

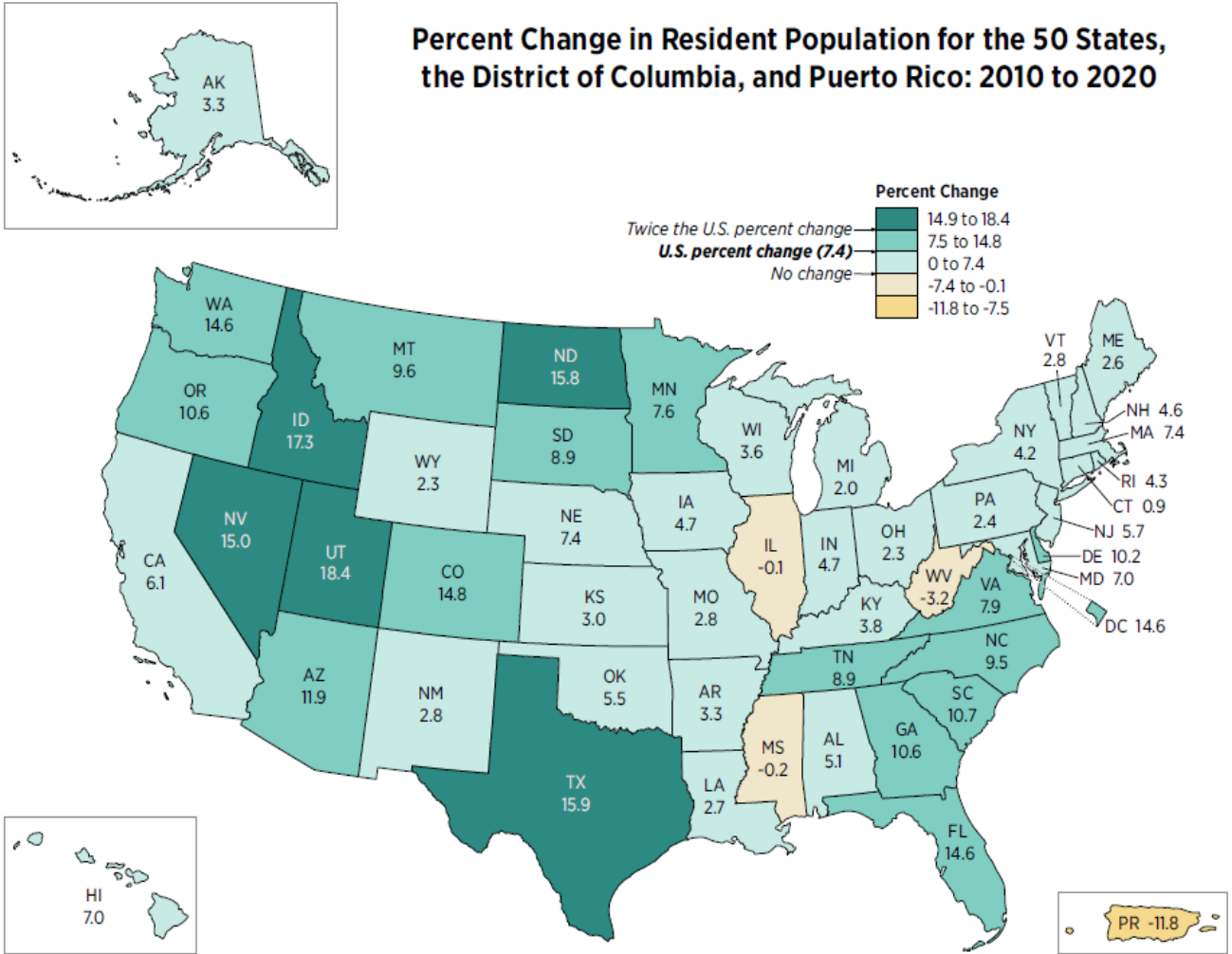


# Minnesota's Changing Workforce

## Konik Network

Megan Dayton, Senior Demographer  
September 28, 2022

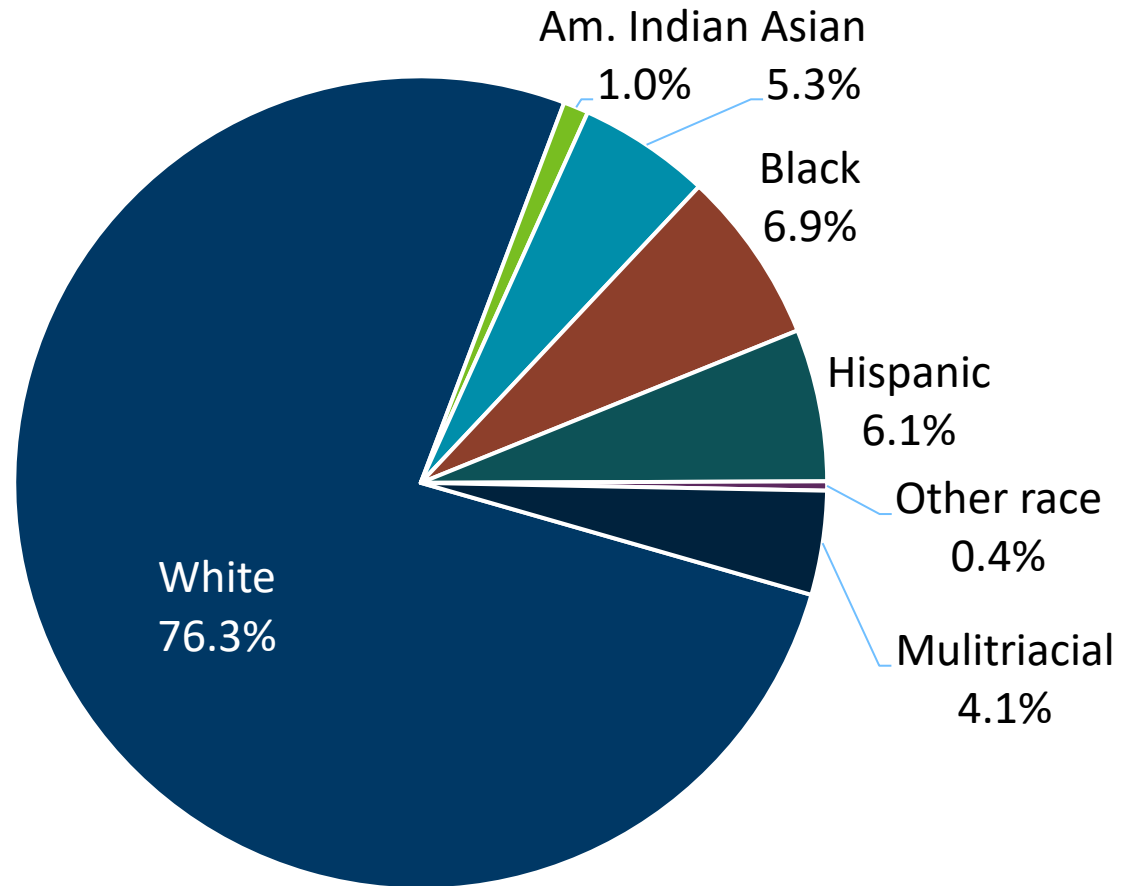
# From the 2020 Census:



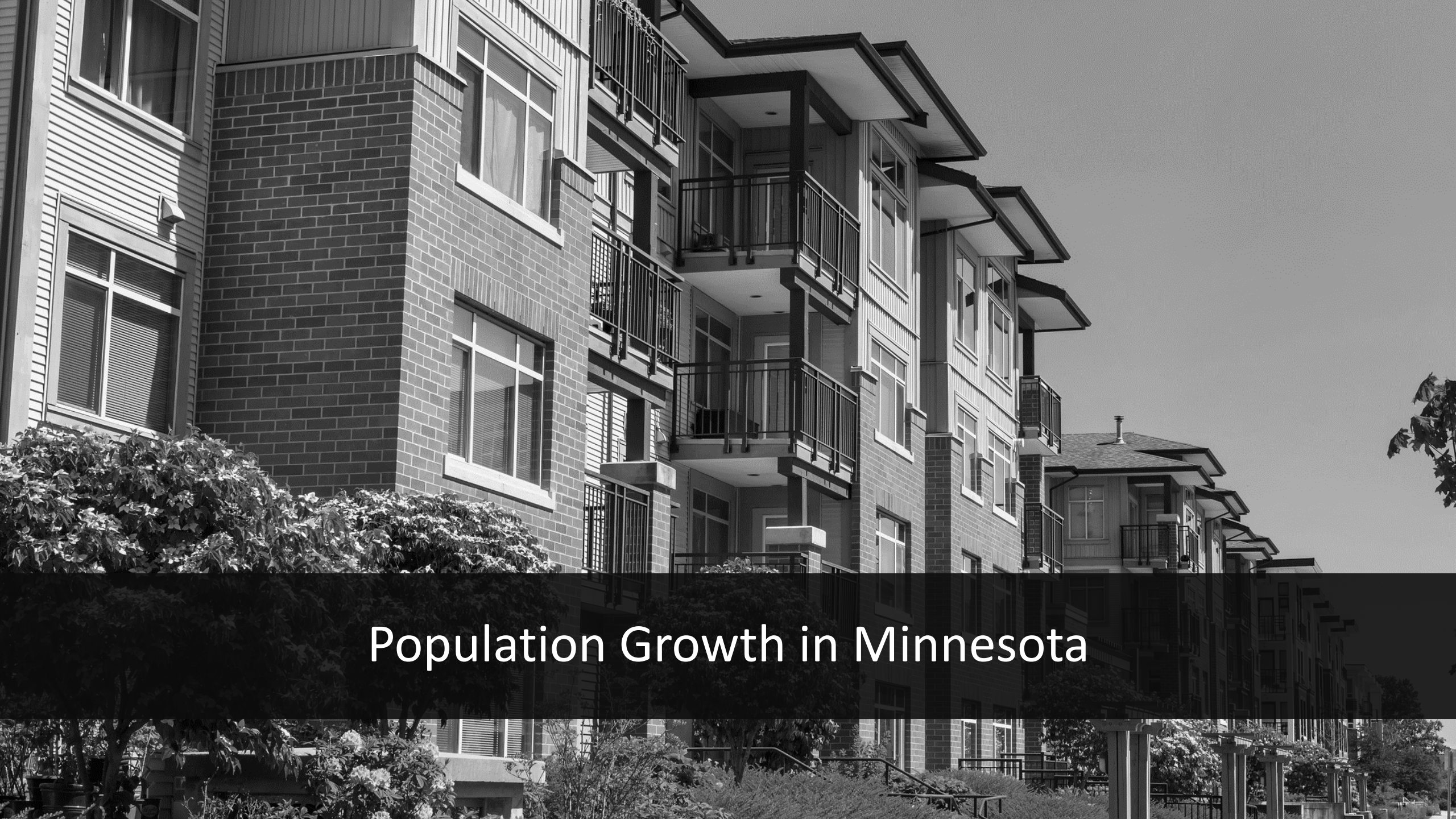
# Population growth fully attributable to BIPOC groups

Population Change by Major Race Groups, 2010-2020			
	2010	2020	Change 2010-2020
Total population	5,303,925	5,706,494	402,569
White	4,405,142	4,353,880	(51,262)
American Indian	55,421	57,046	1,625
Asian or Pacific Islander	214,856	300,081	85,225
Black or African American	269,141	392,850	123,709
Hispanic or Latinx	250,258	345,640	95,382
Other race	5,947	20,963	15,016
Two or more races	103,160	236,034	132,874

