



Examining Minnesota's Labor Market

LED Partnership Workshop
March 28, 2023

Cameron Macht
Regional Analysis & Outreach Manager
cameron.macht@state.mn.us
<https://mn.gov/deed/data/regional-lmi/>



Information for Decision Making

- Economic disparities between people of color and white people are notable and often significant in America and Minnesota
- Black or African Americans in particular and Hispanics face economic disparities in our country and state, as foundational systemic barriers to prosperity persist
- As policymakers, community leaders, businesses, and workforce leaders craft approaches to remove these barriers, one thing we hear consistently is that *disaggregated data by race is essential*
- Understanding the demographic trends and scope of disparities is an important tool for crafting stronger solutions for communities
- Our analysis offers an updated look at some of the major demographic, economic, and educational trends, and disparities in the Black and Hispanic communities in Minnesota

Demographic Details

- The reports provide demographic details from the Census Bureau and IPUMS
 - *Population Trends*
 - *Minnesota is rapidly becoming more racially diverse*
 - *Almost 400,000 Black or African American residents (450,000 in combination)*
 - *+45.2%*
 - *Almost 350,000 Hispanic or Latino residents*
 - *+38.1%*
 - *White population is aging over time*

Table 1. Population Change in Minnesota, 2010-2020					United States
	Minnesota				
	2020 Population	2020 Percent	Change from 2010-2020		2020 Percent
Total Population	5,706,494	100.0%	+402,569	+7.6%	100.0%
White	4,423,146	77.5%	-100,916	-2.2%	72.5%
Black or African American alone	398,434	7.0%	+124,022	+45.2%	12.7%
American Indian/Alaska Native	68,641	1.2%	+7,725	+12.7%	0.8%
Asian & Other Pac. Islander	302,108	5.3%	+85,718	+39.6%	5.7%
Some Other Race	168,444	3.0%	+65,444	+63.5%	4.9%
Two or More Races	345,721	6.1%	+220,576	+176.3%	3.3%
Hispanic or Latino (<i>any race</i>)	345,640	6.1%	+95,382	+38.1%	18.7%

Source: U.S. Census Bureau

Demographic Details

- The reports provide demographic details from the Census Bureau and IPUMS

- *Population Trends*

- *Minnesota is rapidly becoming more racially diverse*
- *Almost 400,000 Black or African American residents (450,000 in combination)*

