

# **Immigrants and Minnesota's Workforce**

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# Presentation Overview

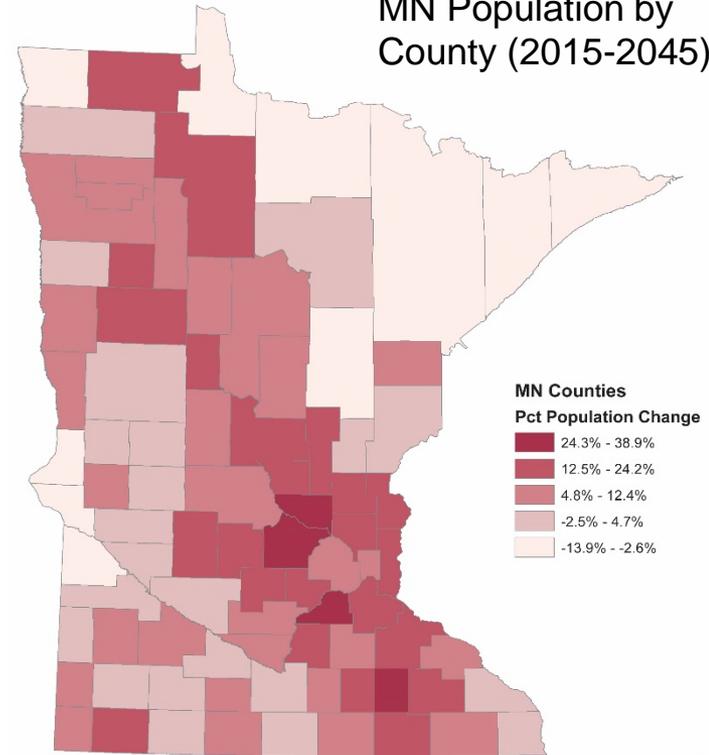
1. Minnesota's population will grow slowly in the future
2. Most future population growth in Minnesota may depend on immigrants
3. Immigrants are important for Minnesota's labor force
4. Without increased migration to Minnesota the labor force will grow more slowly



# Minnesota Population Trends: Slowing Growth

- Moderate population growth between 2015 and 2030
- Population projected to grow at slower rate beginning 2030

Projected Change in  
MN Population by  
County (2015-2045)



Data Source: MN State Demographer's Office  
Map Created Sep 2016

Center for Urban and  
Regional Affairs (CURA)  
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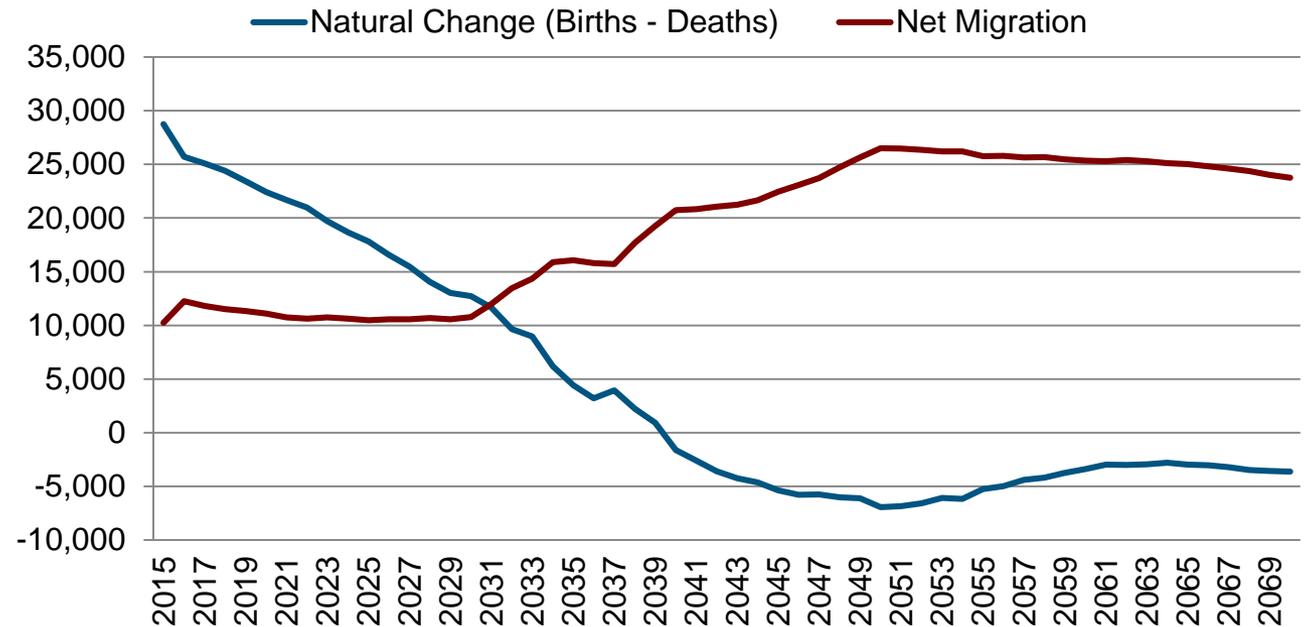


