

2017 Minnesota Workforce Goals

On July 17, 2017, the Minnesota Department of Human Rights (MDHR) Commissioner Kevin Lindsey increased Workforce Participation Goals for women and people of color in Minnesota for state construction contractors. The Workforce Participation Goals apply to all construction contracts over \$100,000 entered into by the Metropolitan Sports Facility Authority, Metropolitan Council, Metropolitan Airports Commission, Metropolitan Mosquito Control Commission and the State of Minnesota on or after July 17, 2017.

Over the last five years, MDHR has seen tremendous gains in providing equal employment opportunities within the industry. Despite progress in eliminating bias, barriers still remain for women and people of color in Minnesota. The new workforce goals will help state contractors:

- Reduce barriers
- Respond to demographic changes
- Prepare for Minnesota's emerging workforce shortage

Workforce Participation Goals for Women and People of Color as of July 17, 2017

Regions	2012 Goal People of Color	2012 Goal Women	2017 Goal People of Color	2017 Goal Women
Central: Benton, Chisago, Isanti, Kanabec, Kandiyohi, McLeod, Meeker, Mille Lacs, Pine, Renville, Sherburne, Stearns, Wright	3%	6%	15%	12%
Northeast: Aitkin, Carlton, Cook, Itasca, Koochiching, Lake, St. Louis	5%	6%	12%	9%
Northwest: Becker, Beltrami, Cass, Clay, Clearwater, Crow Wing, Douglas, Grant, Hubbard, Kittson, Lake of the Woods, Mahnommen, Marshall, Morrison, Norman, Otter Tail, Pennington, Polk, Pope, Red Lake, Roseau, Stevens, Todd, Traverse, Wadena, Wilkin	6%	6%	12%	9%
Southeast: Dodge, Fillmore, Freeborn, Goodhue, Houston, Mower, Olmstead, Rice, Steele, Wabasha, Winona	4%	6%	15%	9%
Southwest: Big Stone, Blue Earth, Brown, Chippewa, Cottonwood, Faribault, Jackson, Lac Qui Parle, Le Sueur, Lincoln, Lyon, Martin, Murray, Nicollet, Nobles, Pipestone, Redwood, Rock, Sibley, Swift, Waseca, Watonwan, Yellow Medicine	4%	6%	15%	9%
Five-county Metro: Anoka, Carver, Dakota, Scott, Washington	22%	6%	22%	15%
Two-county Metro: Hennepin, Ramsey	32%	6%	32%	20%