



# Finding Tomorrow's Workforce Today

West Central, MN

April 26<sup>th</sup>, 2018

# LABOR MARKET INFORMATION OFFICE

- Each state produces employment and economic statistics in cooperation with U.S. Department of Labor's Bureau of Labor Statistics.

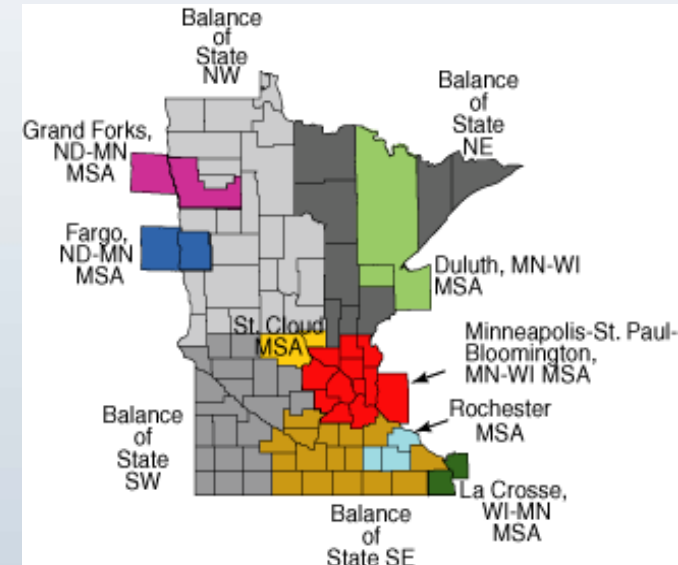
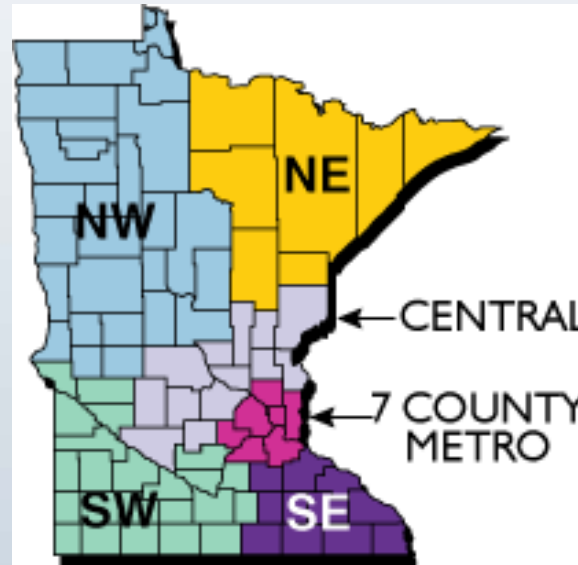
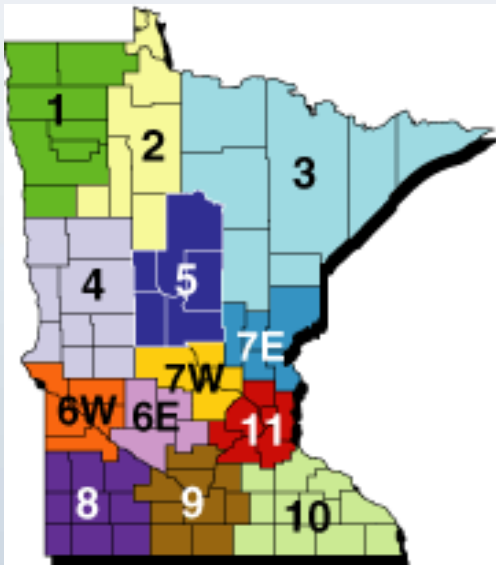
- LMI includes employment statistics, unemployment rates, wages and salaries, job projections and more.

- LMI is the foundation for informed, market-responsive planning.