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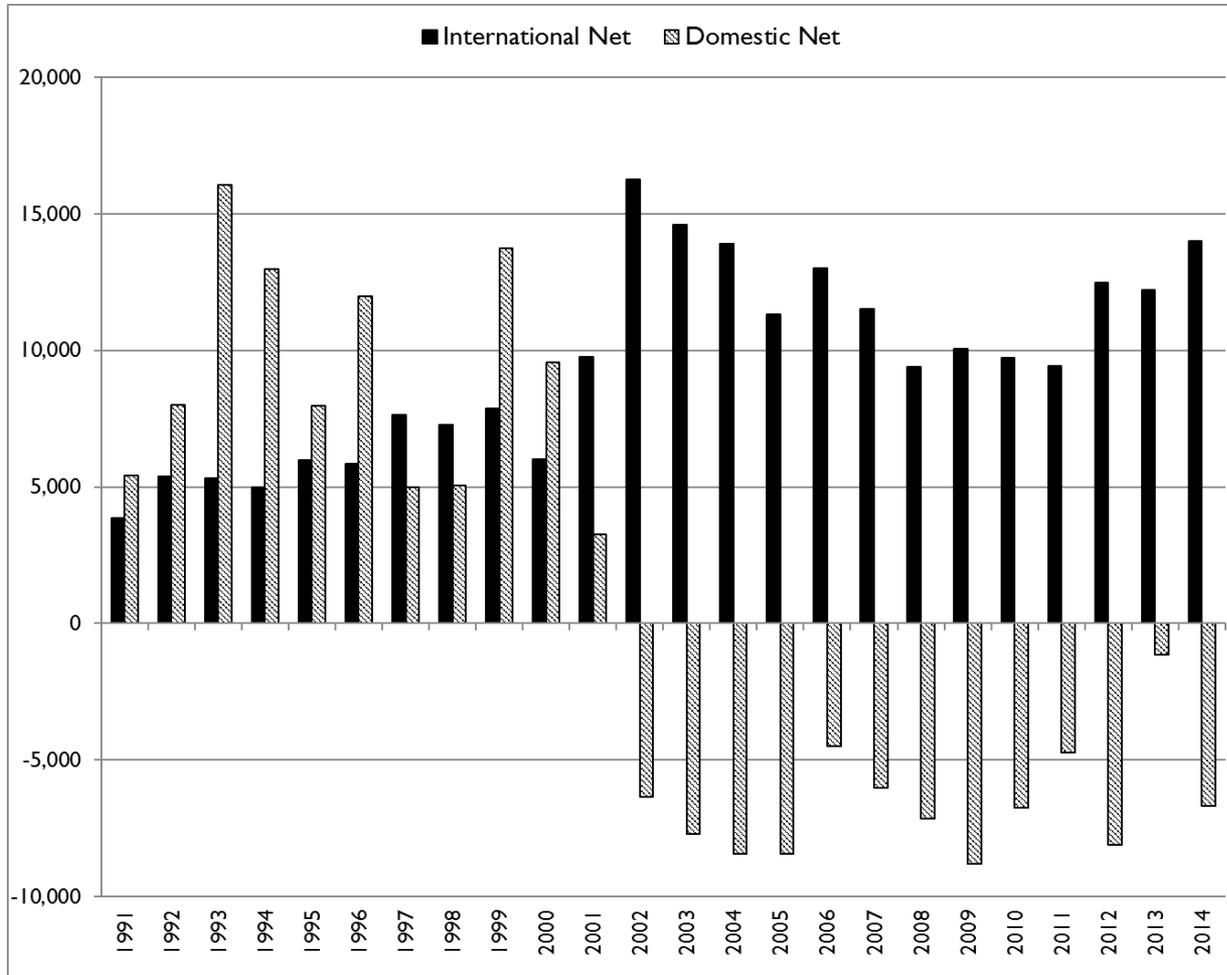
# MN Future Population Growth

