q4 2015

Minnesota's East Central Region

	Number of openings	Median Wage
All	1,347	12.22
Personal Care and Service	231	10.91
Food Prep and Serving Related	152	7.98
Healthcare Practitioners and Technical	149	23.05
Sales and Related	143	9.83
Healthcare Support	138	10.9

Ratio of jobs to job seekers in MN is now 1:1

Minnesota Job Vacancies and Unemployed Workers by Quarter

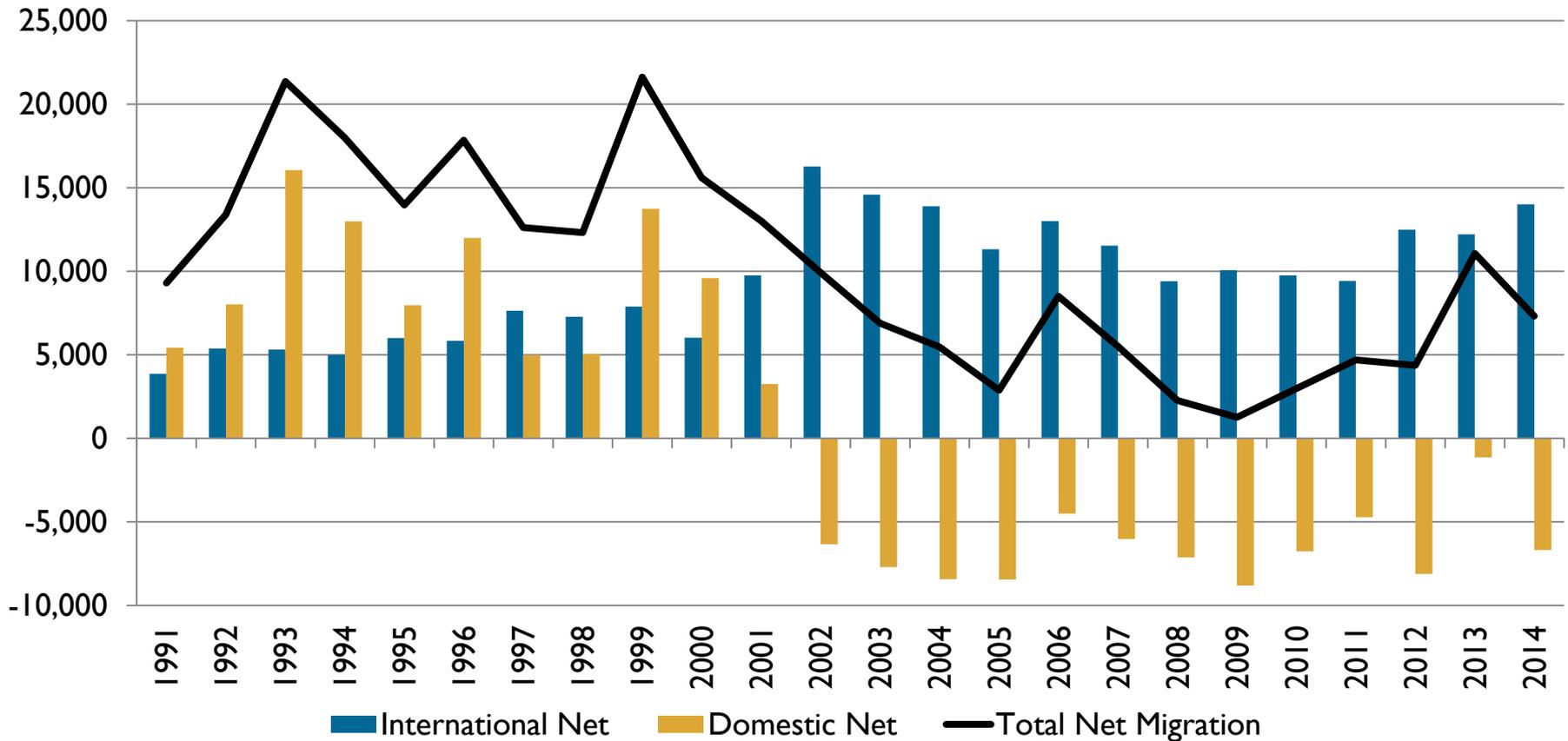


Source: Job Vacancy Survey, MN Department of Employment and Economic Development

Labor shortages are here to stay for a while. What can we do about it?