# Minnesota residents belonging to BIPOC race groups are a growing share of the population

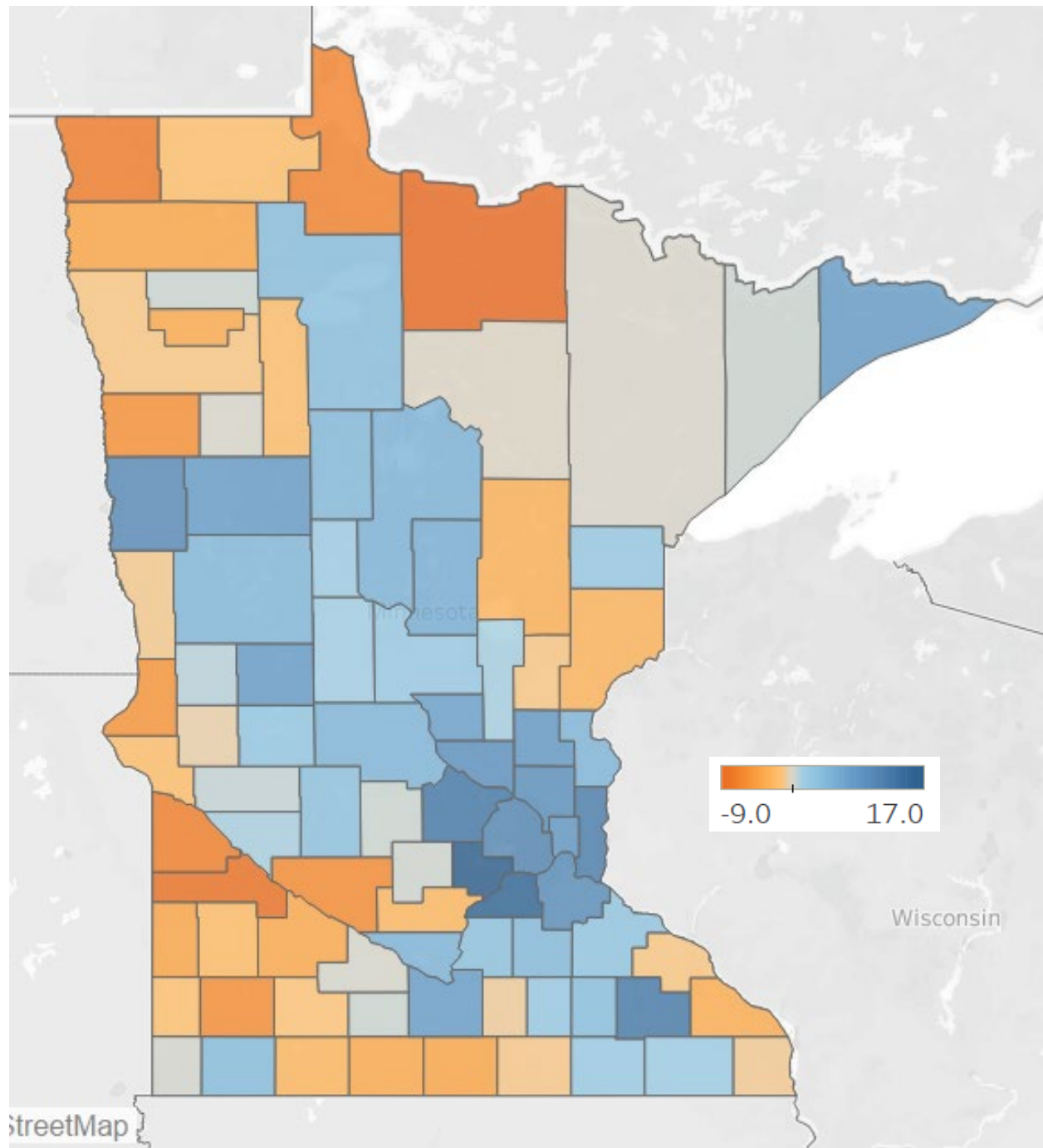


- White non-Hispanic population declined by 51,000 residents
- BIPOC populations grew by 454,000 jointly, now making up 23.7% of the state's population



# Population Growth in Minnesota





# Percent Change, Total Population, 2010-2020

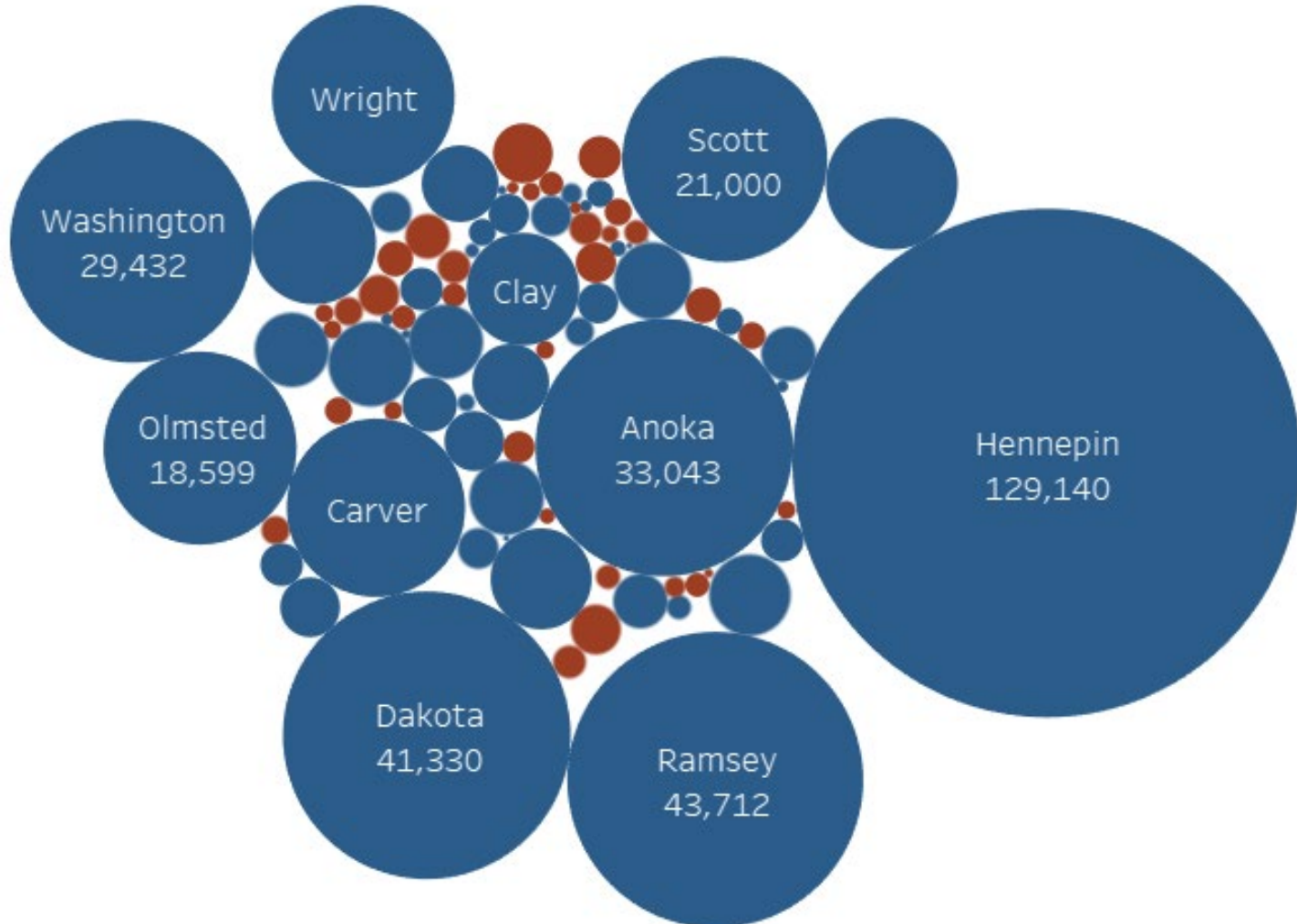
## Largest Gains (Percentage)

Rank	County	Numeric change	Percentage Change
1	Carver	15,880	17.4%
2	Scott	21,000	16.2%
3	Wright	16,637	13.3%
4	Olmsted	18,599	12.9%
5	Washington	29,432	12.4%

## Largest Losses (Percentage)

82	Renville	(1,007)	-6.4%
83	Lake of the Woods	(282)	-7.0%
84	Lac qui Parle	(540)	-7.4%
85	Kittson	(345)	-7.6%
86	Yellow Medicine	(910)	-8.7%
87	Koochiching	(1,249)	-9.4%

# Population change by county (numeric), 2010-2020



- 51 counties gained population.
- 36 counties lost population.
- The 7-county Twin Cities metro added 313,537 people, 78% of the state's growth.

<b>Rank</b>	<b>City</b>	<b>Population added 2010-2020</b>
1	Minneapolis	47,376
2	St. Paul	26,459
3	Rochester	14,626
4	Lakeville	13,536
5	Woodbury	13,141
6	Blaine	13,036
7	Brooklyn Park	10,697
8	Plymouth	10,450
9	Maple Grove	8,686
10	Apple Valley	7,290
11	Bloomington	7,094
12	Shakopee	6,622
13	Moorhead	6,440
14	Otsego	6,395
15	Savage	5,554
16	Edina	5,553
17	Mankato	5,179
18	Prior Lake	4,821
19	St. Louis Park	4,760
20	Rogers	4,698

## Minnesota's fastest growing cities, 2010-2020

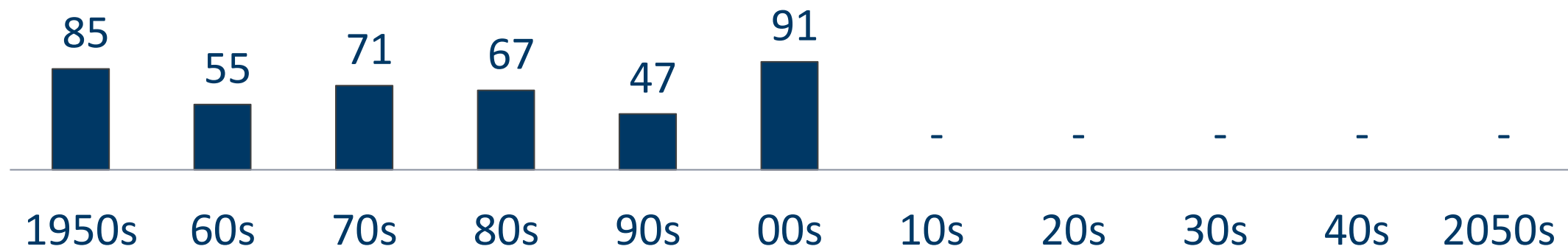




## Trends in Aging and Workforce

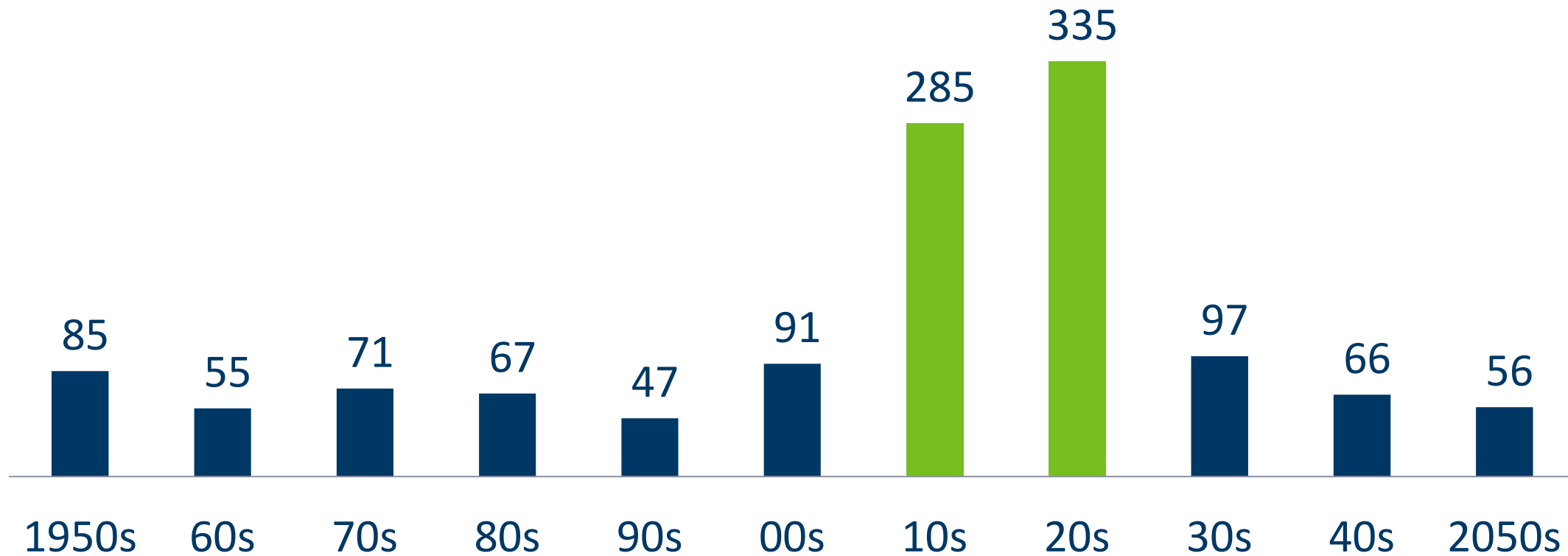
# This decade and next: Unprecedented increases in MN's 65+ population