- +45.2%

- *Almost 350,000 Hispanic or Latino residents*

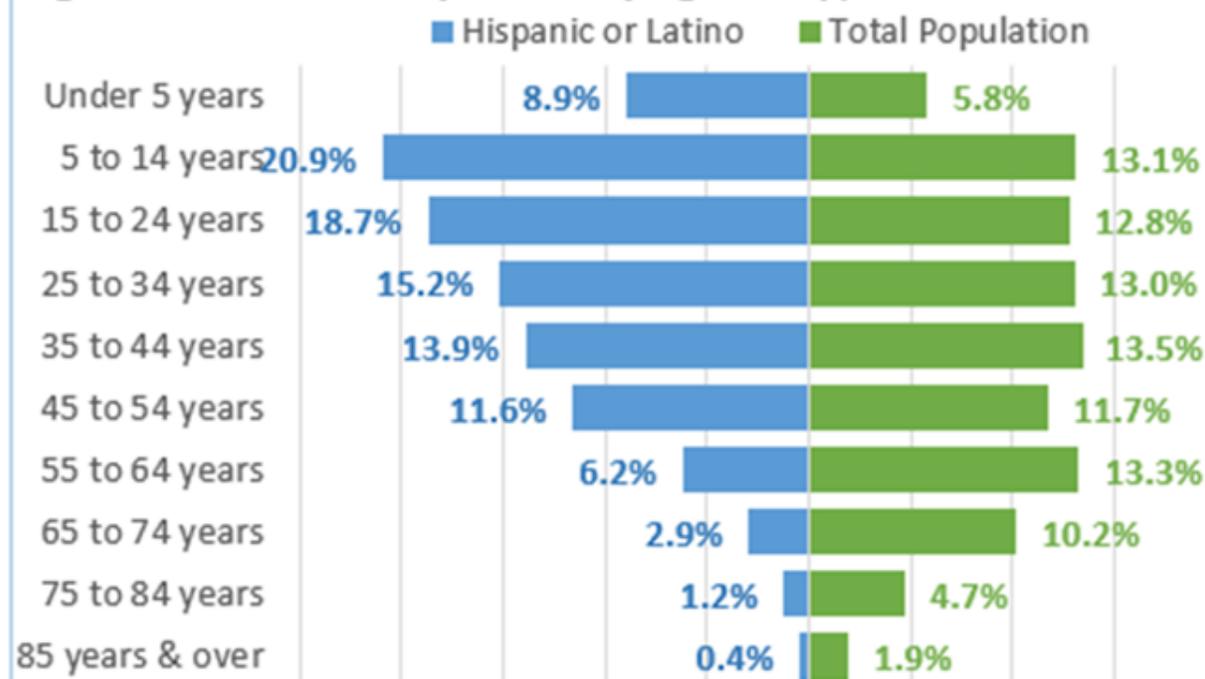
- +38.1%

- *White population is aging over time*

- *Age Groups*

- *Much younger and more likely to be in their prime working years, leading to higher labor force participation rates*

Figure 1. Minnesota Population by Age Group, 2021



Source: 2021 American Community Survey

Demographic Details

- The reports provide demographic details from the Census Bureau and IPUMS
 - *Foreign-Born Status*
 - *Minnesota welcomed more than 110,000 foreign-born residents from 2010 to 2021*
 - *Fastest and largest growth was from Africa*
 - *Eastern & Western Africa*
 - *Also saw slower growth from Latin America (much quicker in past decades)*

Table 2. Place of Birth for the Foreign Born Population, 2021	Minnesota		Change from 2010-2021	
	Number	Percent	Number	Percent
Total, Foreign-born Population	479,231	8.5%	+112,280	+30.6%
Europe	45,121	9.4%	+117	+0.3%
Asia	177,107	37.0%	+41,060	+30.2%
Africa:	133,255	27.8%	+63,053	+89.8%
<i>Africa: - Eastern Africa</i>	<i>85,446</i>	<i>64.1%</i>	<i>+42,160</i>	<i>+97.4%</i>
<i>Africa: - Middle Africa</i>	<i>4,570</i>	<i>3.4%</i>	<i>+3,184</i>	<i>+229.7%</i>
<i>Africa: - Northern Africa</i>	<i>6,486</i>	<i>4.9%</i>	<i>+1,568</i>	<i>+31.9%</i>
<i>Africa: - Southern Africa</i>	<i>1,536</i>	<i>1.2%</i>	<i>+599</i>	<i>+63.9%</i>
<i>Africa: - Western Africa</i>	<i>32,477</i>	<i>24.4%</i>	<i>+15,436</i>	<i>+90.6%</i>
Oceania	1,885	0.4%	+285	+17.8%
Latin America	110,104	90.4%	+8,616	+8.5%
Northern America	11,759	9.6%	-851	-6.7%