- Without a substantial increase of migration, MN's population will grow slowly

Projected Annual Population Change in Minnesota, 2015-2070



# MN Population Growth & Migration



Source: MN State  
Demographic  
Center, 2015

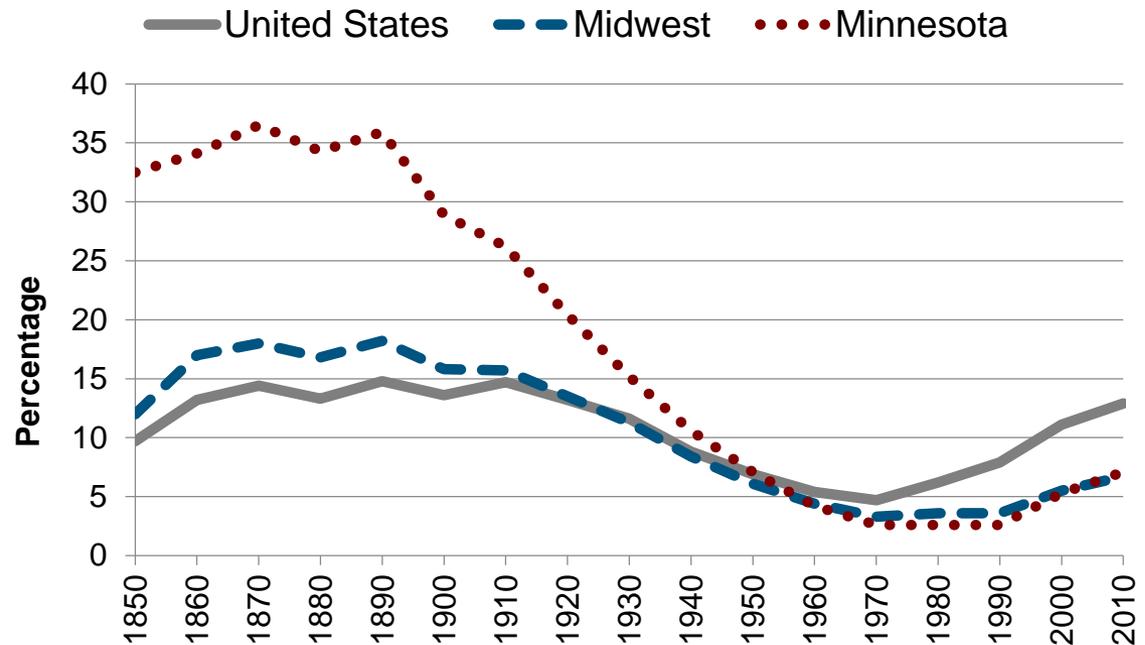


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# Immigrants in Minnesota

- MN led the U.S. in immigration in 19<sup>th</sup> century
- MN now lags U.S. in foreign born population