1. Relax. Be creative and unconventional.
There are no easy fixes; no single approach will likely be enough.
2. Focus on how to attract new residents (and workers) and keep the ones you have

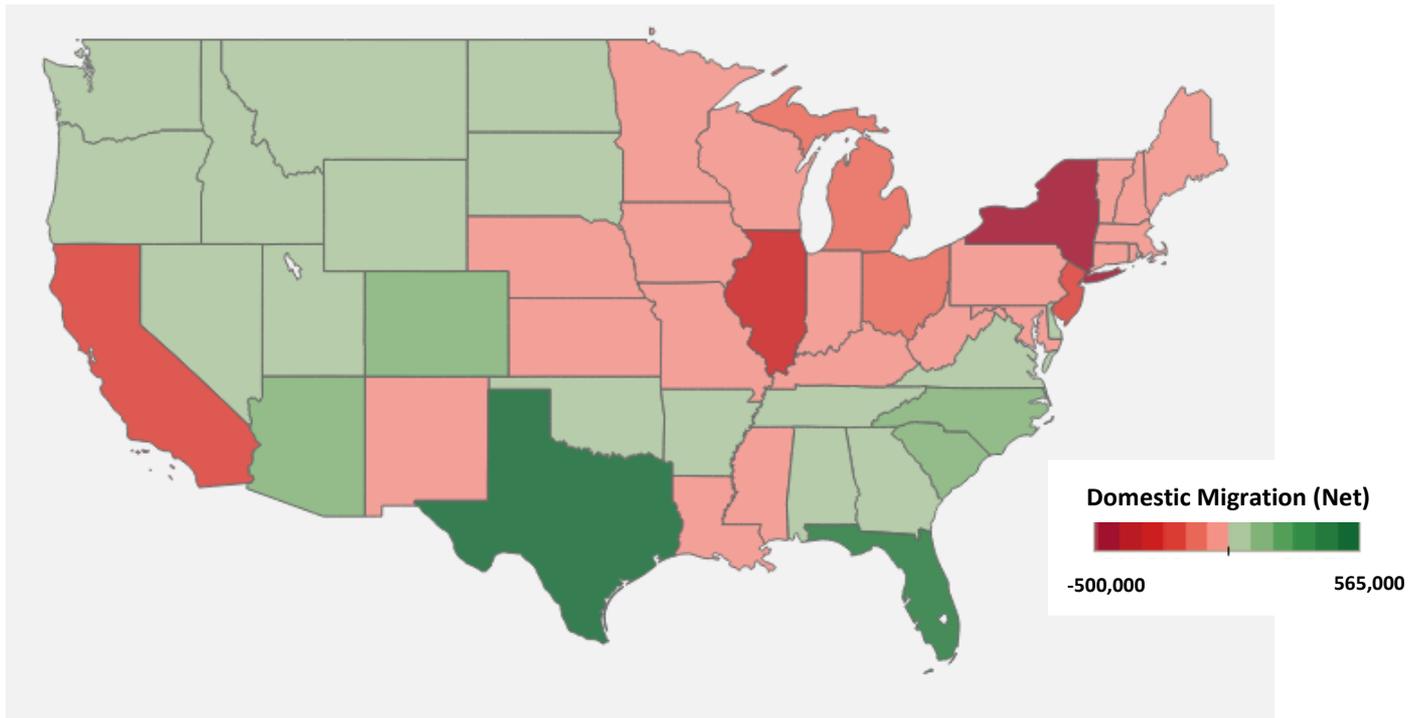
Minnesota's net migration, by international and domestic components



