

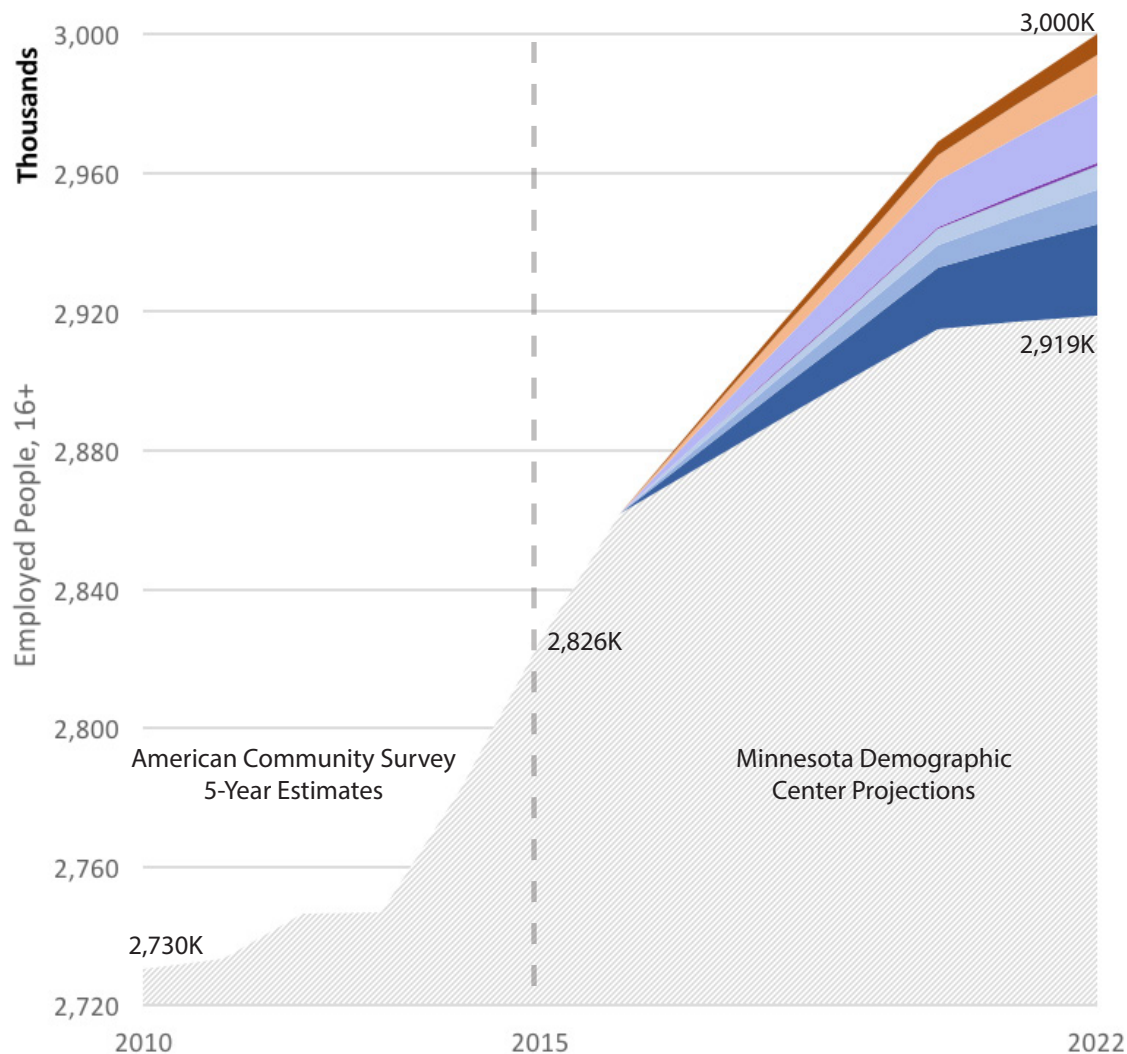
# Building Minnesota's Workforce

## Realistic approaches to address our need for more workers

Minnesota will soon face a significant labor shortage. In some industries, the shortage is already occurring. If unemployment rates hold constant, we can expect only an average 0.35% annual growth in employment between 2016 and 2022 due in large part to:

- > Increasing retirement rate of the baby boomer generation
- > Decreasing labor force participation of youth, particularly between the ages of 16-21

This graphic offers a simplified 6-year outlook at the impact of several challenging, yet important goals for the future employment of Minnesotans.










Created October 2016 and updated March 2017 by Erin Olson, Research Strategist, RealTime Talent.



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Using data to build the world's best workforce



## Targets and Impacts

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**Maintain International Migration** (IMPACT: +6,000 employed)  
 Maintain current annual increase in international migration, rather than letting it slow.
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**Increase Domestic Migration** (IMPACT: +11,000 employed)  
 Increase net domestic migration to a net positive of 5,000 people per year.
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**Eliminate Disparities in Employment** (IMPACT: +20,000 employed above and beyond impacts of the four initiatives below, leading to 57,500 total additional minorities employed)  
 Labor force participation and employment rates of all racial and ethnic groups match (or exceed) that of native born whites.
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**Extend Retirement** (IMPACT: +1,000 employed)  
 Raise the Median Eligibility Age gradually by 1 year by 2035.
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**Reduce Dislocated Workers** (IMPACT: +6,750 employed)  
 Reduce the number of dislocated workers by half (at least 85% minority).
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**Reduce Long-Term Unemployment** (IMPACT: +10,000 employed)  
 Reduce the number of long-term unemployed by half (at least 85% minority).
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**Maintain Youth Employment** (IMPACT: +26,250 employed)  
 Maintain current rate of 16-24 year old labor force participation and employment (at least 85% minority).

Sources: US Census Bureau Population Estimates Program, 2015; IPUMS US Census Bureau American Community Survey 5-Year Estimates, 2015; MN Demographic Center Population Projections; Committee for a Responsible Federal Budget. Each target and impact listed above is contingent on the others. Where projections do not exist, the most recent ACS data on employment and demographics are used to develop scenarios. Advising on data sources provided by the Minnesota Population Center and Wilder Research.