Foreign Born Population in the United States and Minnesota, 1850-2010



# Projected Changes in Immigrant Population

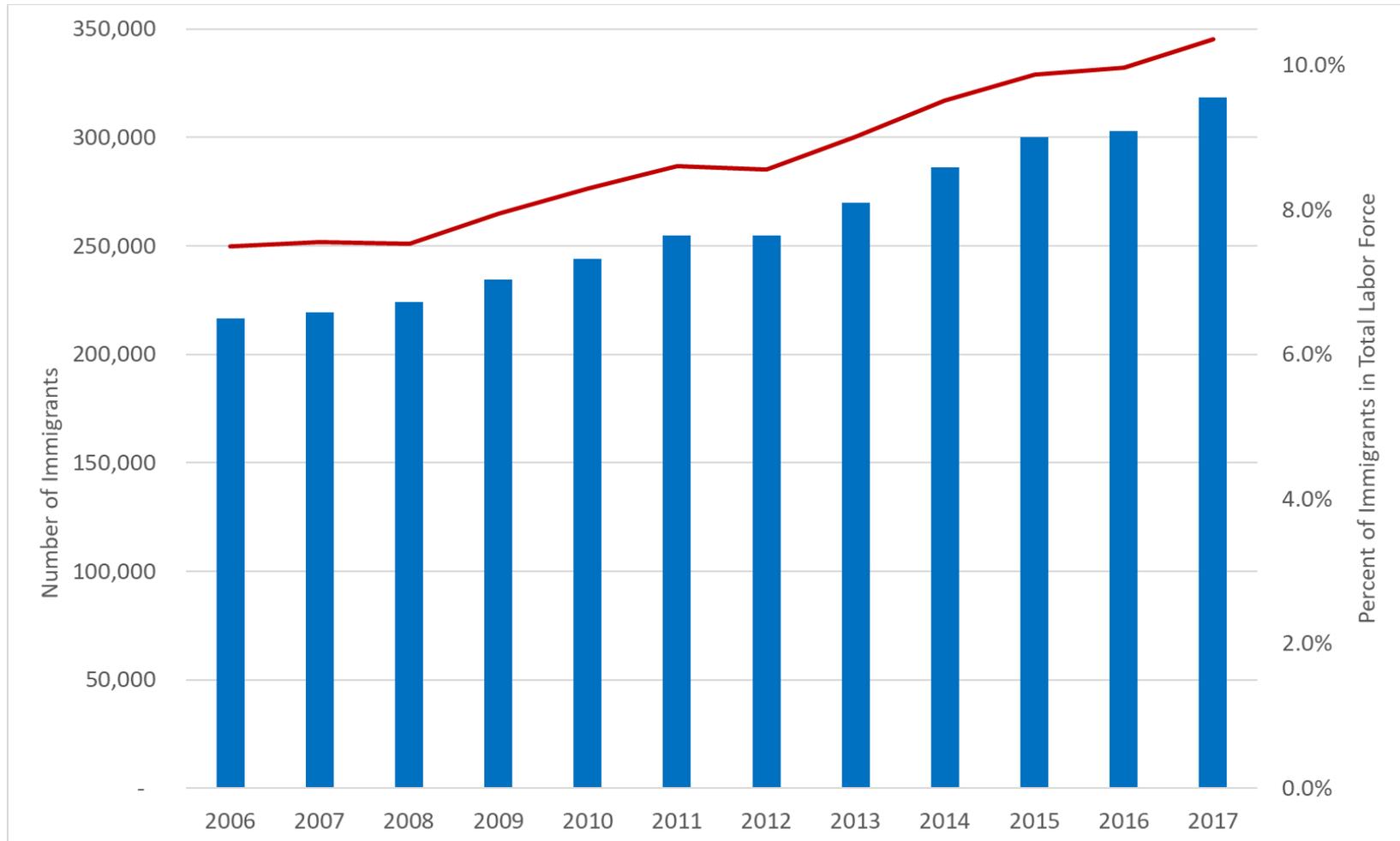
- United States
  - 43 million (2015) growing to 78 million (2060)
  - Shift from 13.5% (2015) to 18.8% (2060)
- Minnesota
  - 428,000 (2014) growing to 870,000 (2060)
  - Shift from 7.8% (2014) to 13% (2060)

Source: U.S. Census Bureau; Author's calculations



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# Growth of Immigrants in Minnesota's Labor Force, 2006-2017