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

Midwestern states tend to lose more residents to other states than they gain

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



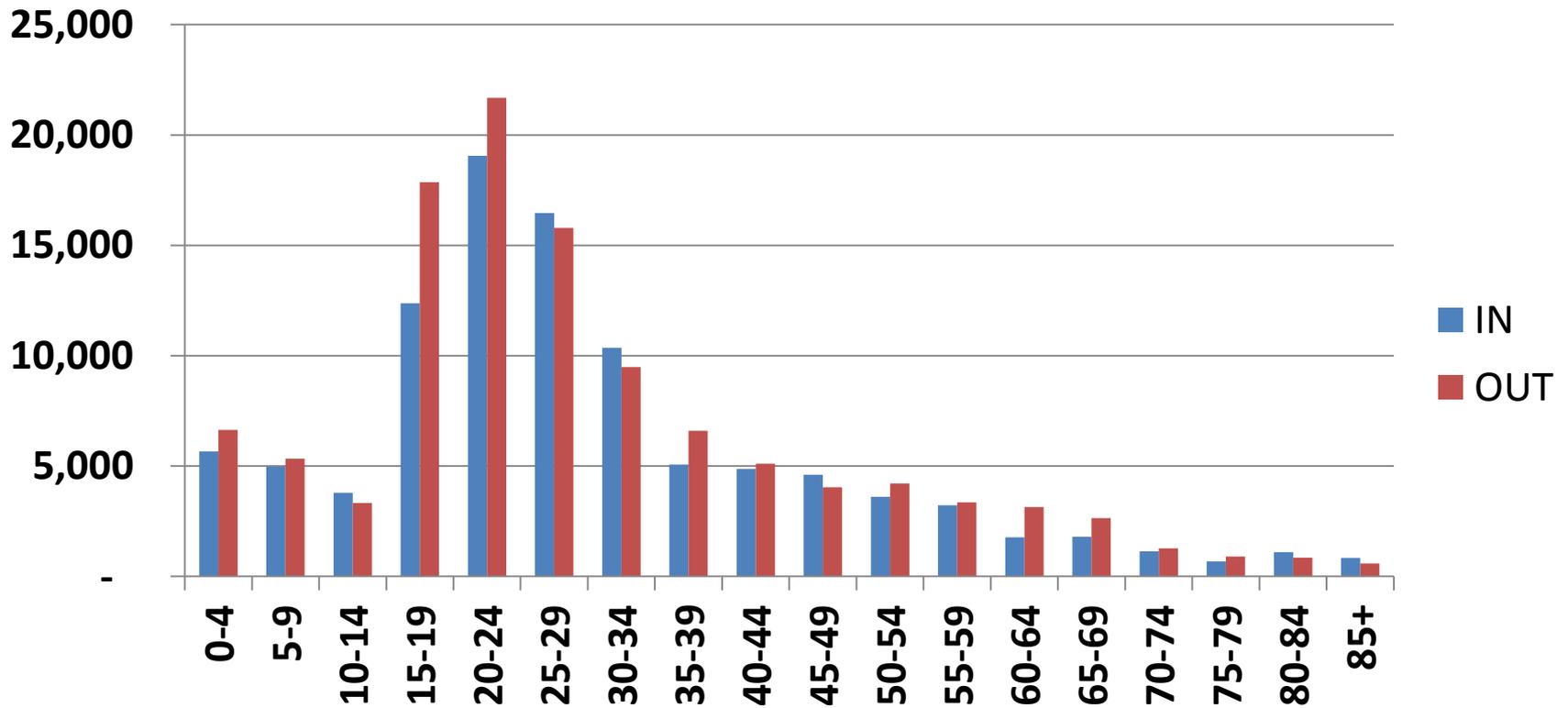
Source: U.S. Census Bureau Population Estimates Program