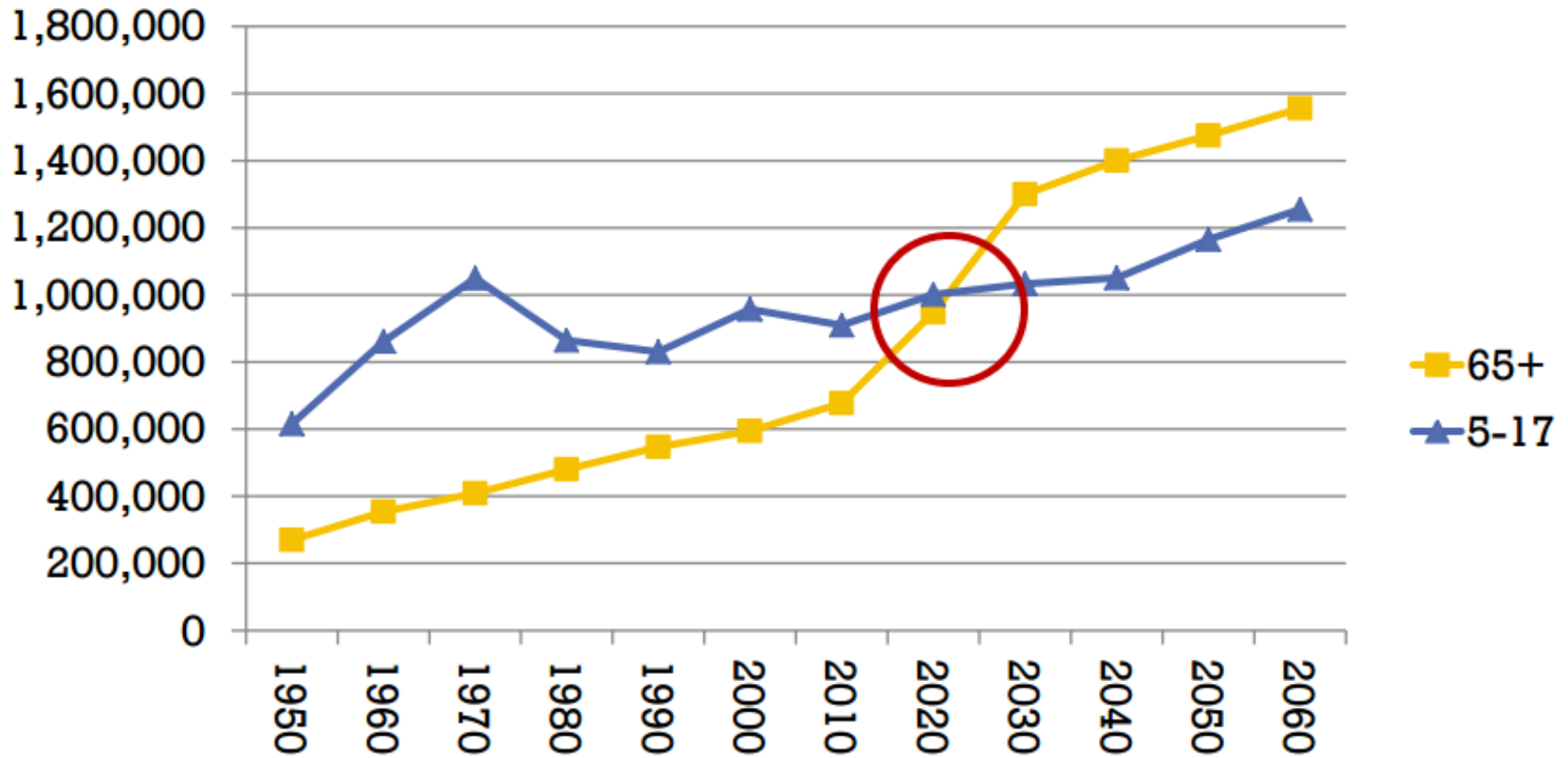
The screenshot displays the Minnesota Employment and Economic Development website. The header features the logo and a search bar. A navigation bar includes links for 'For Job Seekers', 'For Business', 'For Government', 'About Us', 'Data', and 'A-Z Index'. Below this, a breadcrumb trail shows 'Home > Data > Regional Labor Markets > Northwest'. The main content area is titled 'Northwest Region Labor Market' and includes a description: 'Explore the Northwest Minnesota labor market, including employment, unemployment, wages, occupations, and industries.' A map of Minnesota highlights the Northwest region, with a list of counties: Becker, Beltrami, Cass, Clay, Clearwater, Crow Wing, Douglas, Grant, Hubbard, Kittson, Lake of the Woods, Mahanomen, Marshall, Morrison, Norman, Otter Tail, Pennington, Polk, Pope, Red Lake, Roseau, Stevens, Todd, Traverse, Wadena, and Wilkin. A sidebar on the left lists various data categories, with 'Northwest' selected. At the bottom, there are buttons for 'Profiles', 'Snapshots', 'Articles', 'Blog', 'Tools', and 'Contact', and a section for 'Regional Profiles' with a link to 'Northwest Minnesota'.