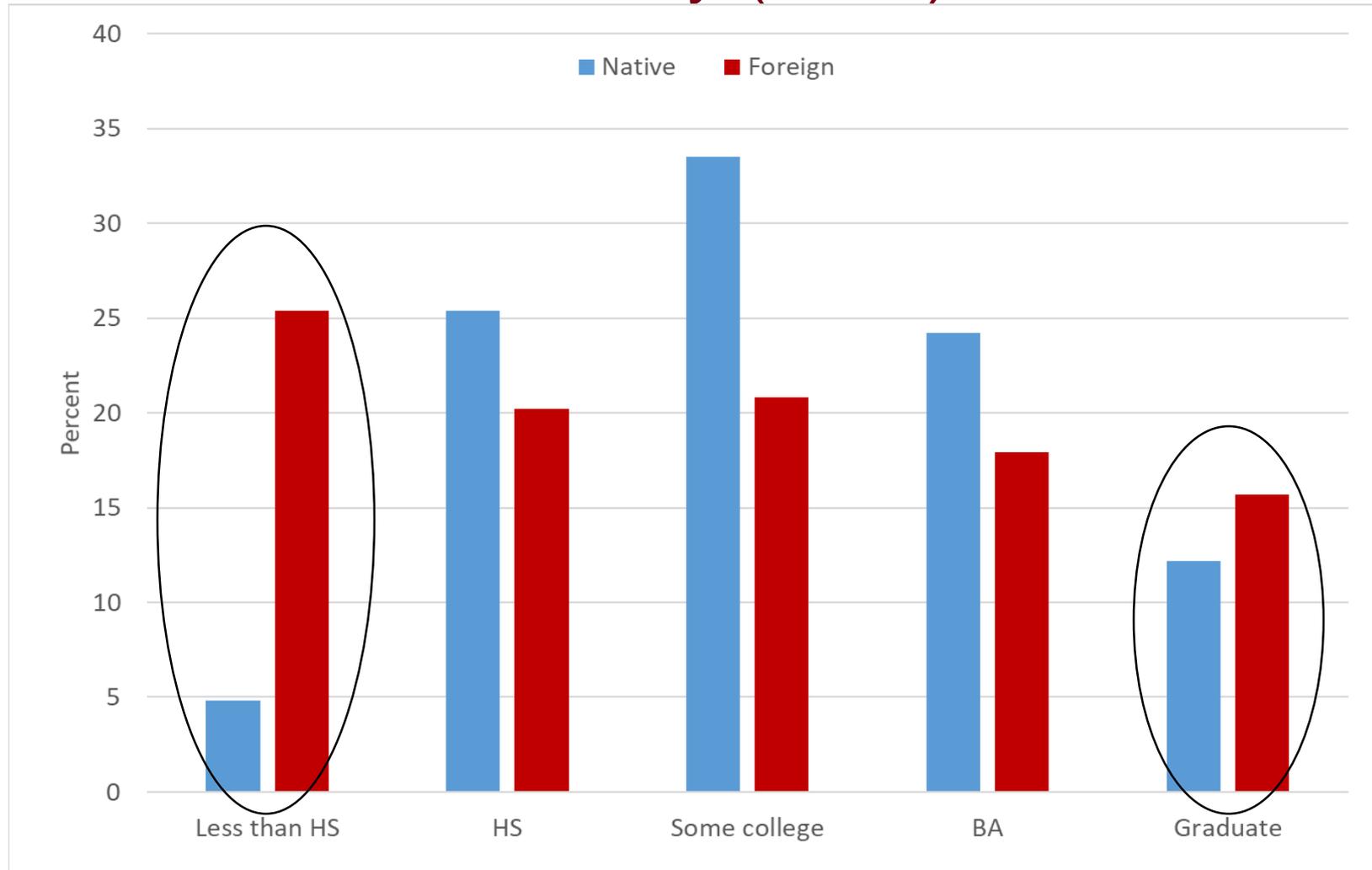


Source: Author calculations of American Community Survey data, 2006-2017



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# Educational Attainment in Minnesota, by Nativity (2017)