Spencer Platt, Getty Images, 2014

Largest net losses occurring at ages 18 to 20

State-to-state migration by age
Minnesota, 2008-2012



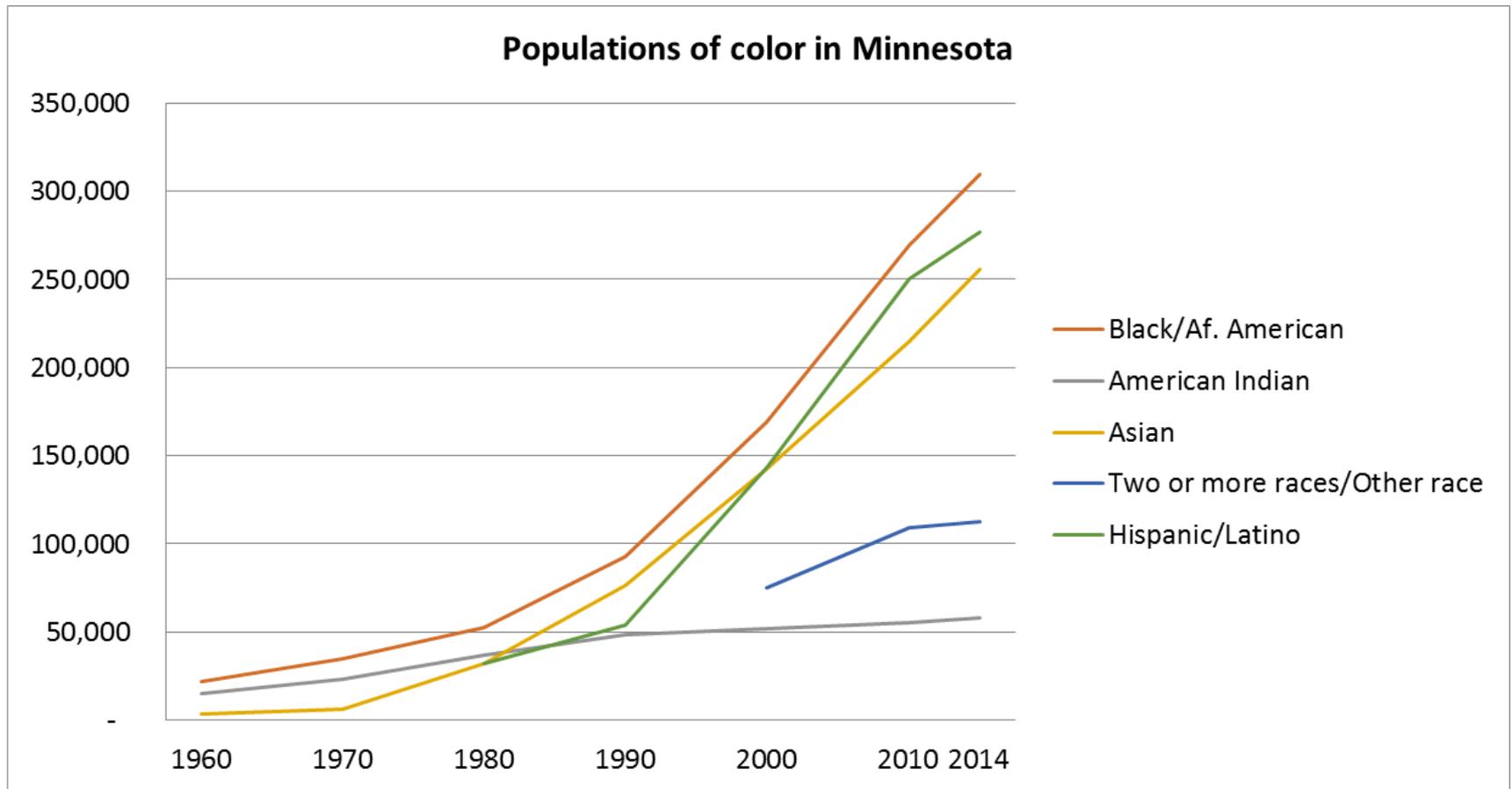
Source: IPUMS version of U.S. Census Bureau's 2008-2012 American Community Survey.
Tabulations by MN State Demographic Center.

Labor shortages are here to stay for a while.

What can we do about it?