# LMI GEOGRAPHIES

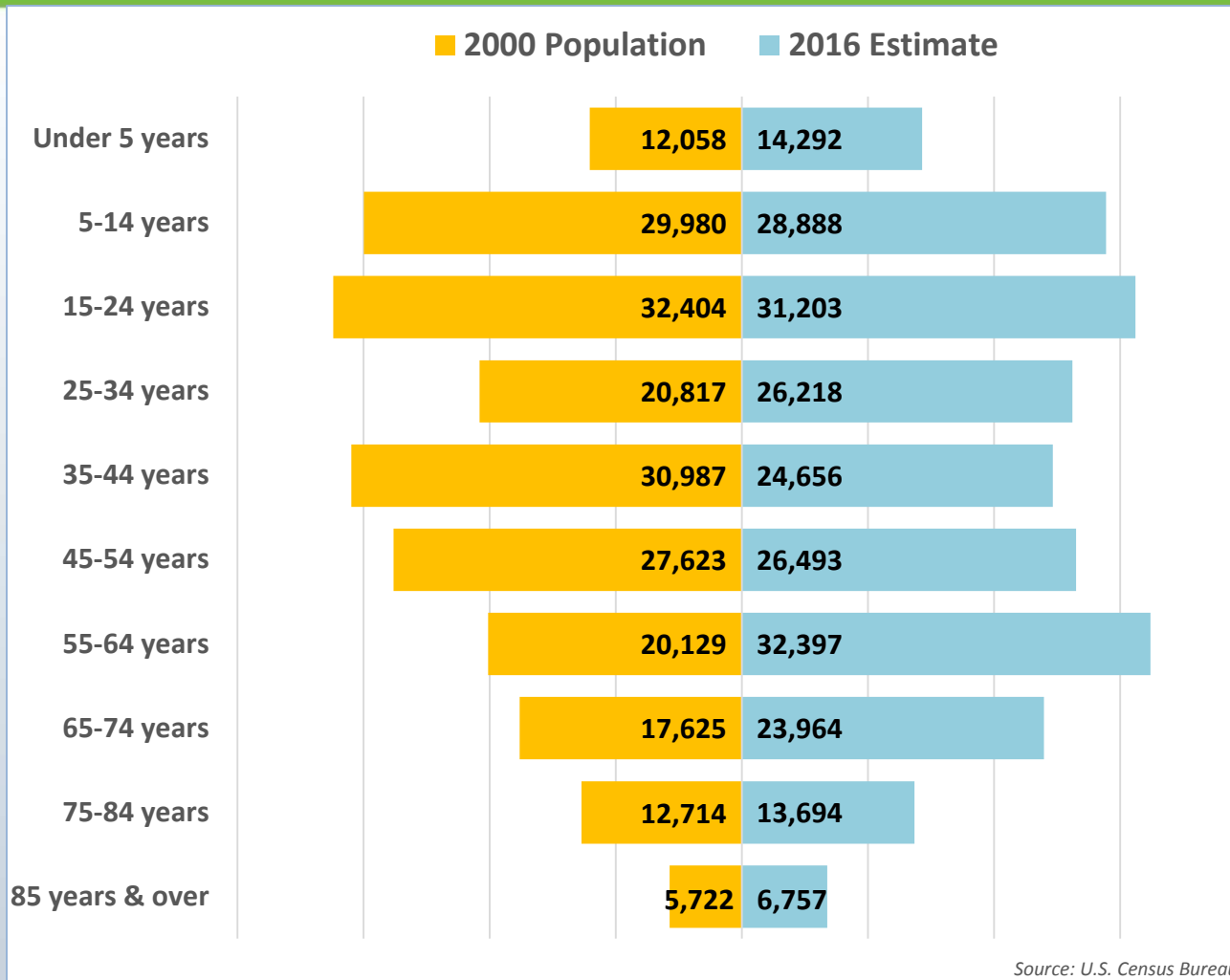
- ❖ Economic Development Regions (EDRs)
- ❖ Planning Regions
- ❖ Metropolitan Statistical Areas (MSAs)



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



# MAJOR POPULATION SHIFT



- 1/3 of population is over 55 years of age
- 2,000 fewer workers in their “prime-working years” (25-54 years)
- Number of school-age children is relatively the same

Source: U.S. Census Bureau

# LABOR FORCE BY AGE

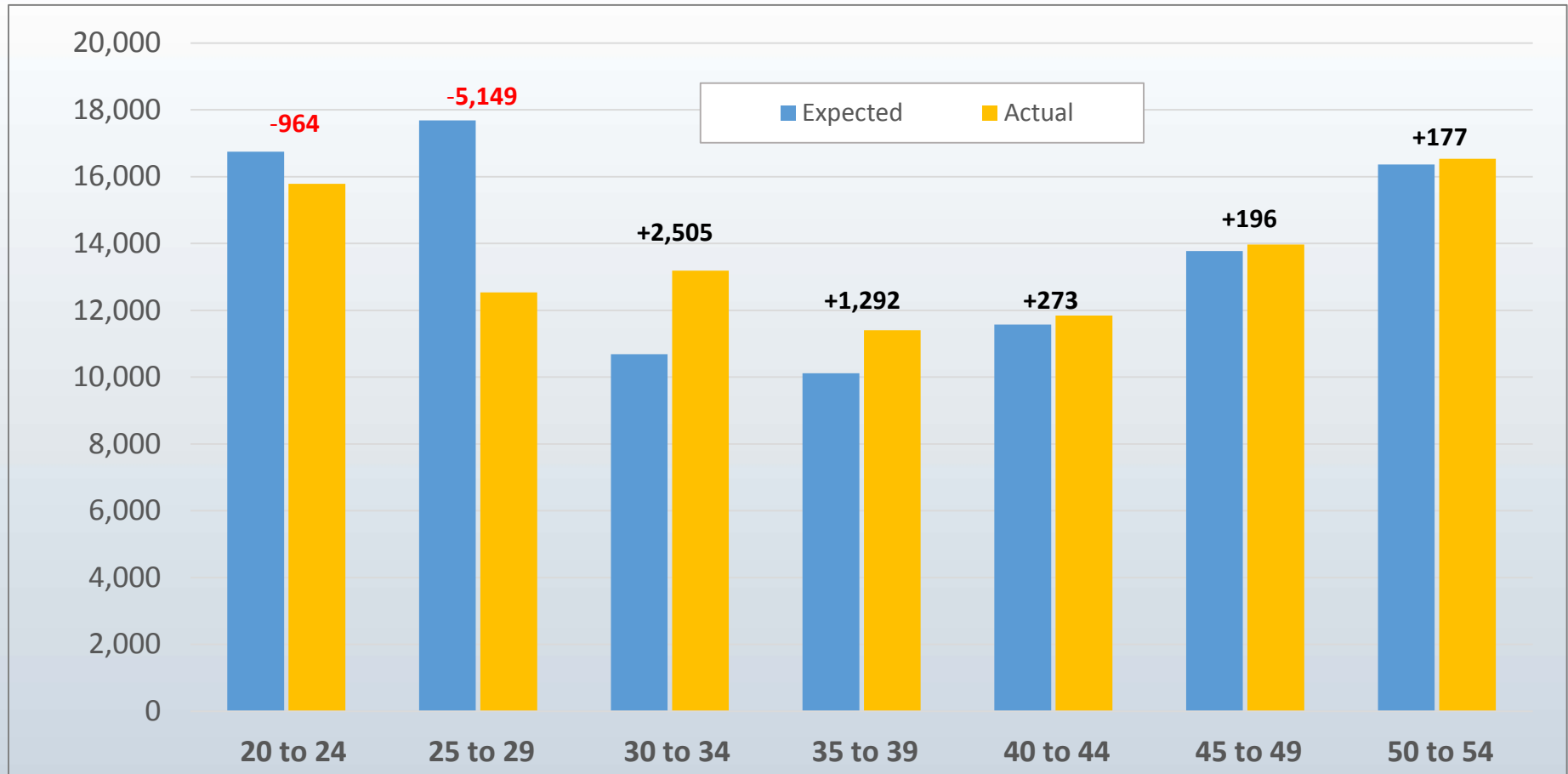
	Region 4 – West Central			Minnesota	
	Labor Force	Participation Rate	Unemployment Rate	Participation Rate	Unemployment Rate
<b>Total Labor Force</b>	<b>119,396</b>	<b>66.0%</b>	<b>3.7%</b>	<b>69.9%</b>	<b>4.8%</b>
<b>16 to 19 years</b>	7,207	57.6%	8.5%	52.3%	14.2%
<b>20 to 24 years</b>	13,032	80.6%	4.9%	83.5%	8.1%
<b>25 to 44 years</b>	44,147	89.3%	3.6%	88.2%	4.4%
<b>45 to 54 years</b>	25,018	87.7%	3.0%	87.2%	3.4%
<b>55 to 64 years</b>	22,633	71.6%	2.6%	72.3%	3.6%
<b>65 to 74 years</b>	6,056	27.1%	3.0%	27.1%	3.0%
<b>75 years &amp; over</b>	1,271	6.3%	3.1%	6.0%	2.7%