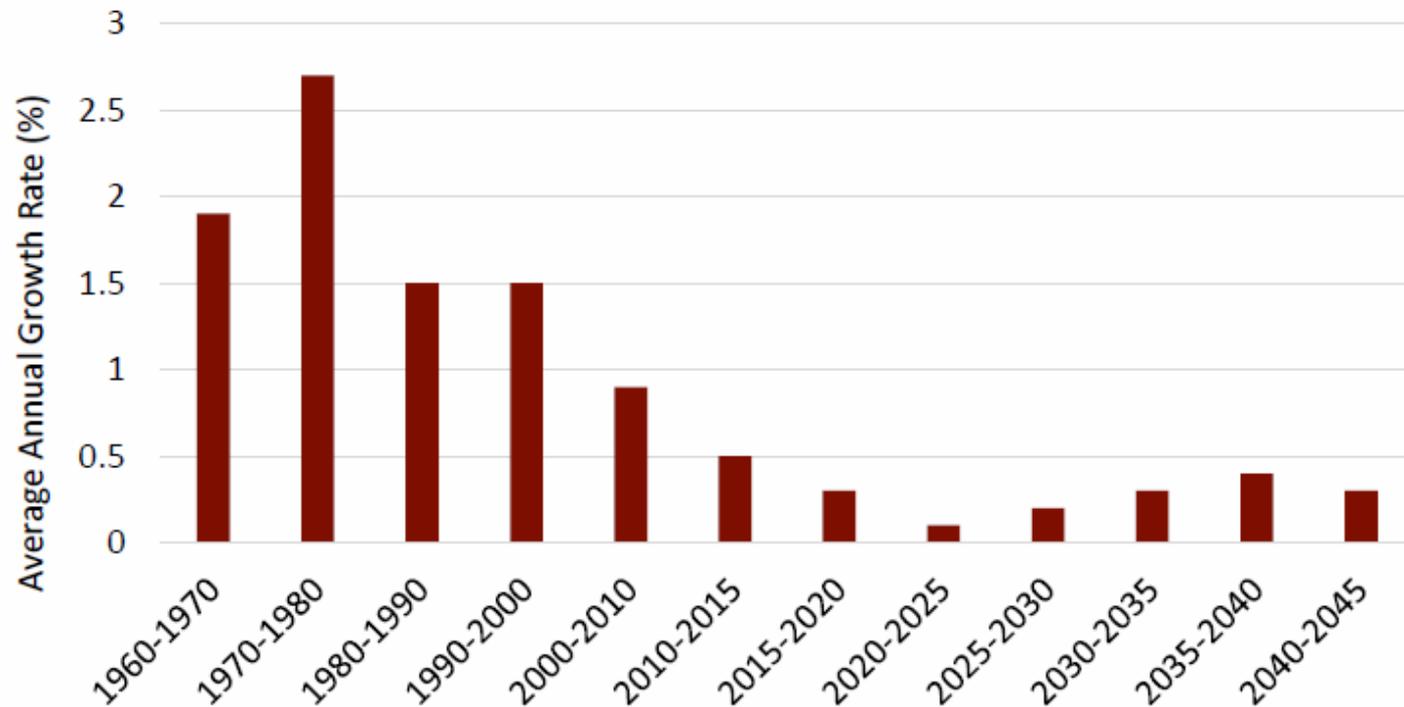


Source: American Community Survey data, 2017



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# Average Annual Labor Force Growth in Minnesota (1960-2045)



Note: Based on "Figure 4: Minnesota's Average Annual Labor Force Growth Rate, Historical and Projected, 1960-2045," in Minnesota State Demographic Center, *In the Shadow of Boomers: Minnesota's Labor Force Outlook*, December 2013.