1. Relax. Be creative and unconventional. No easy fixes; no single approach will likely be enough.
2. Focus on how to attract new residents (and workers) and keep the ones you have
3. Zealously, creatively develop the talent that you have.

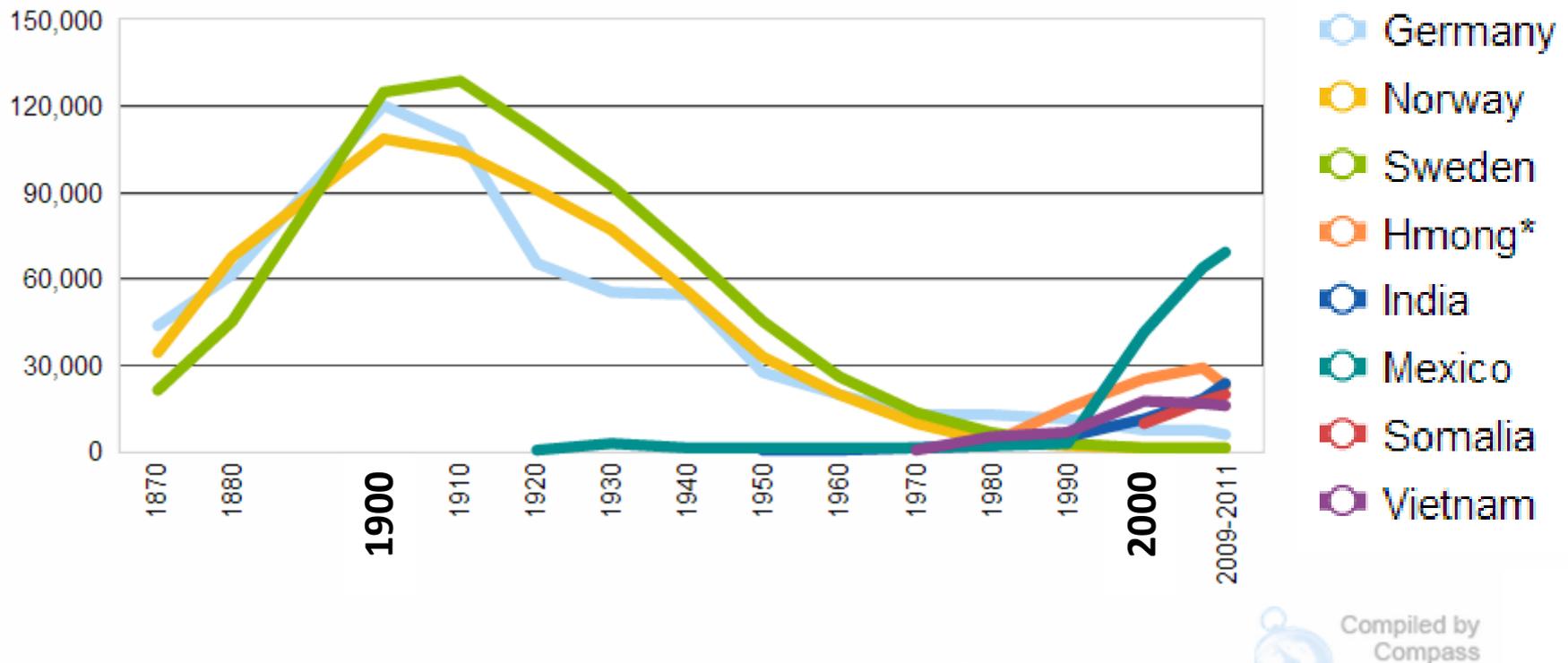
Populations of Color growing rapidly in Minnesota