# LABOR FORCE PROJECTIONS

Region 4 – West Central, Minnesota				
	2020 Labor Force Projection	2030 Labor Force Projection	2020-2030 Change	
			<i>Numeric</i>	<i>Percent</i>
16 to 19 years	6,920	6,459	-460	-6.7%
20 to 24 years	14,887	14,571	-317	-2.1%
25 to 44 years	46,143	49,035	2,891	6.3%
45 to 54 years	20,771	22,001	1,230	5.9%
55 to 64 years	22,590	16,559	-6,031	-26.7%
65 to 74 years	7,633	8,316	683	8.9%
75 years & over	1,462	2,081	619	42.4%
<b>Total Labor Force</b>	<b>120,406</b>	<b>119,021</b>	<b>-1,385</b>	<b>-1.2%</b>

# REGIONAL MIGRATION PATTERNS

(EDR 4- West Central, Minnesota)



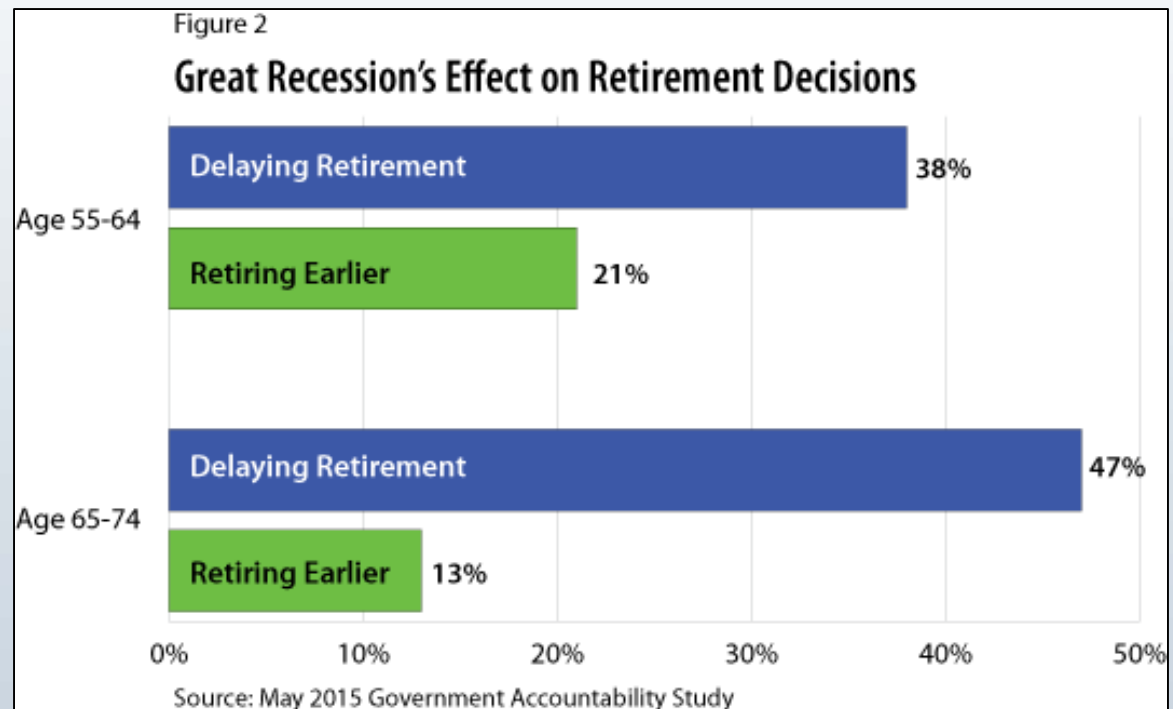
Source: U.S. Census Bureau, *American Community Survey*