## Number of additional older adults, age 65+ (thousands)



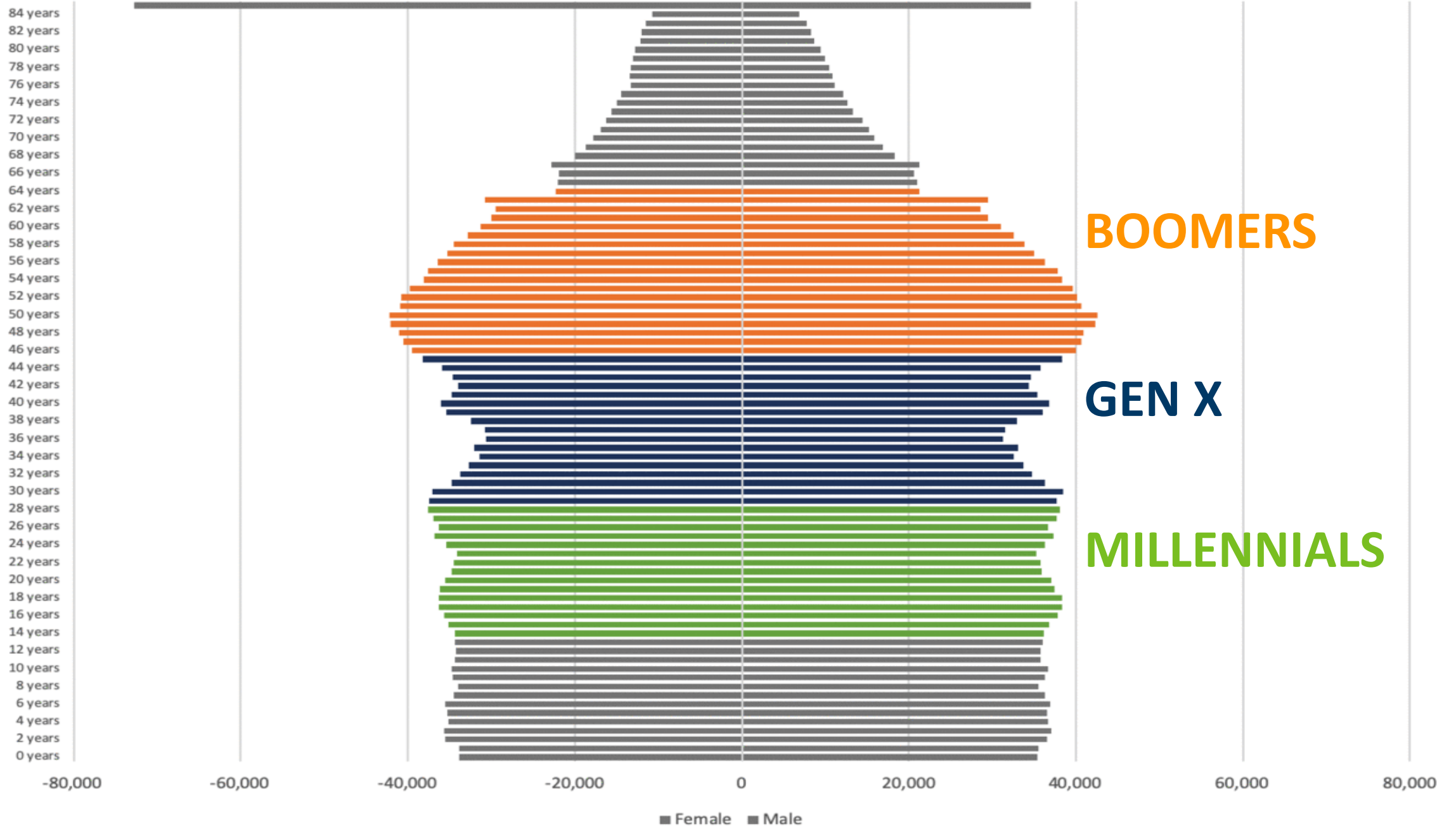
# Unprecedented increases in MN's 65+ population