Source: U.S. Census Bureau

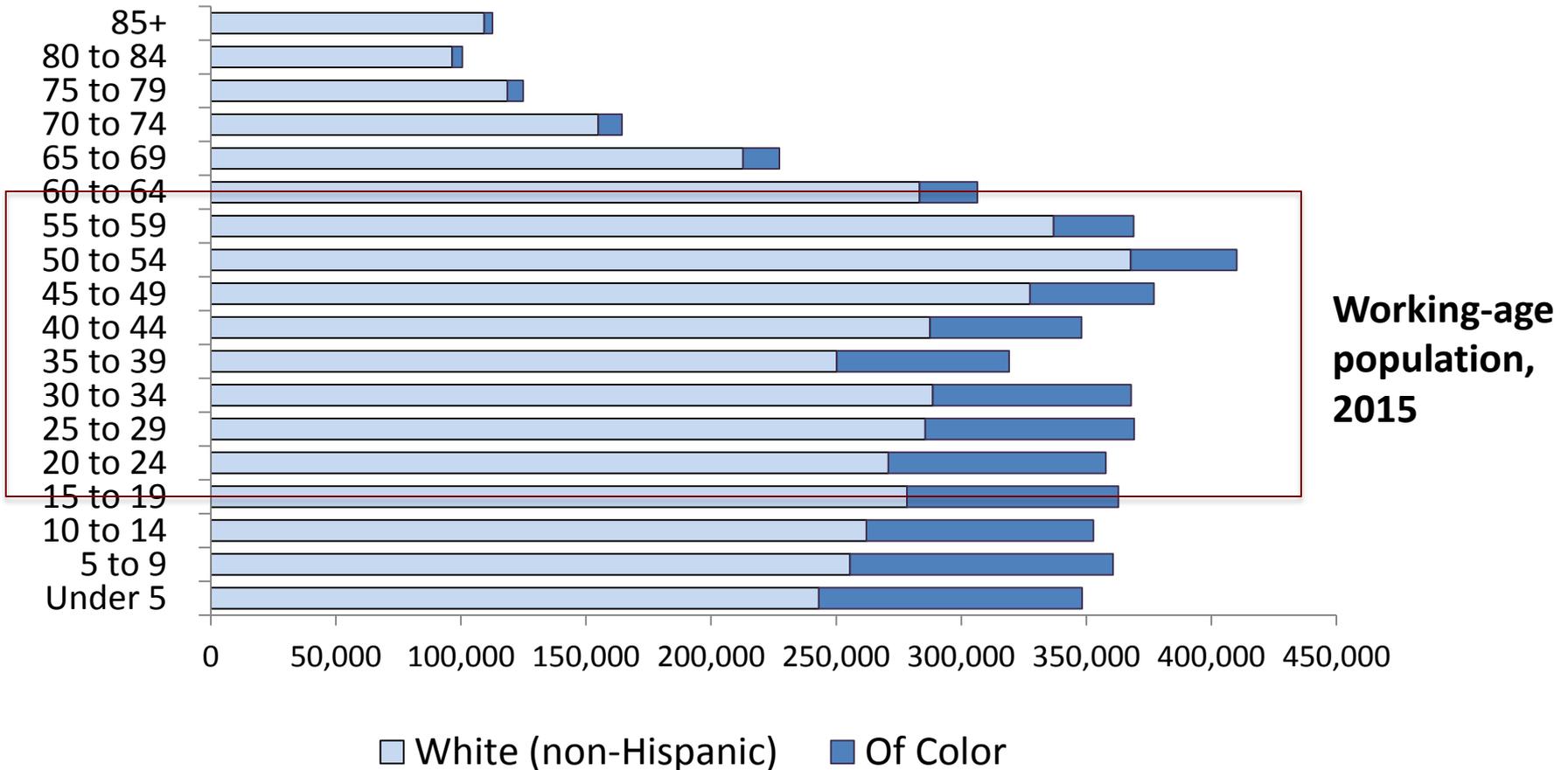
By late 1800s, German, Norwegian and Swedish immigrants began to arrive in MN in great numbers

Foreign born population by birthplace
Minnesota, 1870-2011



Minnesota by race, 2012

White (non-Hispanic) and Of Color Population
Minnesota, 2012



Source: 2012 Population Estimates, U.S. Census Bureau.

Closing thoughts: Demographics will shape the future...but not completely determine it



Minnesota State Demographic Center



mn.gov/demography
Twitter: @MN_StateData