# Tomorrow's Workforce

# SENIOR RETIREMENT TRENDS

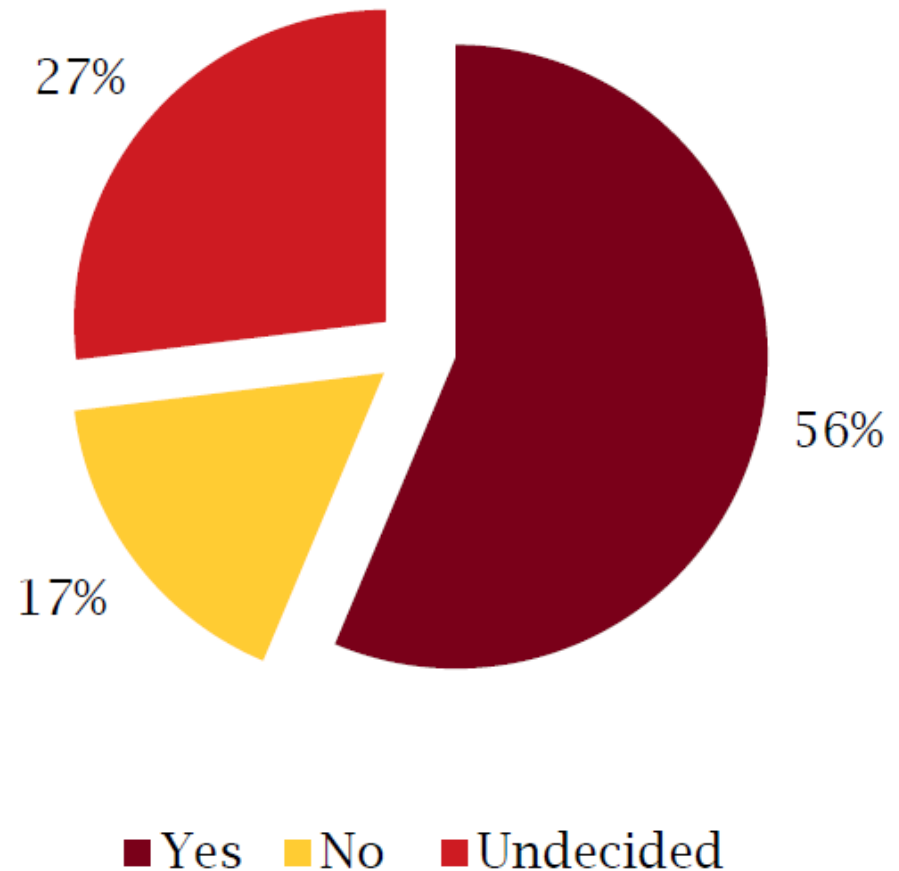
- Significant barriers such as a recession, a large medical bill, or lack of personal savings can prohibit a timely entry into the retirement years
- Emotional and physical satisfaction of self-worth that can be found working
- The Great Recession is a common explanation for why older workers are delaying retirement