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

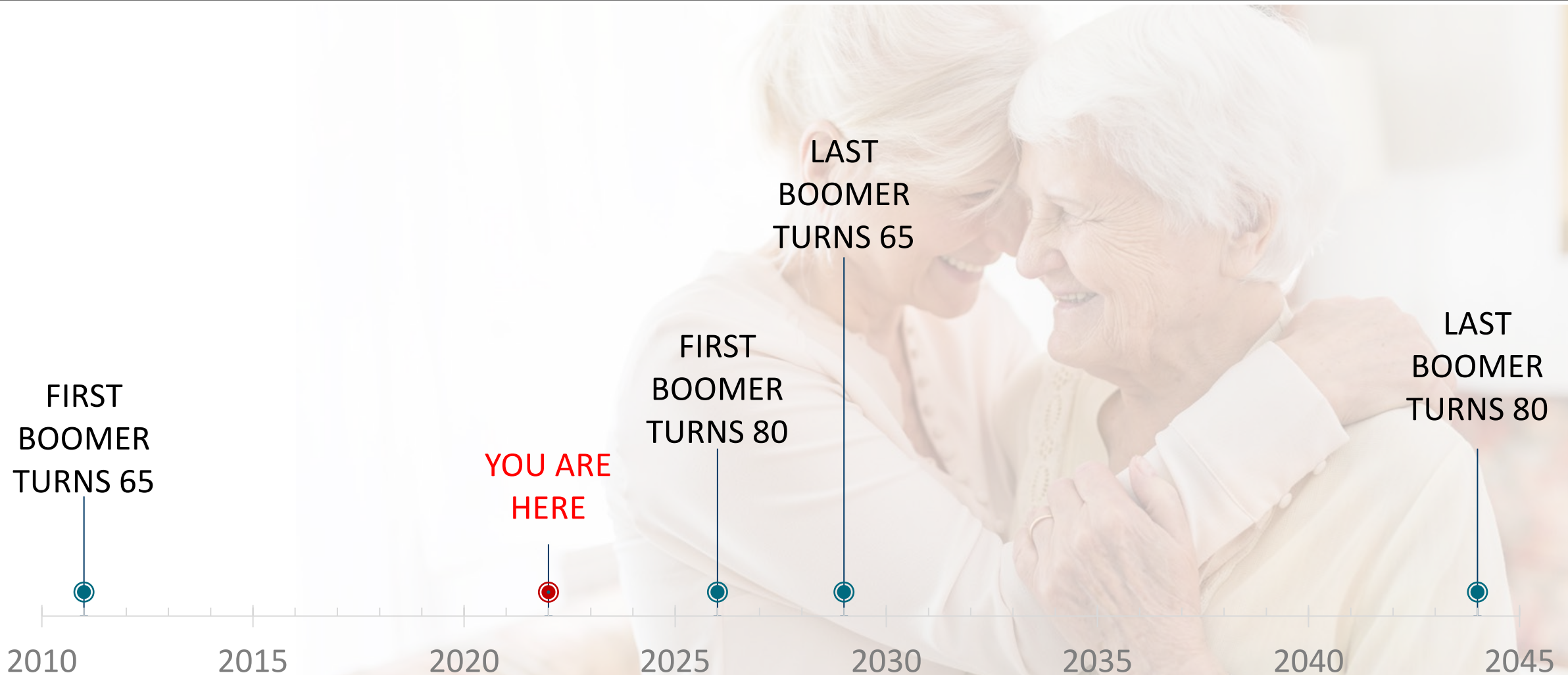




# Minnesota - 2010



# Right now Boomers are leaving the workforce



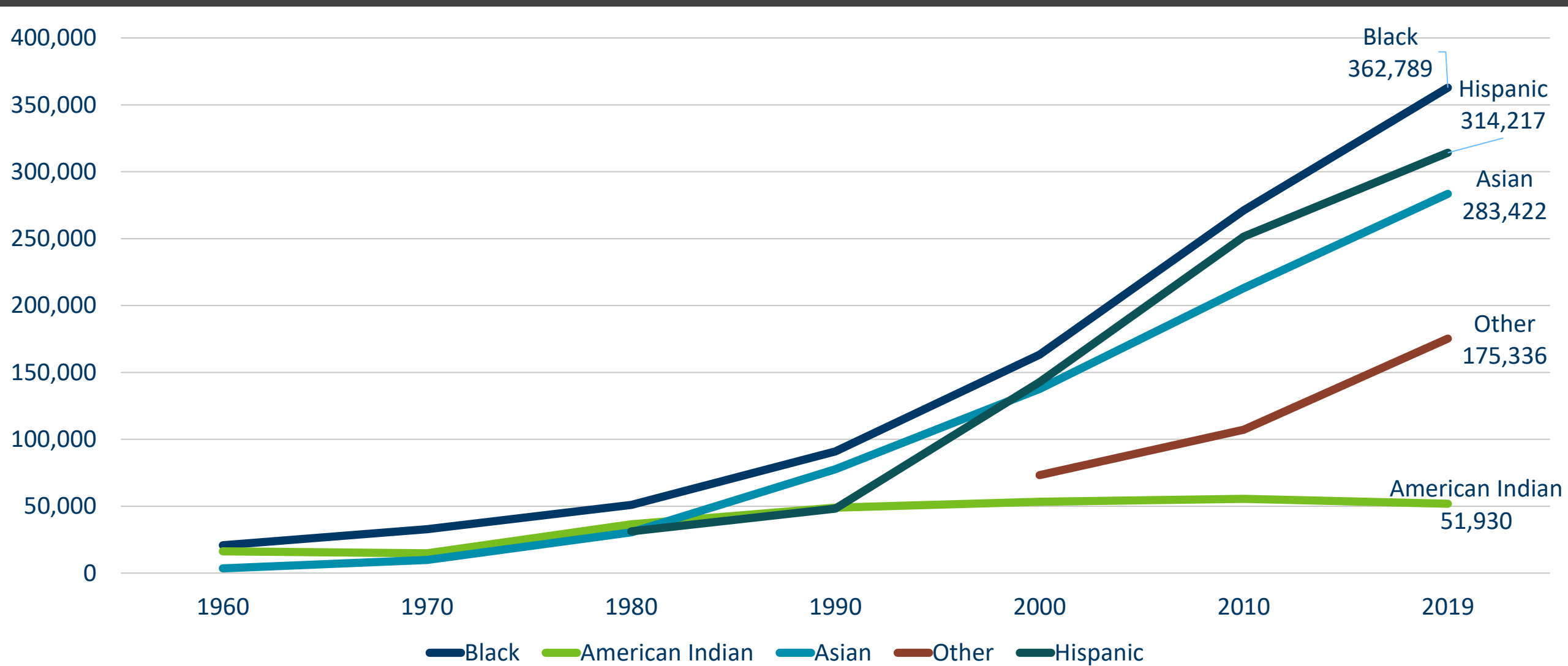




## Trends in Diversity

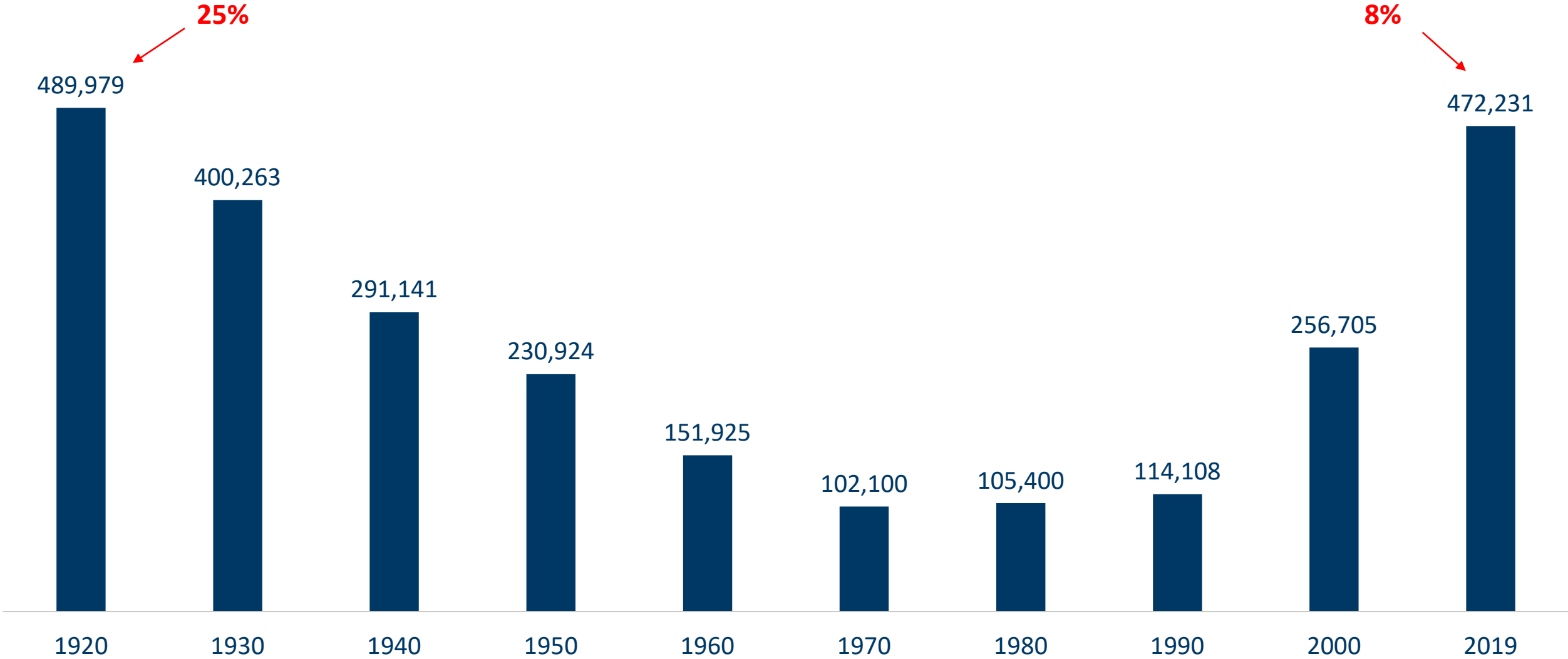


# Populations of color now total more than 1.19 million in MN, 21.1% of the population



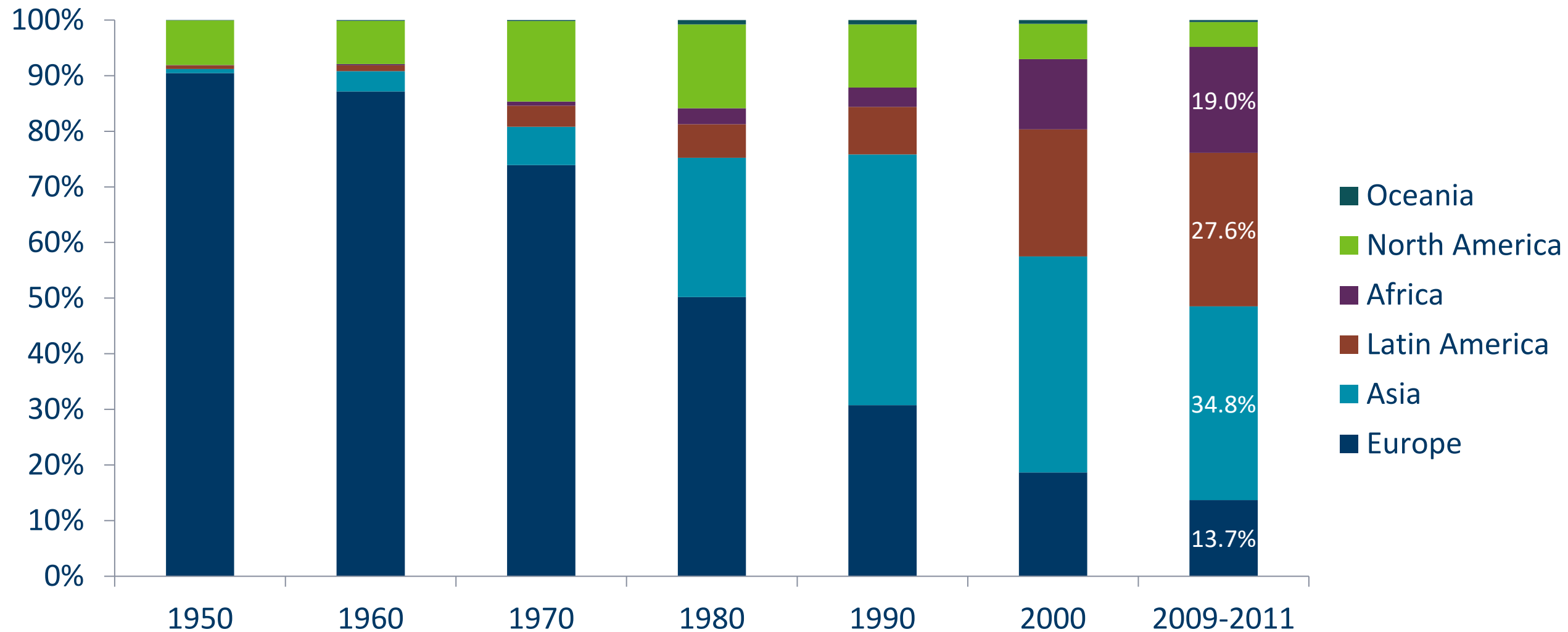
Source: Tabulated from the Integrated Public Use Microdata Series, 1960-2010 Decennial Census, 2019 ACS Estimates