# Job Vacancies in Minnesota, by Region (2005-2017)

Average annual quarterly vacancies

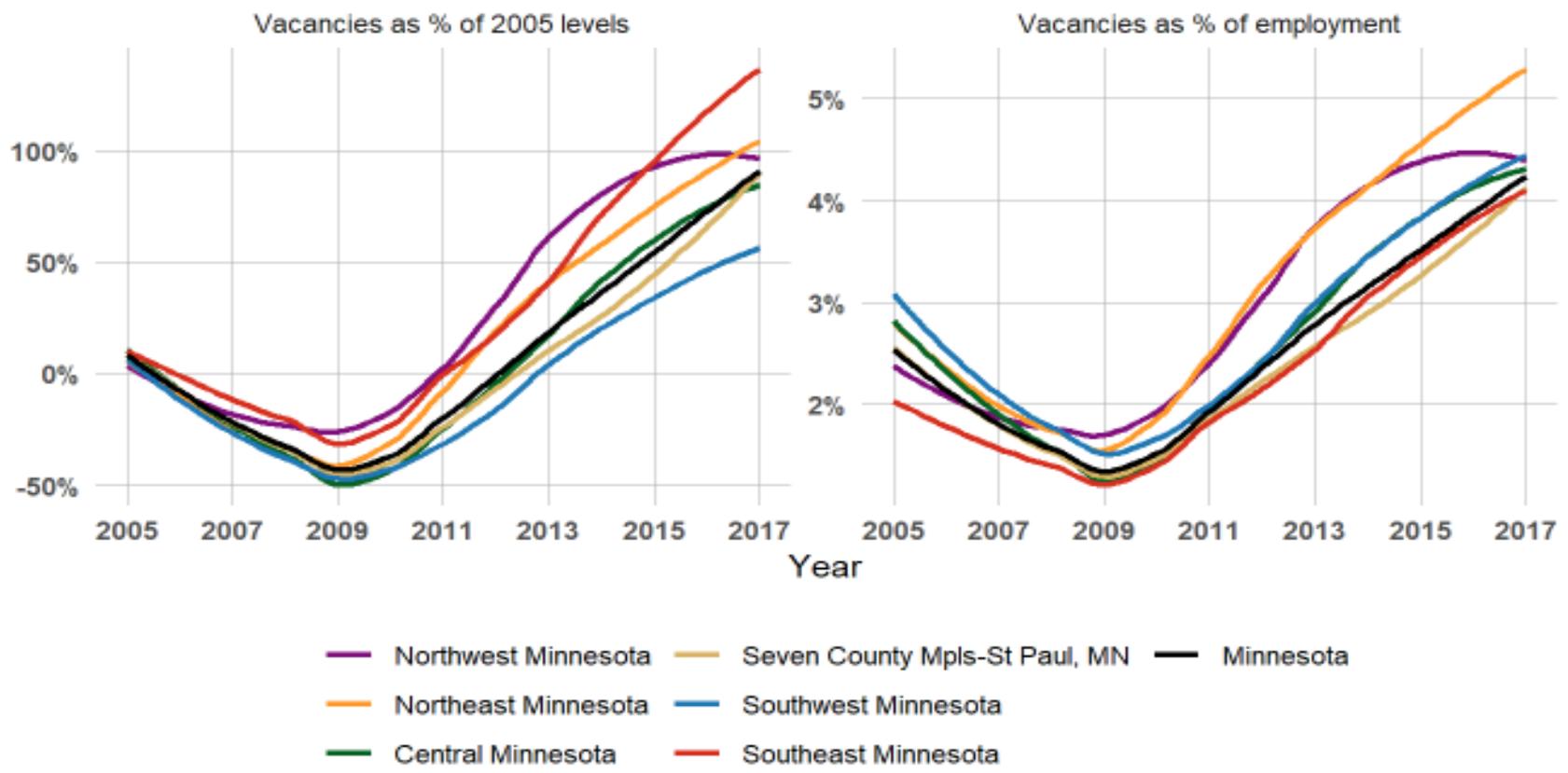


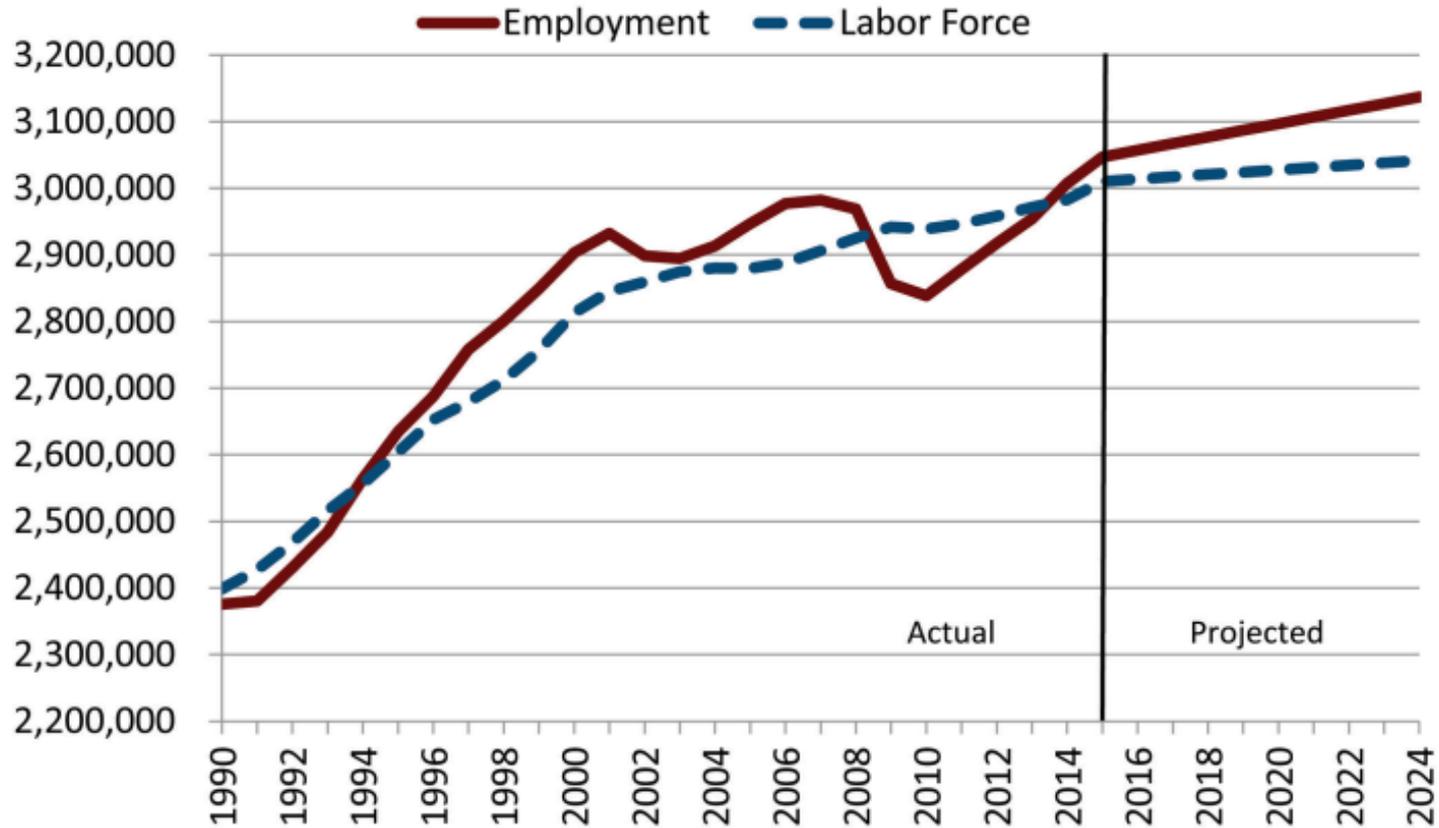
Figure 1: Average number of job vacancies in the second and fourth quarters of each year indexed to vacancy levels in 2005 (left). By 2017, the job vacancy rate (right) was significantly higher in most regions of Greater Minnesota compared to the seven-county metro. Northeast's significantly higher vacancy rate is due not only to a high number of vacancies but also the fact that it is the only region to experience a decline in labor force since 2000. Data source: MN DEED

Source: Asche, Kelly. 2018. "Finding work or findings workers?" Center for Rural Policy and Development (<https://www.ruralmn.org/finding-work-or-finding-workers-pt1/>)



# Minnesota Labor Market Projection

Actual and Projected Minnesota Labor Force and Employment, 1990-2024



Note: Based on historical and projected employment and labor force data by the Minnesota Department of Employment and Economic Development.



# Shrinking the Gap

- Increase labor force participation
  - Key groups (Indian, Somali, Hmong, and Mexican Women)
  - Delay retirement
- Increase number of migrants to Minnesota
  - To maintain current labor force growth rate (0.5%) need 4.5 times the number of currently project migrants in 2045



# Changes to Policy & Practice

- How can Minnesota attract and retain more migrants in the future?
  - Economic fundamentals and disparities
  - Social, economic and political integration of immigrants
  - Future size of the immigrant stream to the U.S. in question (Trump executive authority, RAISE Act)