# SENIOR MIGRATION

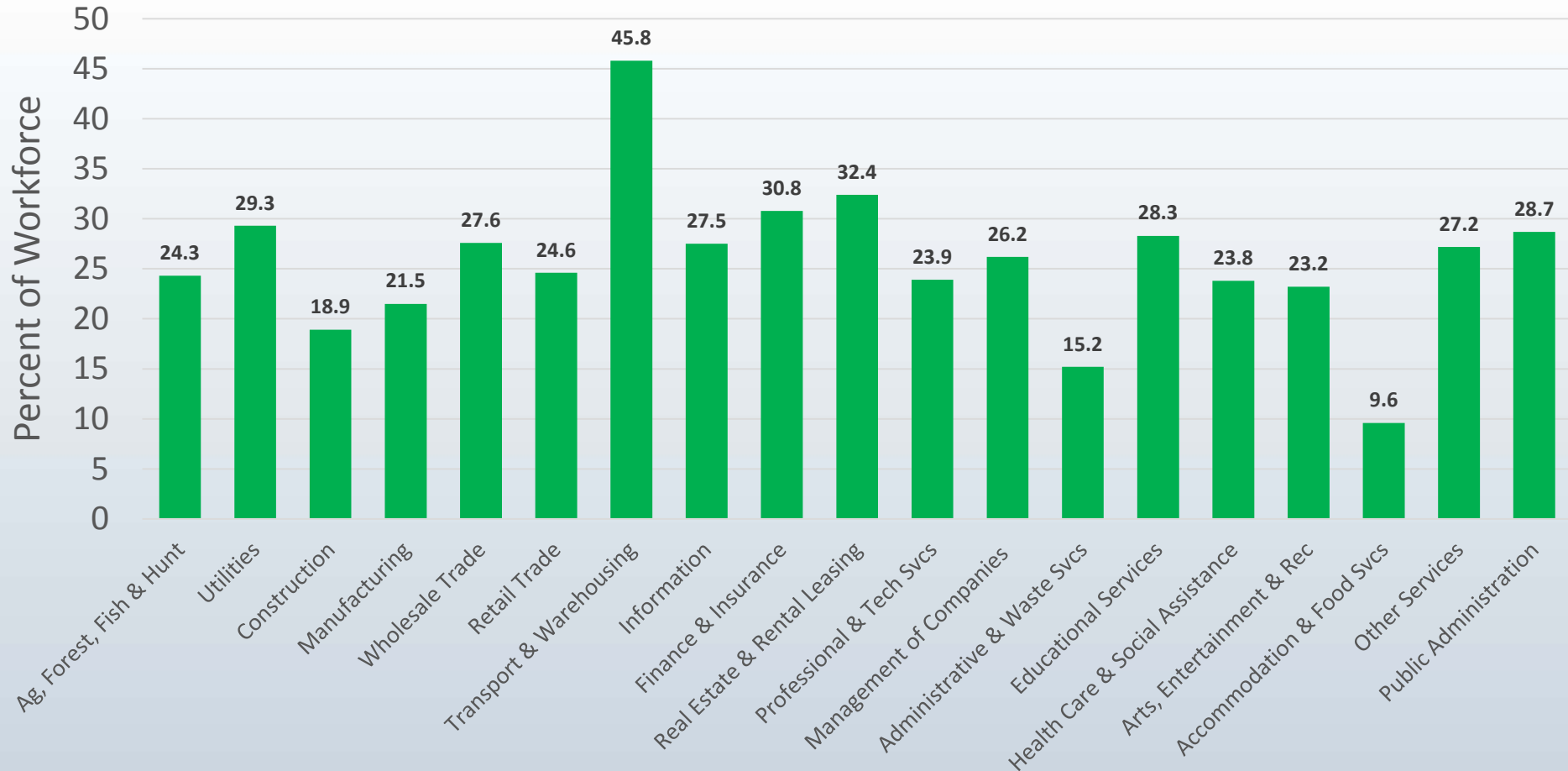
- The majority of seasonal residents plan to transition permanently to their second home



University of Minnesota Extension,  
[\*Profile of Second Homeowners \(2014\)\*](#)

# WORKERS BY INDUSTRY: 55 years of age and over

(EDR 4 – West Central)



Source: [DEED Quarterly Employment Demographics](#)

# RACIAL DIVERSITY

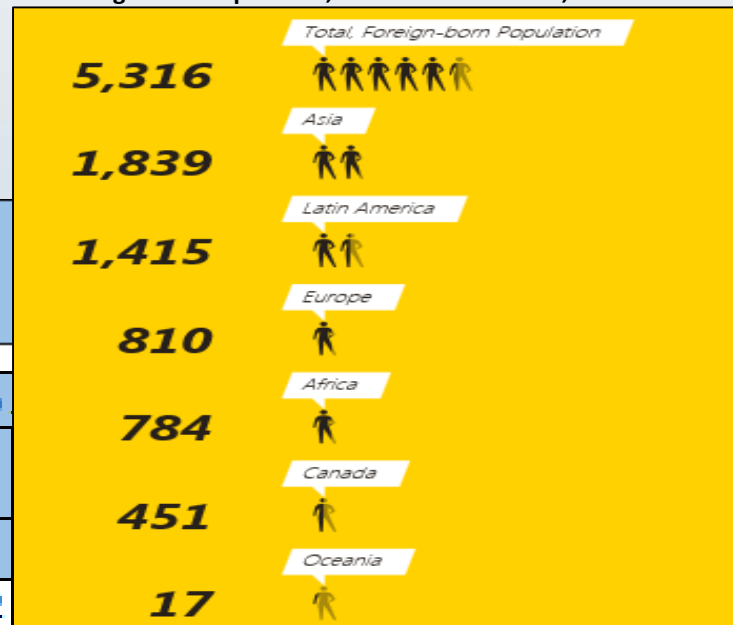
- Northwest MN is relatively non-diverse, but increased racial diversity will be a key component of growth
- White population is much older than minority population
  - State Demographic Center projects that the minority population will grow +37.3%, compared to +4.1% for whites (*primarily due to aging*)
- Northwest population growth was mostly due to a natural increase
  - 1,300 more births than deaths
  - Only 2.6% of the area population is foreign-born (state = 7.7%)
  - Largest numbers are from Asia and Latin America

Race and Hispanic Origin, 2016

Total
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	April 1, 2010 to			
	Total Population Change	Natural Increase	Vital Events	
			Births	Deaths
Region 4	8,087	3,158	19,740	16,582