# Foreign-Born Population, 1920-present

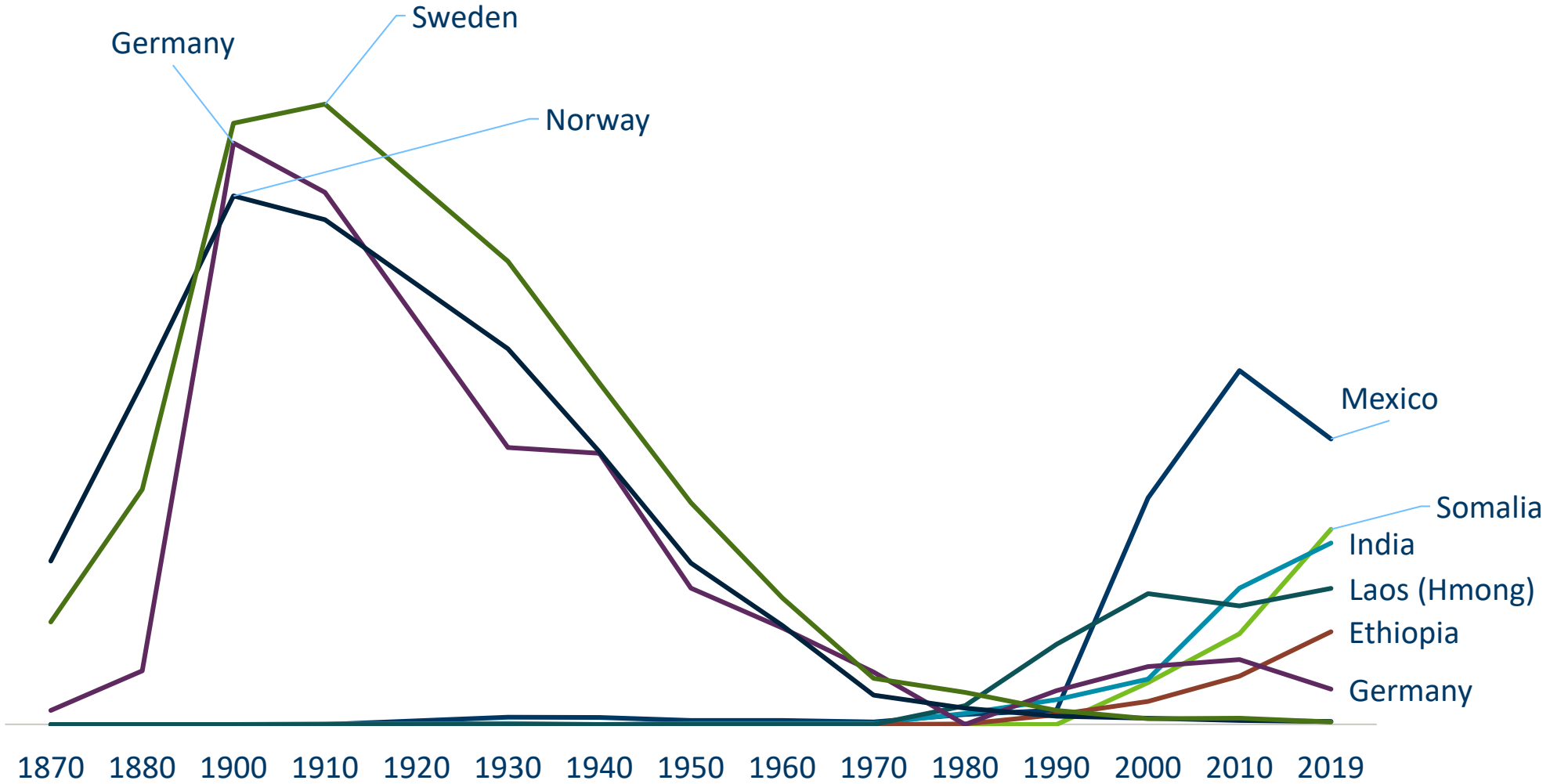


Source: Tabulated from the Integrated Public Use Microdata Series

# Minnesota's foreign-born population now comes from across the globe

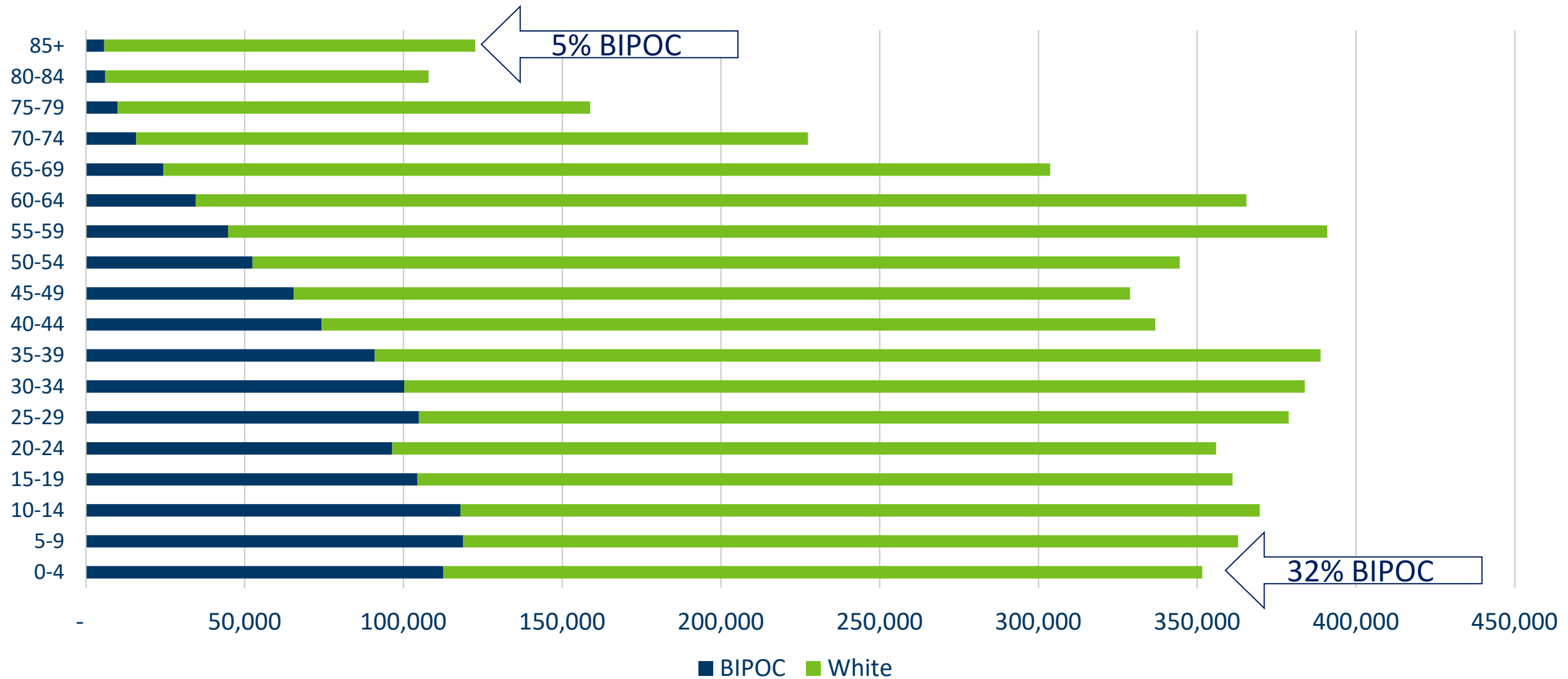


# Foreign-Born Country of Birth



# Minnesota is more racially diverse at younger ages

## Minnesota 2019

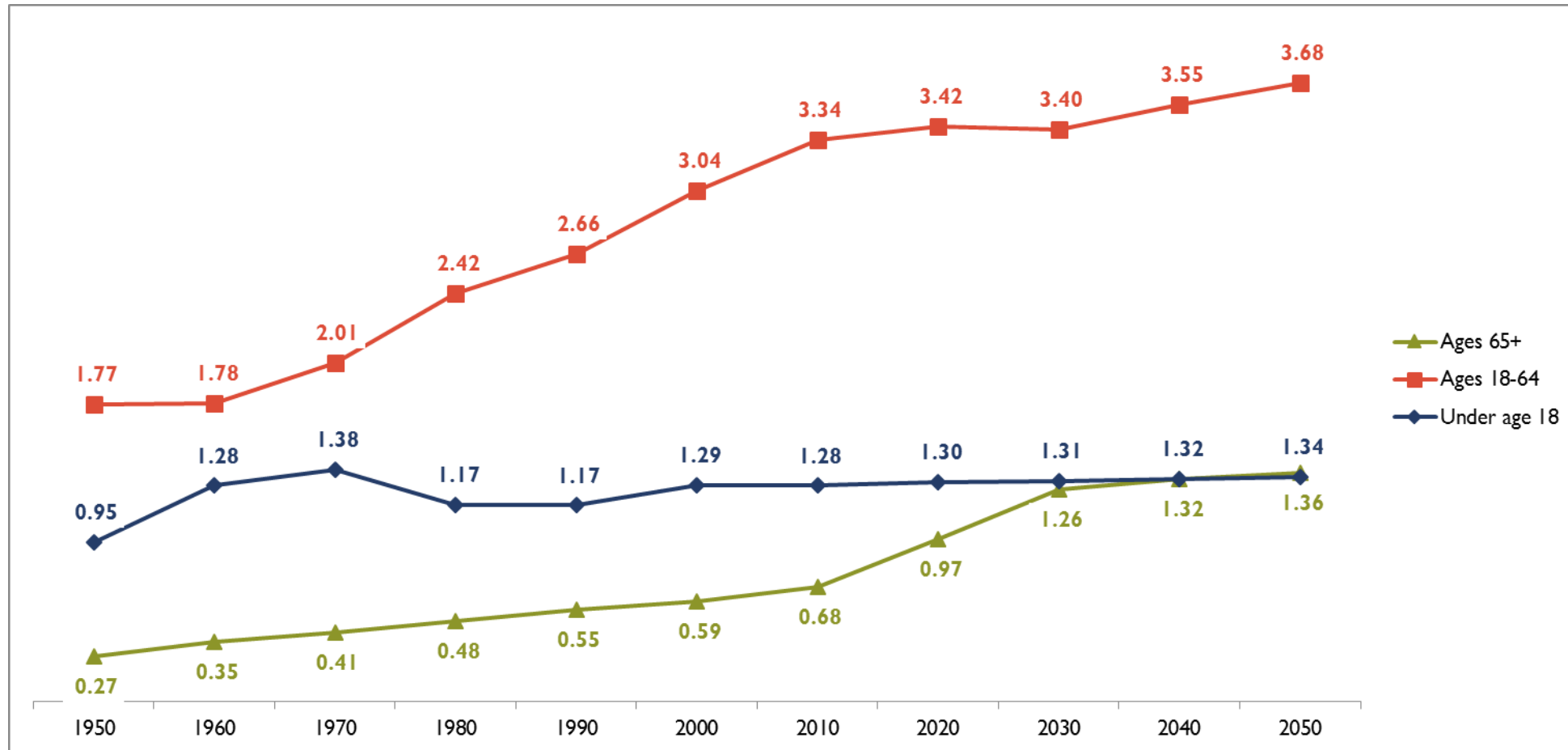




## Labor Force Outlook



# Little-to -no growth in working-age population in MN over the next 15 years



# Enrollment Trends

	2011	2021
<b>18 to 24 years</b>	<b>507,762</b>	<b>499,667</b>
College, undergraduate	331,440	274,510
Graduate, professional school	67,913	67,578
College, undergraduate	65%	55%
Graduate, professional school	13%	14%

# Trends in Enrollment Characteristics of Minnesota Postsecondary Students

The decline in undergraduate enrollment accelerated in fall 2020 during the COVID-19 pandemic.

Both new entering freshmen undergraduates and transfer undergraduates declined during the pandemic.

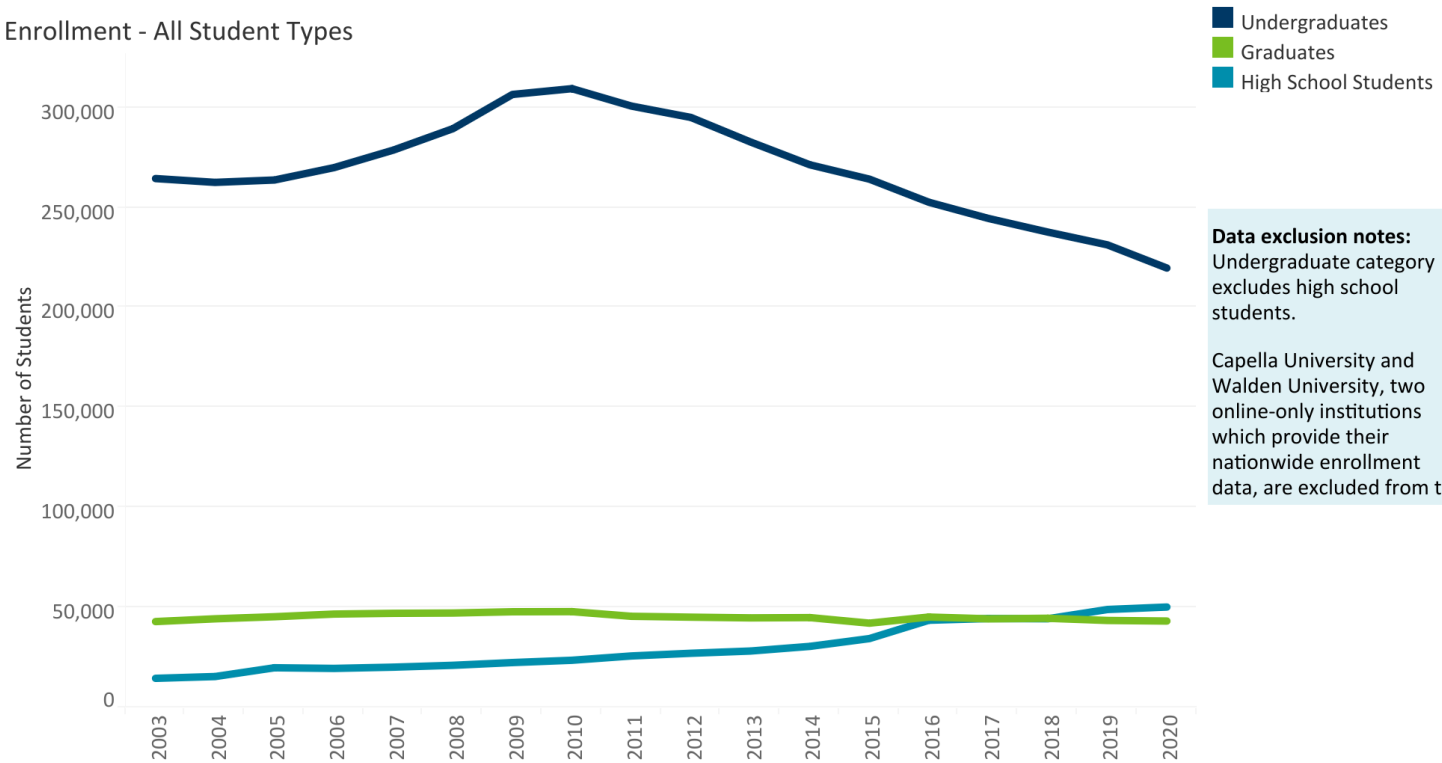
More undergraduates enroll full time.

The number of undergraduate men declined more than undergraduate women in fall 2020.

Undergraduate enrollment declined for students of color and indigenous students in fall 2020, reversing recent gains for some groups.

Fall 2020 undergraduate enrollment decreased the most for students age 19 and younger duri..

Enrollment - All Student Types



**Data exclusion notes:**  
Undergraduate category excludes high school students.

Capella University and Walden University, two online-only institutions which provide their nationwide enrollment data, are excluded from th..

	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
<b>Undergraduates</b>	264,380	262,469	263,656	269,841	278,630	289,336	306,422	309,319	300,606	294,924	282,674
<b>Graduates</b>	42,926	44,315	45,347	46,678	47,057	47,205	47,832	47,892	45,563	45,137	44,774
<b>High School Students</b>	14,558	15,447	19,840	19,514	20,144	21,066	22,438	23,591	25,741	27,084	28,203
<b>Grand Total</b>	339,666	348,382	364,905	386,605	397,059	417,635	449,537	467,714	457,265	453,107	440,632

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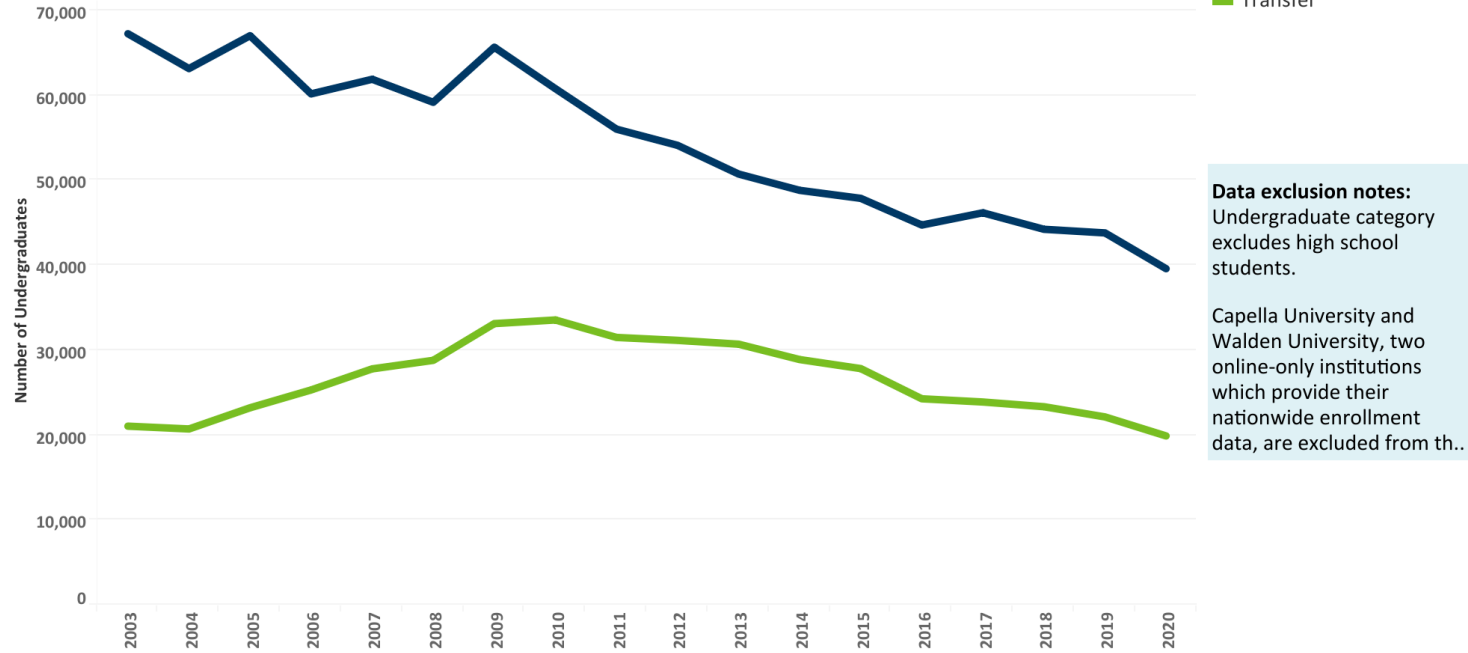
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New Entering Freshmen and Transfer Students - Undergraduates



	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
<b>New Entering Freshmen</b>	67,240	63,135	67,005	60,155	61,876	59,163	65,651	60,770	56,002	54,098	50,7
<b>Transfer</b>	21,026	20,697	23,192	25,291	27,775	28,778	33,105	33,532	31,476	31,131	30,6
<b>Undergraduates</b>	264,380	262,469	263,656	269,841	278,630	289,336	306,422	309,319	300,606	294,924	282,6

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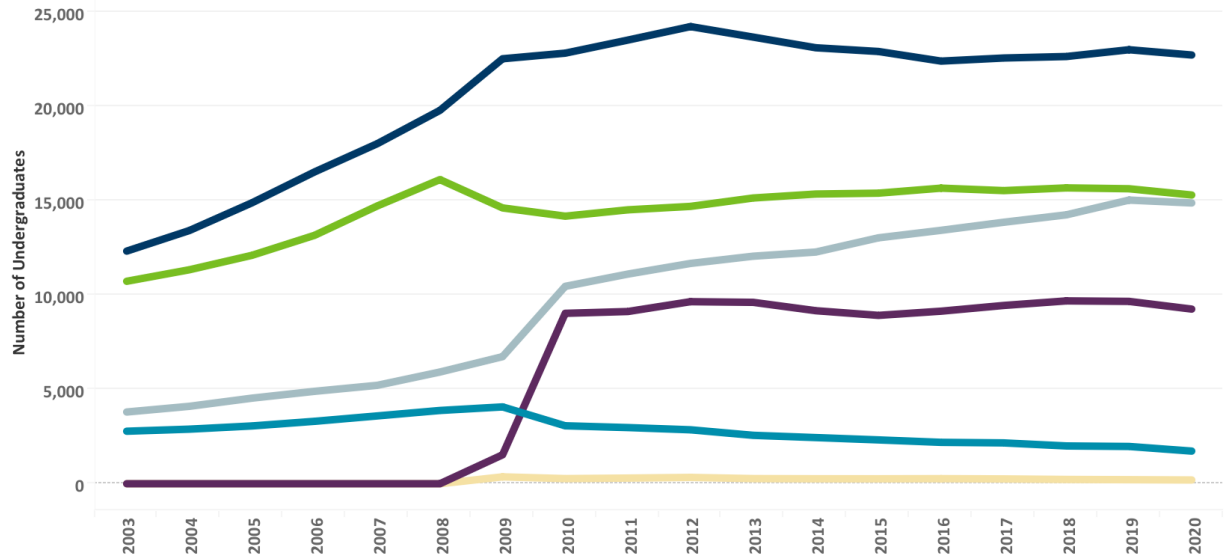
The number of undergraduate men declined more than undergraduate women in fall 2020.