Source: 2017-2021 American Community Survey

Demographic Details

- The reports provide demographic details from the Census Bureau and IPUMS

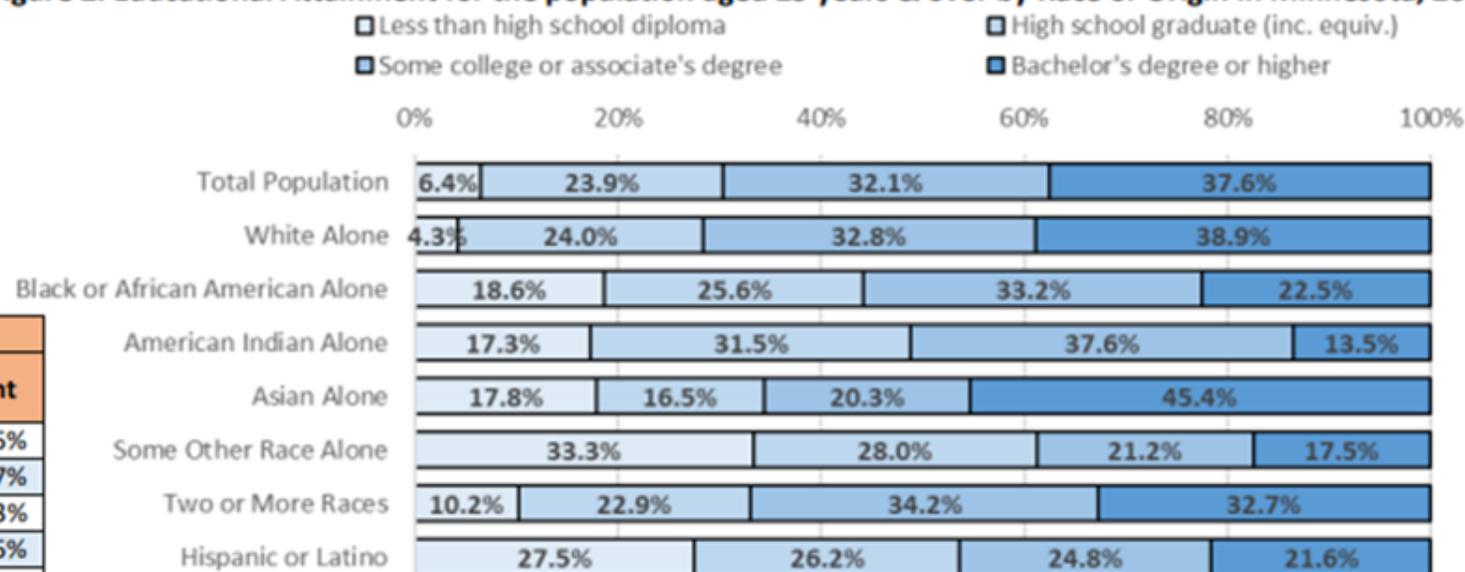
- Foreign-Born Status*

- Minnesota welcomed more than 110,000 foreign-born residents from 2010 to 2021
- Fastest and largest growth was from Africa
 - Eastern & Western Africa
- Also saw slower growth from Latin America (much quicker in past decades)

- Educational Attainment*

- Differences between native-born and foreign-born populations

Figure 2. Educational Attainment for the population aged 25 years & over by Race or Origin in Minnesota, 2021



Source: 2017-2021 American Community Survey

Table 3. Educational Attainment for Minnesota's Black Adults Aged 25 Years & Over by Birthplace, 2020	Born in America		Born in Africa	
	Number	Percent	Number	Percent
High School Diploma or Less	53,194	52.1%	44,740	49.5%
1 year of college	20,138	19.7%	14,176	15.7%
2 years of college	10,702	10.5%	7,492	8.3%
Bachelor's Degree or Higher	18,163	17.8%	23,989	26.5%
TOTAL POPULATION	102,197	100.0%	90,397	100.0%

Source: IPUMS USA, 2016-2020 American Community Survey

Labor Force Details

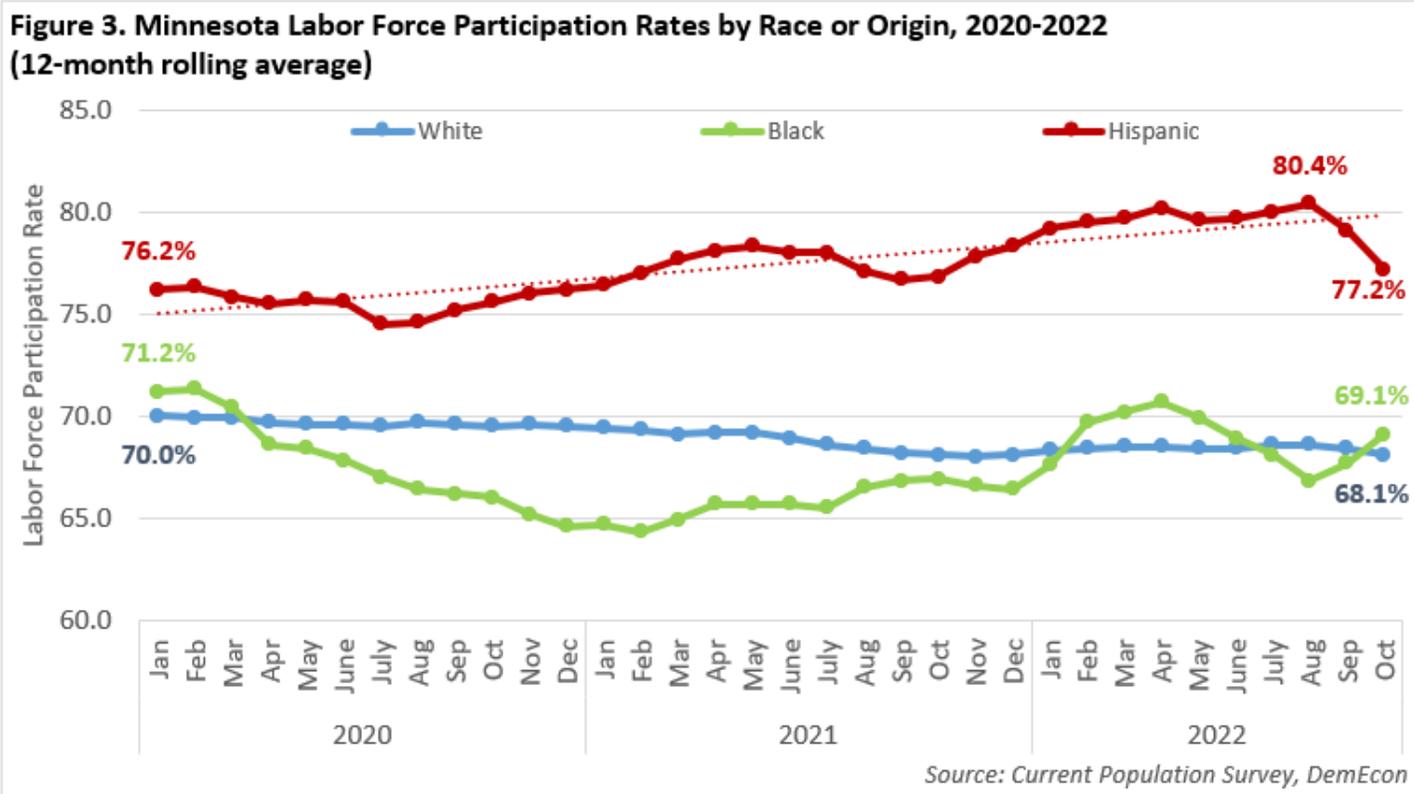
- The reports provide demographic details from the Census and DEED LMI
 - *Employment Characteristics*