Foreign Born Population, EDR 4- West Central, 2016



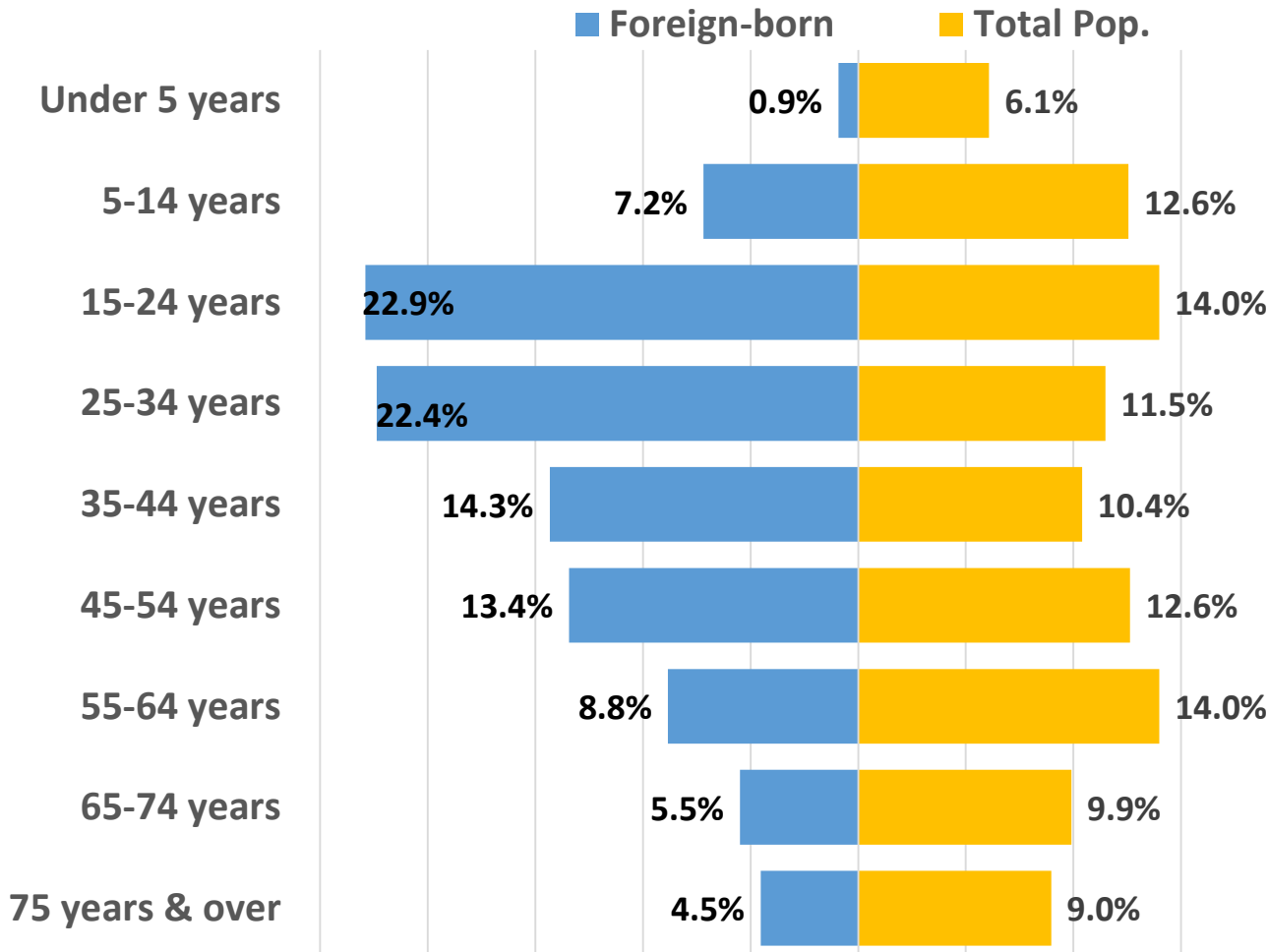
# LABOR FORCE DISPARITIES

	EDR 4 – West Central			Minnesota	
	Labor Force	Participation Rate	Unemployment Rate	Participation Rate	Unemployment Rate
<b>Total Labor Force</b>	<b>119,396</b>	<b>66.0%</b>	<b>3.7%</b>	<b>69.9%</b>	<b>4.8%</b>
White alone	113,561	66.1%	3.3%	69.9%	4.1%
Black or African American	1,220	65.1%	14.4%	68.5%	12.9%
American Indian & Alaskan	1,539	53.2%	14.0%	58.8%	14.8%
Asian or Other Pac. Islanders	824	63.0%	3.9%	70.7%	5.6%
Some Other Race	634	72.7%	4.8%	77.3%	8.4%
Two or More Races	1,566	68.7%	5.9%	71.3%	10.1%
Hispanic or Latino	3,012	76.5%	6.1%	75.5%	8.2%

Source: U.S. Census Bureau, American Community Survey 2012-2016

# IMMIGRANT POPULATION BY AGE

(ED4 – West Central, Minnesota)