**Undergraduate enrollment declined for students of color and indigenous students in fall 2020, reversing recent gains for some groups.**

Fall 2020 undergraduate enrollment decreased the most for students age 19 and younger during the pandemic.

Minnesota resident undergraduates declined -4.7% in fall 2020 while nonresidents declined -6.2%.

Race/Ethnicity - Undergraduates of Color



- American Indian or Alaskan
- Asian
- Black or African American
- Hispanic or Latino
- Multi-Racial
- Native Hawaiian or Other Pacific Islander

**Race/ethnicity note:** race/ethnicity categories changed starting with the fall 2009 data collection period, corresponding to federal changes. Students reporting Hispanic or Latino ethnicity are reported as such regardless of race, and students reporting multiple races are reported as multiracial.

Fall 2020 data does not include Leech Lake Tribal College.

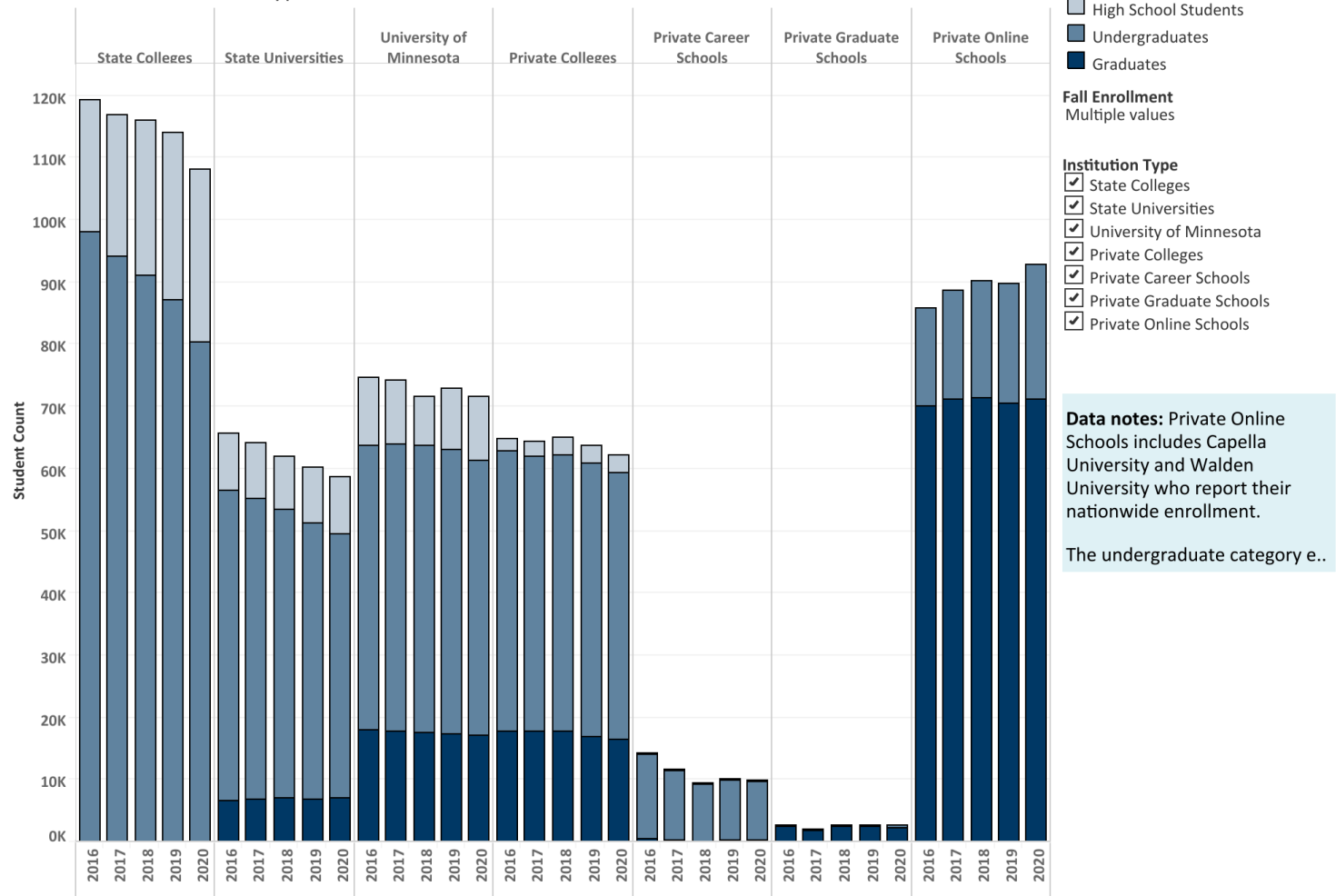
	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	
American Indian or Alaskan	2,778	2,887	3,057	3,303	3,588	3,876	4,065	3,065	2,971	2,854	2,561								
Asian	10,712	11,321	12,086	13,145	14,698	16,092	14,594	14,157	14,493	14,675	15,119	15,119	15,119	15,119	15,119	15,119	15,119	15,119	15,119
Black or African American	12,308	13,397	14,865	16,500	17,993	19,756	22,486	22,783	23,475	24,189	23,632	23,632	23,632	23,632	23,632	23,632	23,632	23,632	23,632
Hispanic or Latino	3,795	4,096	4,528	4,890	5,207	5,910	6,724	10,444	11,093	11,657	12,039	12,039	12,039	12,039	12,039	12,039	12,039	12,039	12,039
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	363	270	298	334	271								
Multi-Racial	0	0	0	0	0	0	1,531	9,016	9,112	9,633	9,598	9,598	9,598	9,598	9,598	9,598	9,598	9,598	9,598
White	192,091	198,790	202,676	210,253	215,583	219,681	230,494	229,967	220,945	213,159	202,173	202,173	202,173	202,173	202,173	202,173	202,173	202,173	202,173
Race Not Reported	42,696	31,978	26,444	21,750	21,561	24,021	19,997	12,385	10,423	10,340	9,140	9,140	9,140	9,140	9,140	9,140	9,140	9,140	9,140
International Student	0	0	0	0	0	0	6,168	7,232	7,796	8,083	8,141	8,141	8,141	8,141	8,141	8,141	8,141	8,141	8,141
<b>Undergraduates</b>	<b>264,380</b>	<b>262,469</b>	<b>263,656</b>	<b>269,841</b>	<b>278,630</b>	<b>289,336</b>	<b>306,422</b>	<b>309,319</b>	<b>300,606</b>	<b>294,924</b>	<b>282,674</b>	<b>282,674</b>	<b>282,674</b>	<b>282,674</b>	<b>282,674</b>	<b>282,674</b>	<b>282,674</b>	<b>282,674</b>	<b>282,674</b>

**Data exclusion notes:** Undergraduate category excludes high school students.

Capella University and Walden University, two online-only institutions which provide their nationwide enrollment data, are excluded from the total.

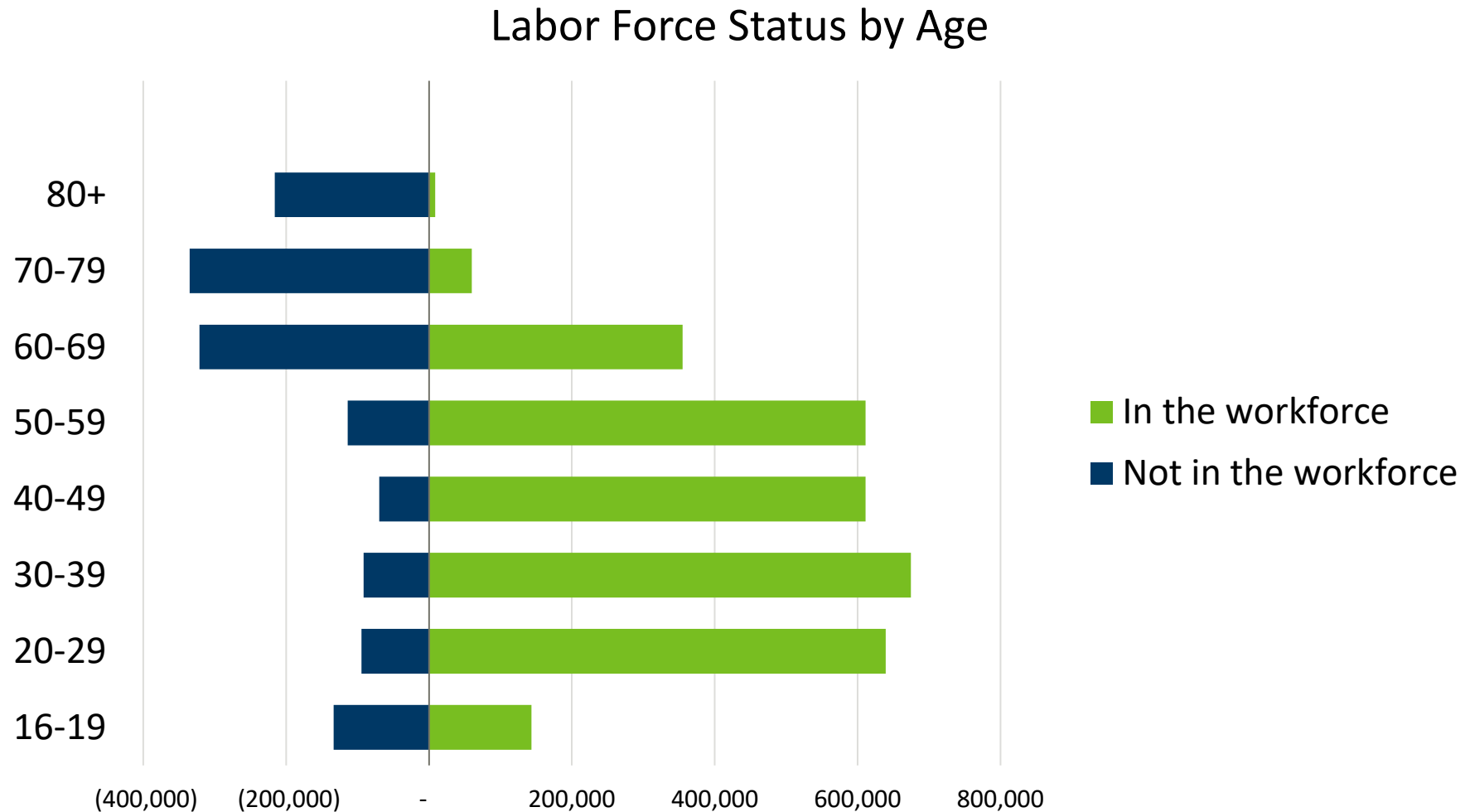
State Colleges (2-year) experienced larger enrollment declines than other institution types in fall 2020 during the COVID-19 pandemic.	New entering undergraduate freshmen enrollments declined across all institution types in fall 2020 during the COVID-19 pandemic.	Most undergraduates at four-year institutions enroll full time.	Women undergraduates outnumber men at all types of institutions.	Undergraduates of color/indigenous increased at four-year colleges in fall 2020 but decreased at State Colleges (2-year).	The percent of undergraduates age 25 and older is higher at State Colleges, Private Career Schools, and Private Online Schools than at other institution types.
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Enrollment - All Student Types