	Minnesota			United States	
	In Labor Force	Labor Force Partic. Rate	Unemp. Rate	Labor Force Partic. Rate	Unemp. Rate
Total Labor Force	3,115,022	68.4%	4.9%	63.0%	6.3%
White alone	2,462,965	67.2%	4.2%	61.7%	5.1%
Black or African American	191,755	70.5%	11.0%	62.3%	10.6%
American Indian & Alaska Native	22,392	60.3%	10.5%	61.8%	9.1%
Asian	167,787	75.3%	4.2%	65.9%	5.8%
Some Other Race	84,746	77.3%	6.3%	67.9%	7.7%
Two or More Races	182,381	74.2%	7.2%	66.6%	7.5%
Hispanic or Latino	175,003	77.5%	7.7%	67.5%	7.5%

Source: 2021 American Community Survey, 1-Year Estimates

Labor Force Details

- The reports provide demographic details from the Census and DEED LMI
 - *Employment Characteristics*
 - *Labor force participation rates and unemployment rates*

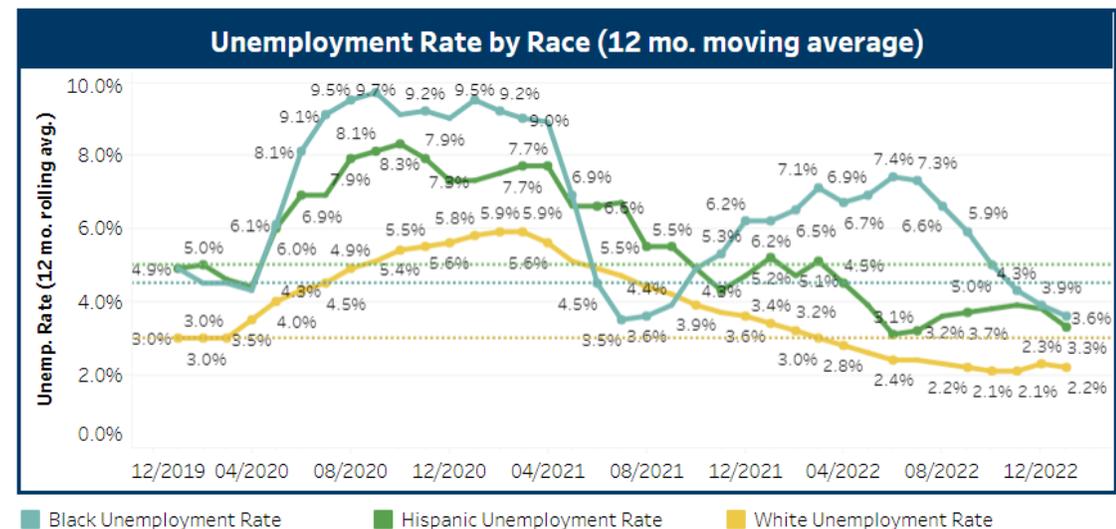


Labor Force Details

- The reports provide demographic details from the Census and DEED LMI
 - *Employment Characteristics*
 - *Labor force participation rates and unemployment rates*