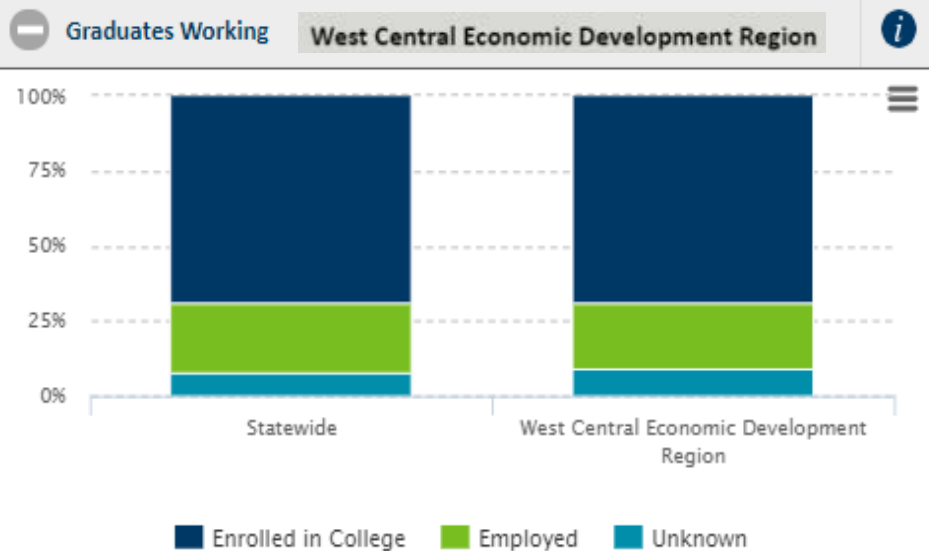


- 45 percent of Foreign-born population is 15 to 34 years of age
- 50 percent in the “prime working age” (25 to 54 years of age)
- Less than 1/5 of Foreign-born population are 55 years and over

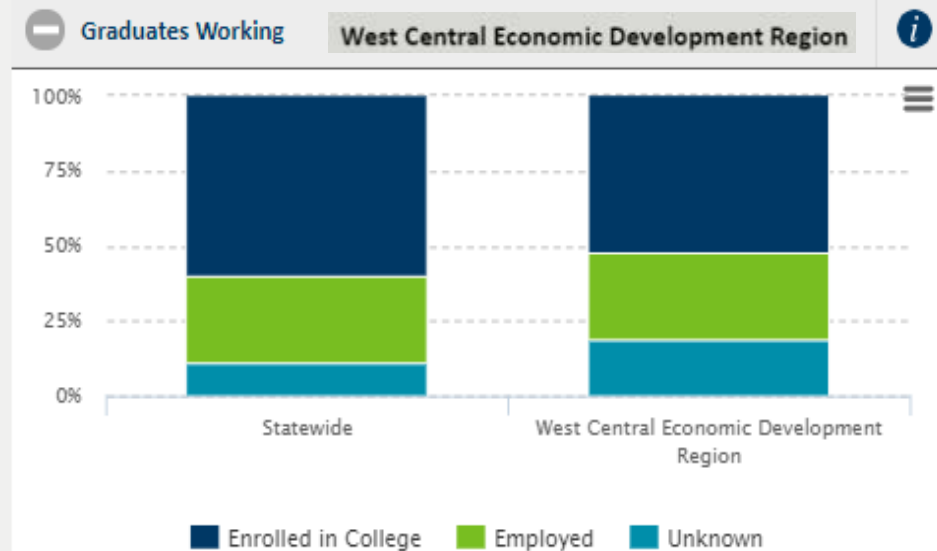


# HIGH SCHOOL GRADUATES

- 23 percent of high school grads statewide enter the workforce immediately
- 22 percent of high school grads in EDR 4 enter the workforce immediately
- 29 percent of students of color in EDR 4 enter the workforce after high school



Graduates Working	Statewide	West Central Economic Development Region
Enrolled in College	69% (40,062)	69% (1,527)
Employed	23% (13,532)	22% (481)
Unknown	8% (4,402)	9% (199)



Graduates Working	Statewide	West Central Economic Development Region
Enrolled in College	60% (7,966)	53% (99)
Employed	29% (3,774)	29% (54)
Unknown	11% (1,470)	19% (35)

# HIGH SCHOOL GRADUATES

## Hours and Wages



### West Central Economic Development Region



■ Employed 20 Hours or Less   
 ■ Employed 21 to 29 Hours  
■ Employed 30 to 34 Hours   
 ■ Employed 35 Hours or More

Type	Count	Percent	Average Hours Worked	Average Hourly Wage
Employed 20 Hours or Less	280	58%	8	\$11.35
Employed 21 to 29 Hours	88	18%	24	\$11.52
Employed 30 to 34 Hours	42	9%	32	\$11.78
Employed 35 Hours or More	71	15%	39	\$13.21

## Industry



Industry	Percent	Count	Average Hourly Wage
Construction	9%	43	\$15.10
Education and Health Care and Social Assistance	13%	61	\$12.10
Financial Activities	%	CTSTR	CTSTR
Information	%	CTSTR	CTSTR
Leisure and Hospitality	25%	119	\$10.73
Manufacturing	12%	59	\$12.63
Natural Resources and Mining	2%	10	\$12.79
Other Services	2%	12	\$9.85
Professional and Business Services	9%	41	\$12.33
Public Administration	%	CTSTR	CTSTR
Trade, Transportation and Utilities	25%	121	\$10.73

<http://www.sleds.mn.gov/#>

# COST OF LIVING COMPARISONS

Area	Yearly Cost	Hourly Wage	Child Care	Food	Health Care	Housing	Transport	Other	Taxes
EDR 4- West Central	\$46,548	\$14.92	\$240	\$752	\$417	\$734	\$829	\$435	\$472
Single 18-54	\$27,144	\$13.06	\$0	\$332	\$134	\$575	\$833	\$265	\$323
Minnesota	\$57,624	\$18.47	\$504	\$763	\$459	\$980	\$859	\$510	\$717
Single 18-54	\$31,656	\$15.22	\$0	\$334	\$136	\$754	\$696	\$318	\$400

- Cost of Living in EDR 4- West Central is approximately 81% of the state average
- Cost of Living in EDR 4- West Central is approximately 73% of the TC Metro Area
- Based on average family size (Partnered, one child, 1.5 full-time jobs)

# CONTACT INFO

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