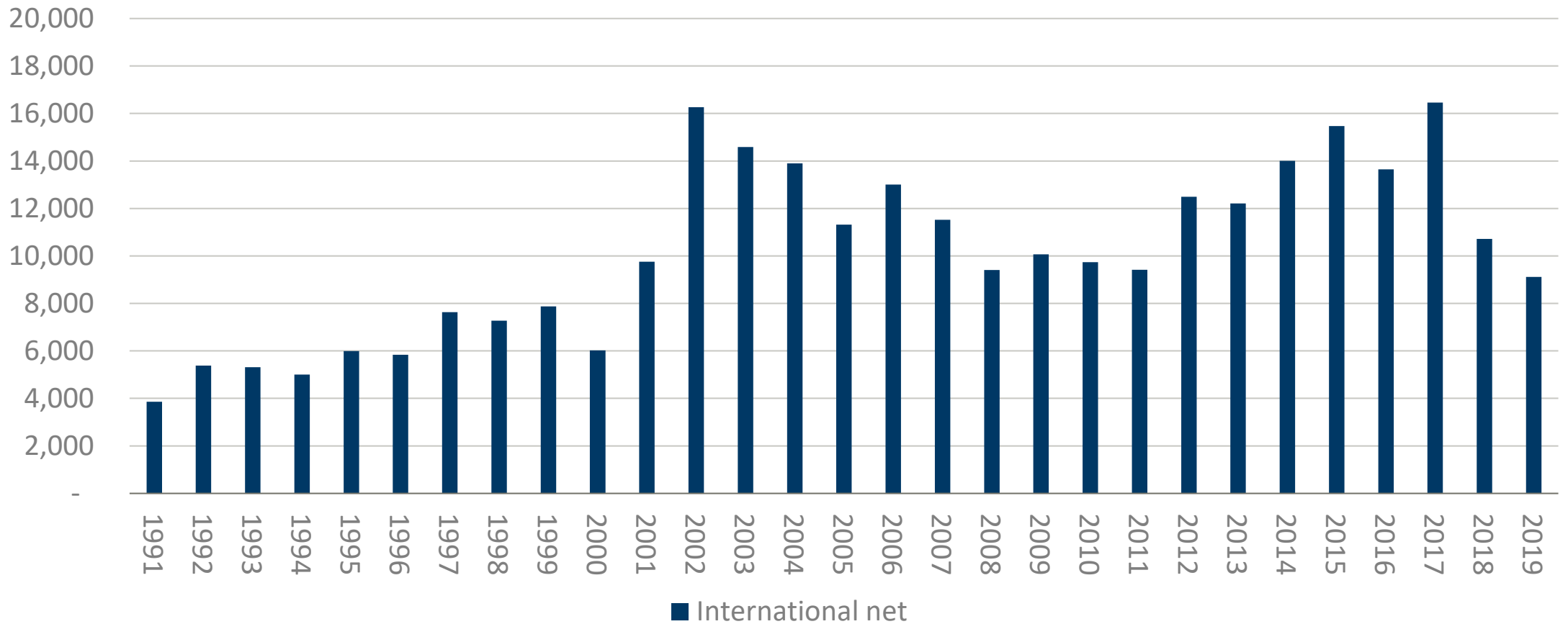




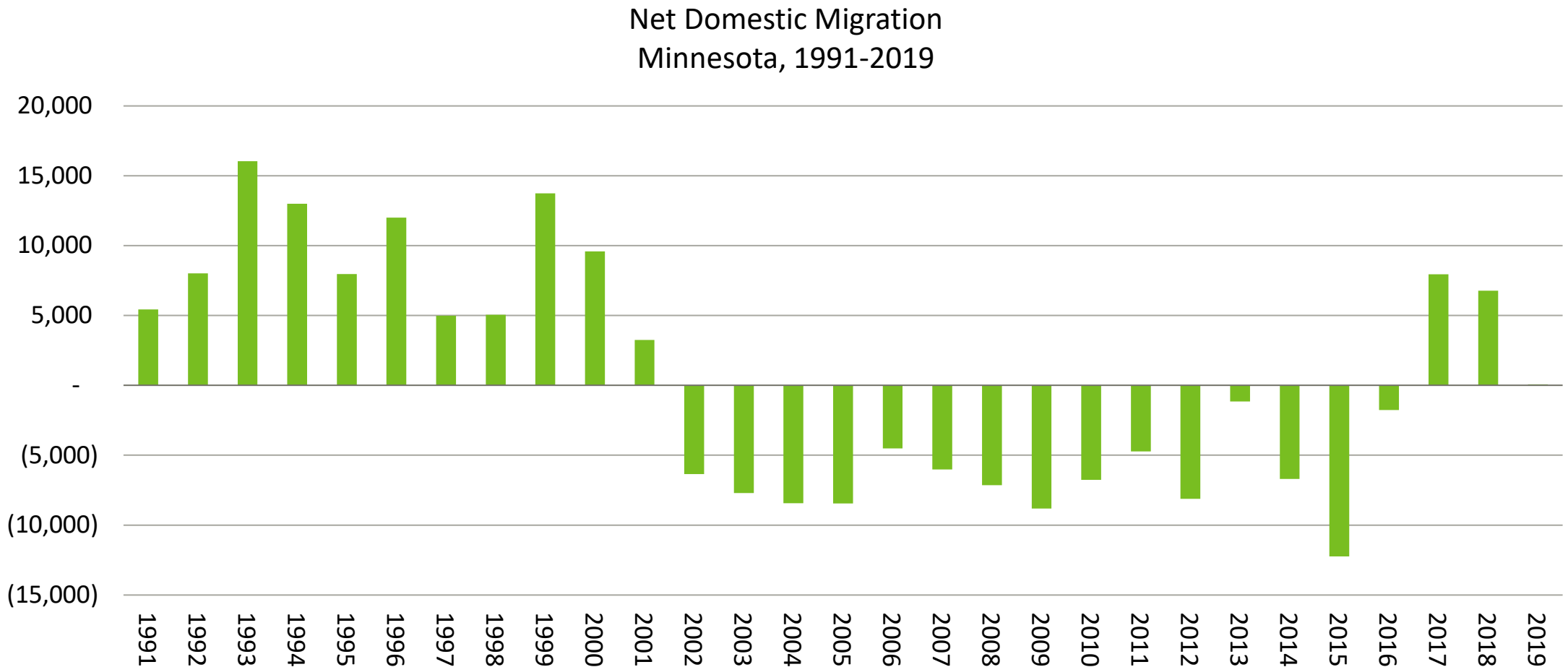
# 2019: Nearly ½ of Baby Boomers have now retired; MN labor force much younger now than a decade ago



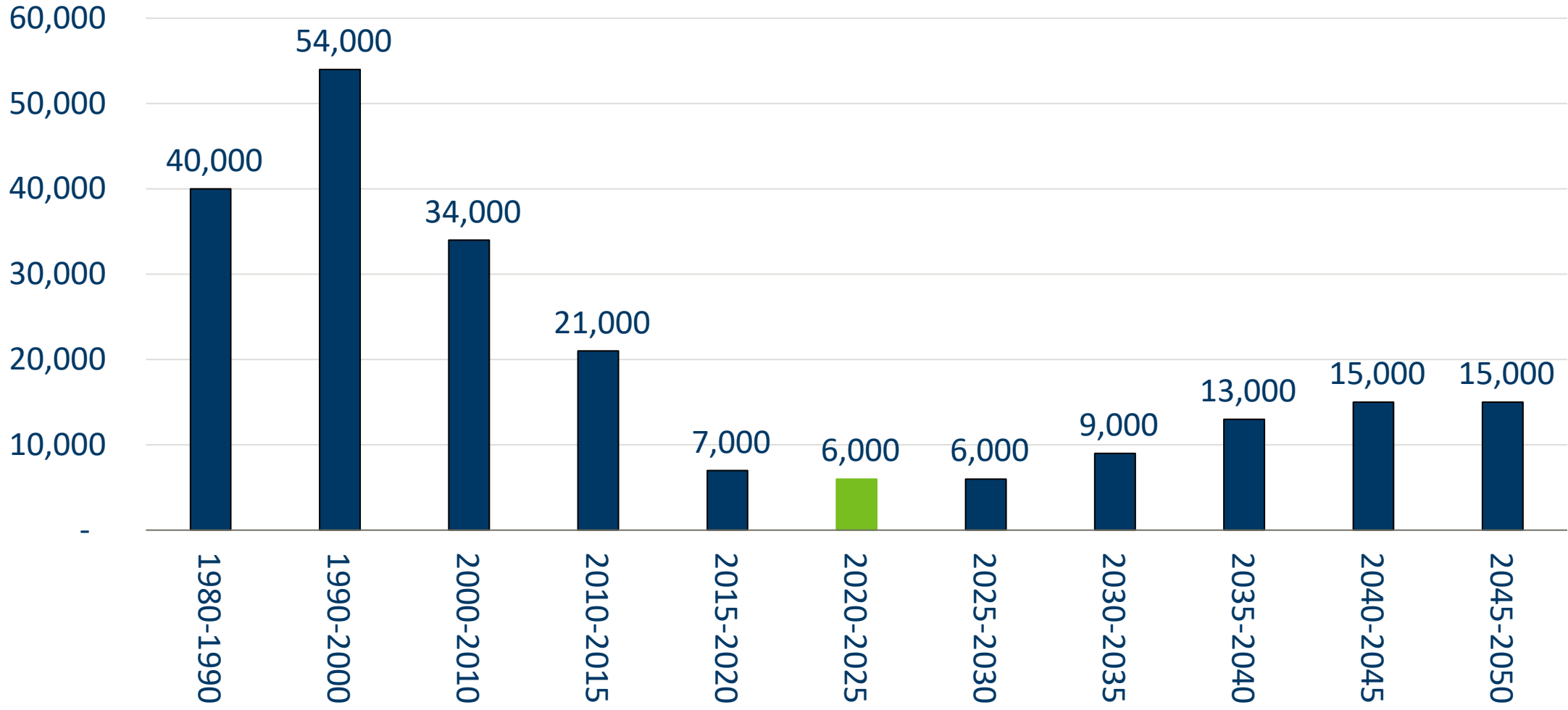
# Growth from international immigration declined between 2017 and 2019, even though employers were in dire need of more workers



# Minnesota gained residents from other states beginning in 2017



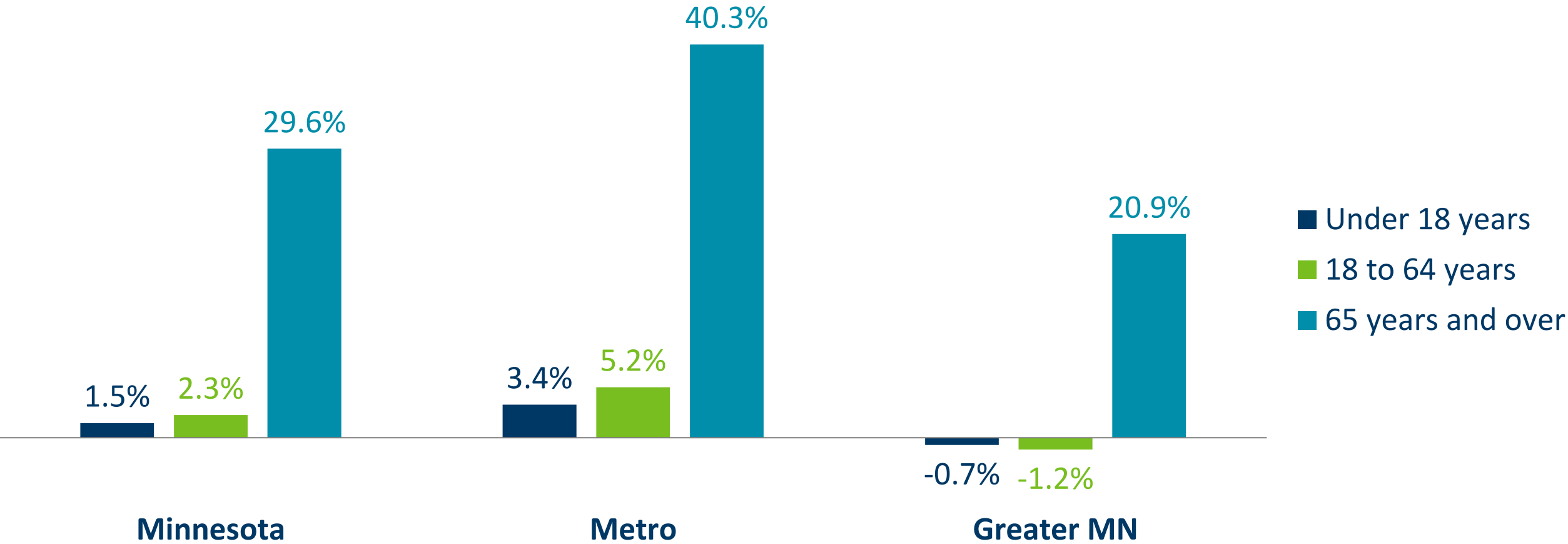
# Minnesota's labor force growth is projected to slow further over the next 10 years



Source: U.S. Census Bureau (1980—2015) & MN State Demographic Center Projections (2015-2045)