Tracking Our Economic Recovery: Labor Market Information Key Results

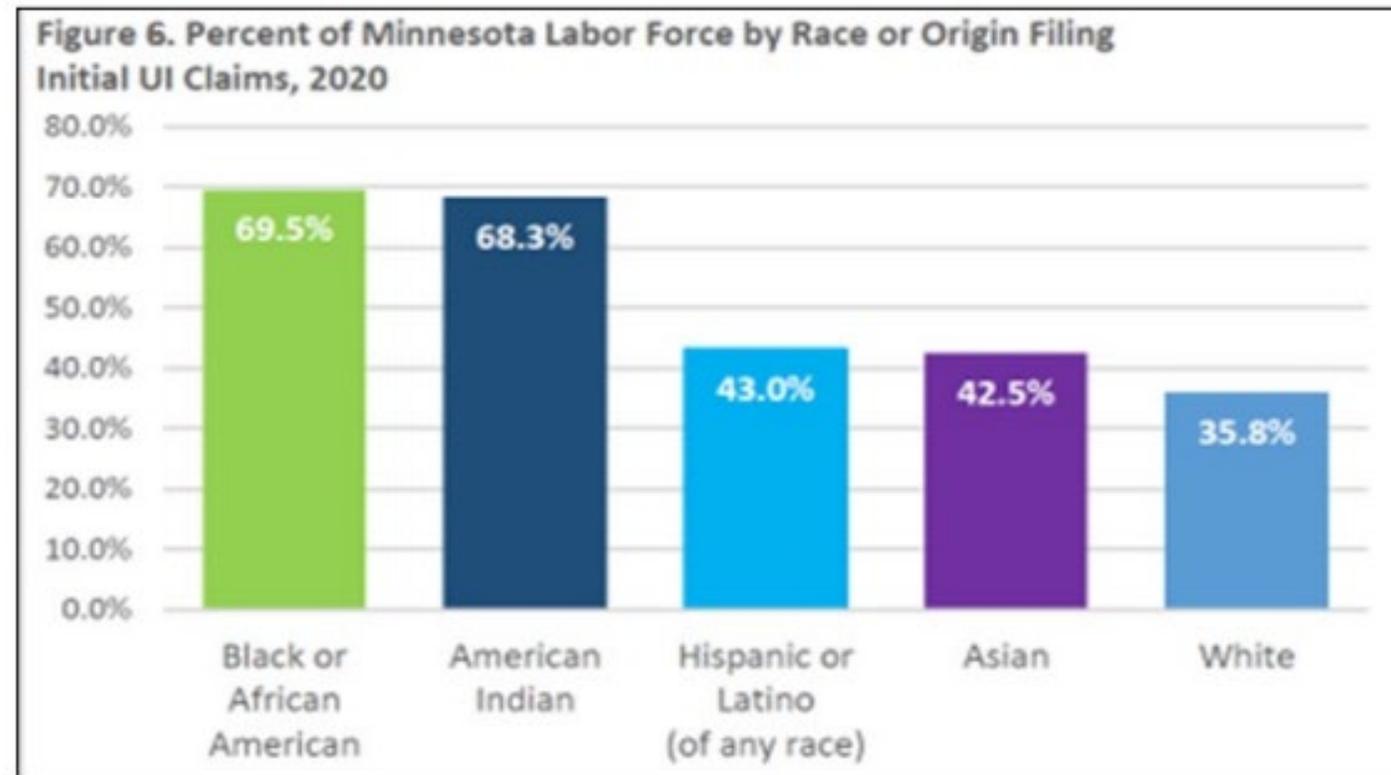
	Current Rate January 2023	Change from Last Month	Change from Pre-Pandemic
Black Unemployment Rate	3.6%	-0.3%	-0.9%
Hispanic Unemployment Rate	3.3%	-0.5%	-1.7%
White Unemployment Rate	2.2%	-0.1%	-0.8%