# Greater MN losing kids, workers but gaining older adults

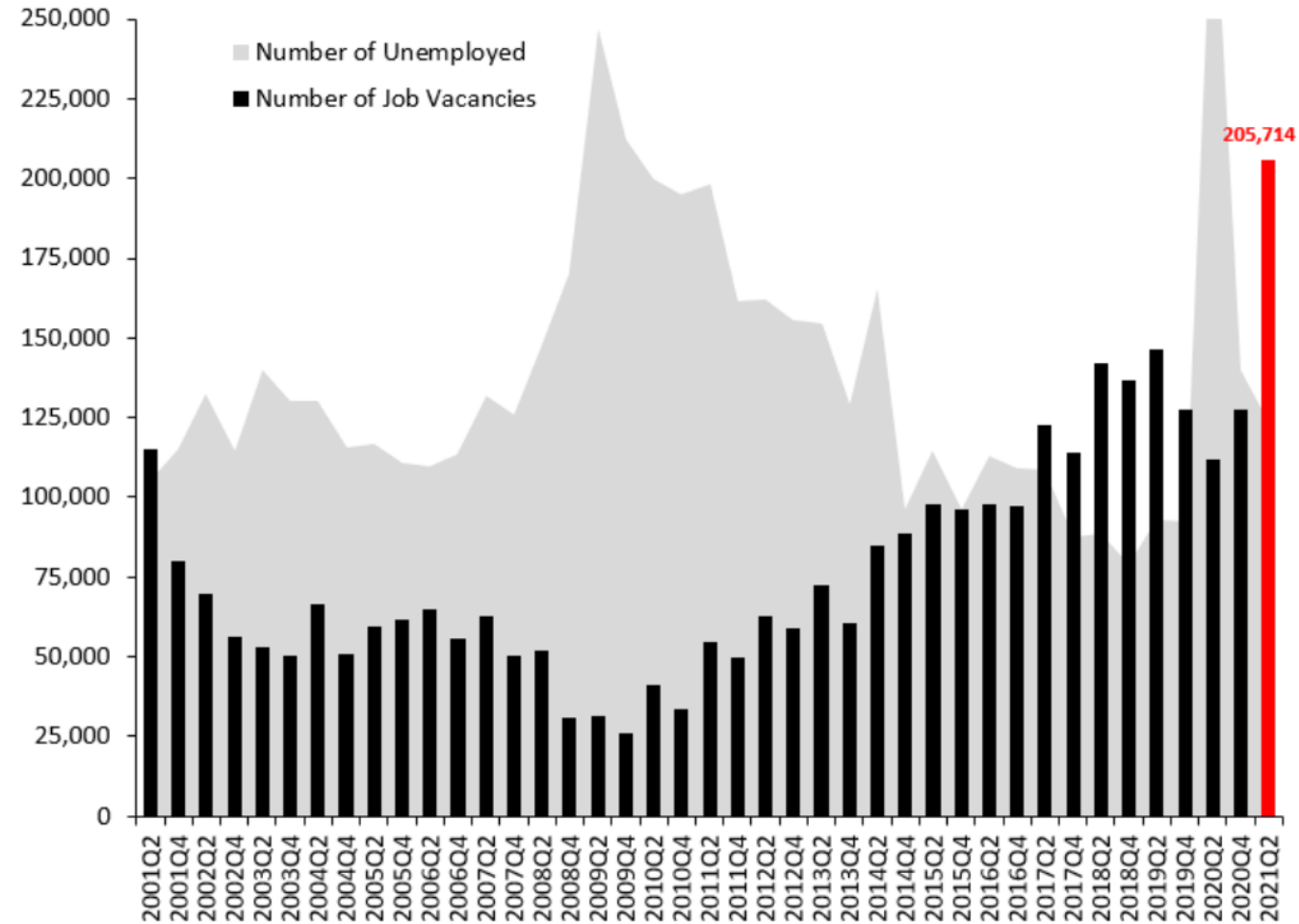
Percent change in population size  
by age group, 2010 to 2018



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

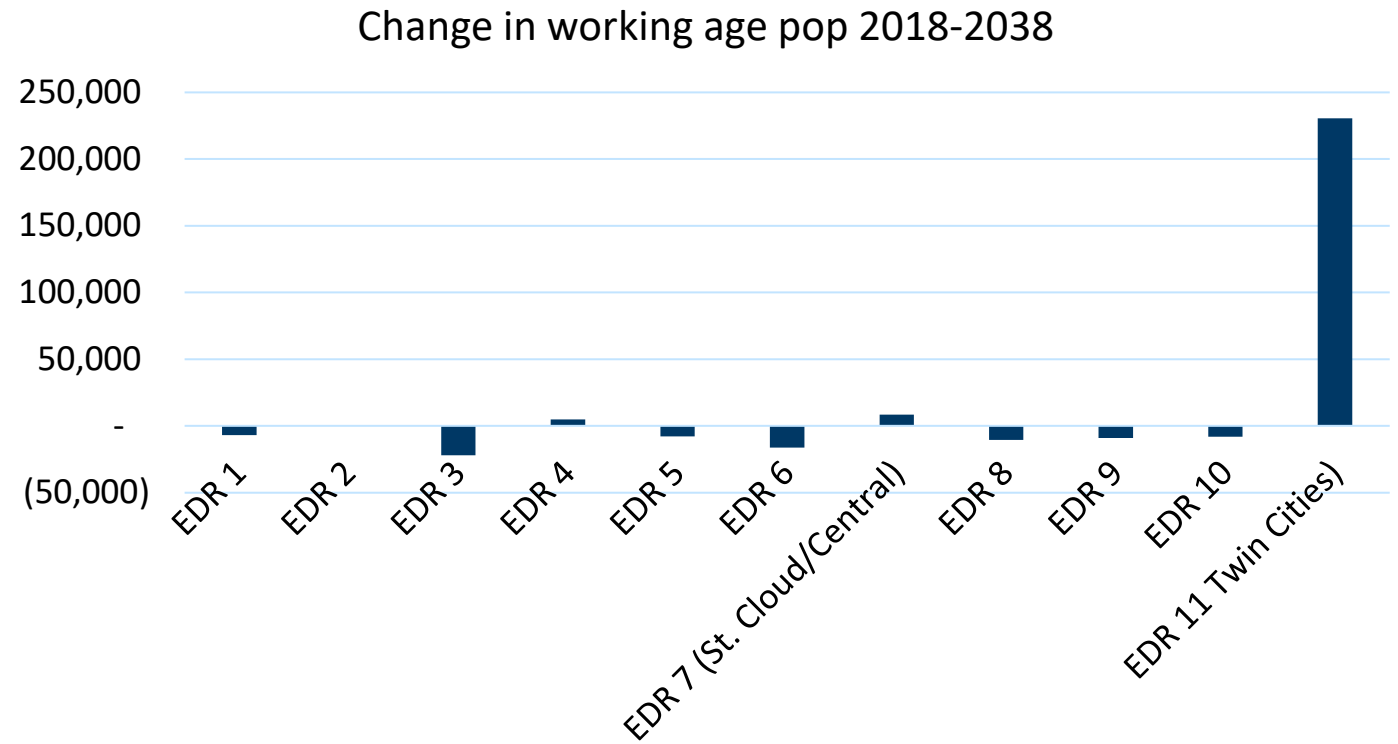
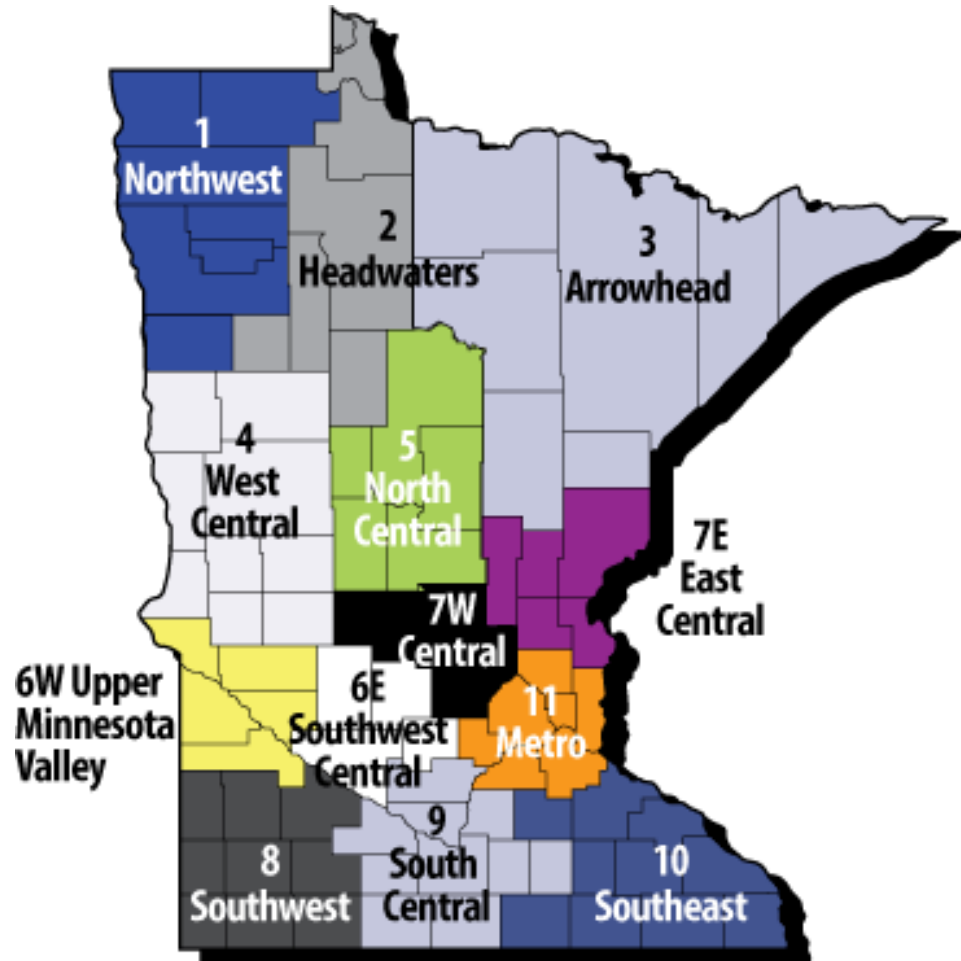
# There were 206,000 job openings in Minnesota in early 2021

Figure 1. Minnesota Job Vacancies and Unemployed, Second Quarter 2001 to Second Quarter 2021



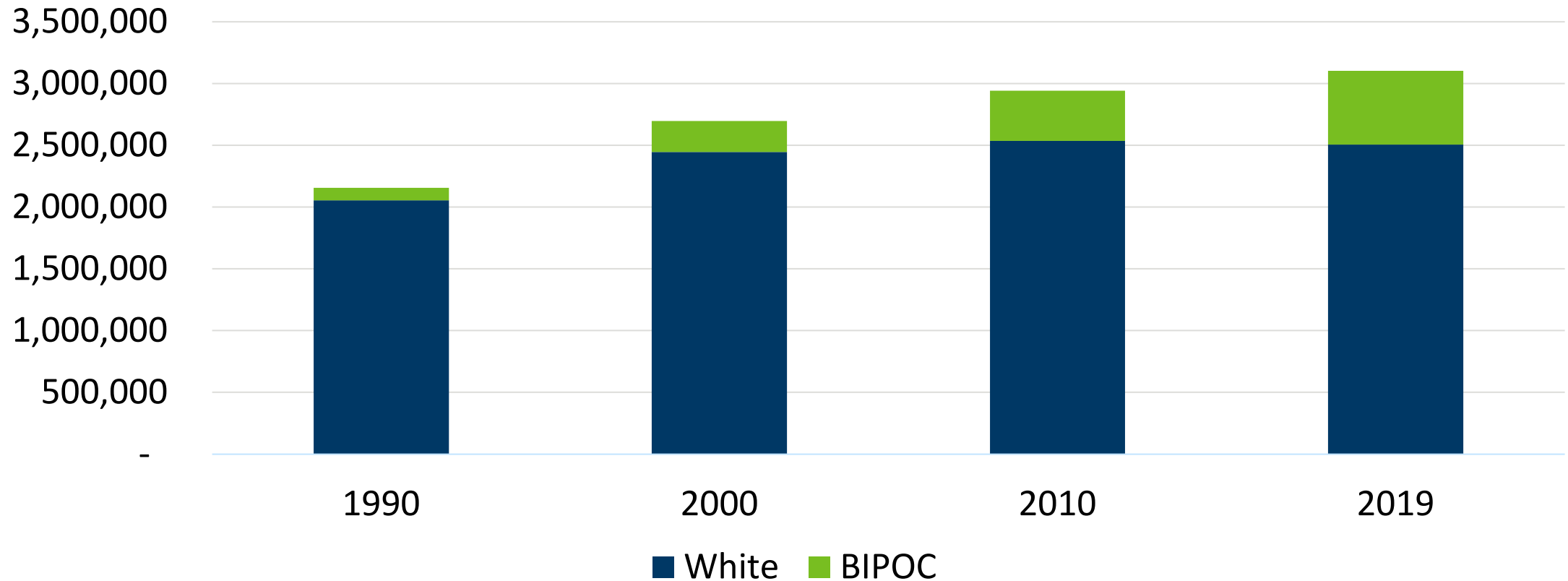


# Twin Cities working-age population projected to grow modestly



# Modest growth of the workforce overall is attributable to the addition of BIPOC workers

Minnesota's Labor Force, 1990-2019



## Key Takeaways

### Is Demography Destiny?

- Fewer school-age children relative to older adults will mean **pressures to shift resources** (public, nonprofit) from younger to older, potential impacts on education/training resources
- Slowing-labor force growth and increasing demands of job market will mean that training and retaining workers will be essential to future economic growth
- Increasing diversity has its own growth momentum (through births)

# Keep in touch

Email: [demography.helpline@state.mn.us](mailto:demography.helpline@state.mn.us)

Website: [mn.gov/demography](http://mn.gov/demography)