For more information: Alternative Measures of Unemployment (<https://mn.gov/deed/data/current-econ-highlights/alternative>)

Labor Force Details

- The reports provide demographic details from the Census and DEED LMI
 - *Employment Characteristics*
 - *Labor force participation rates and unemployment rates*
 - *Initial Unemployment Insurance Claims*



Labor Force Details

- The reports provide demographic details from the Census and DEED LMI
 - *Employment Characteristics*
 - *Labor force participation rates and unemployment rates*
 - *Initial Unemployment Insurance Claims*
 - *Risk of Prolonged Unemployment*

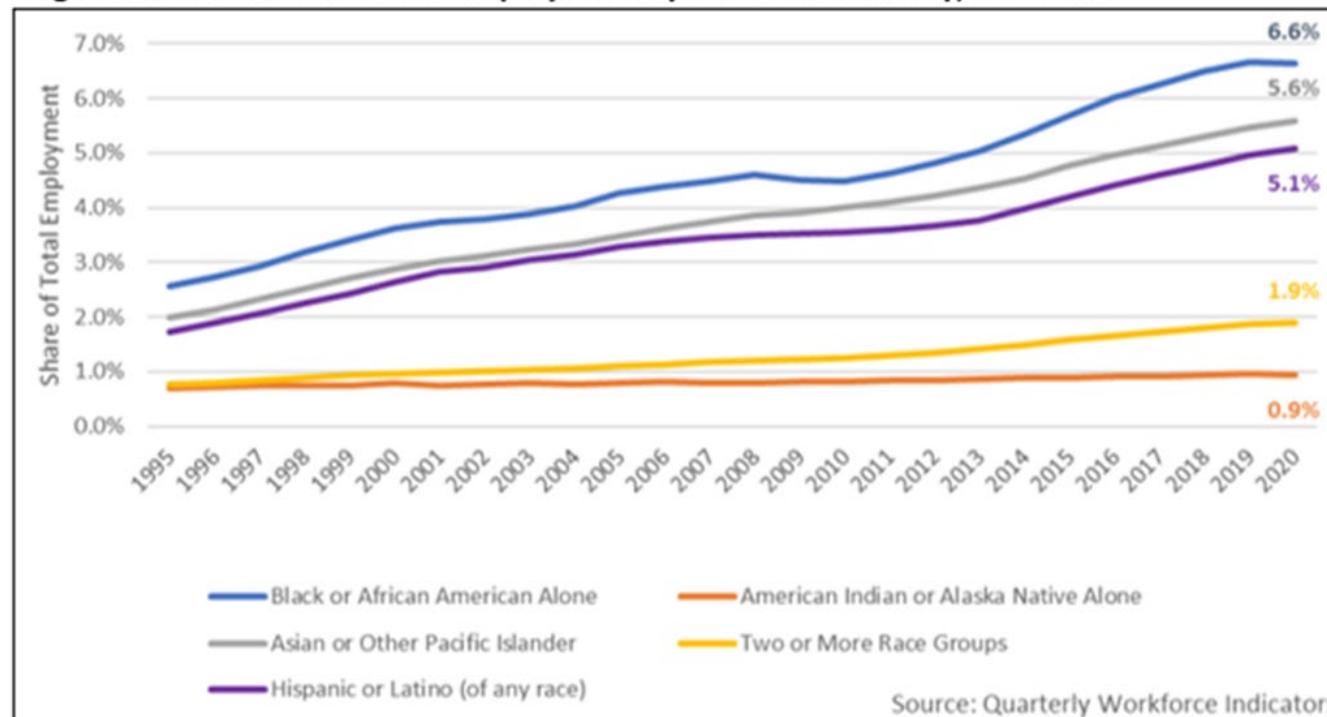
Figure 6. Profile of Risk for Prolonged Unemployment, Minnesota, 2020-2021

Factor	Description	% Tot claimants	% Lab force	Avg UI weeks	% Continued filing after March 5 2021
Total	Total claimants since Mar 2020	100.0%	100.0%	19.7	9.7%
Race	American Indian	1.3%	0.8%	23.3	45.0%
	Asian	5.7%	5.1%	19.0	22.3%
	Black	10.5%	5.9%	27.4	45.0%
	Hispanic/Latino	5.5%	5.2%	20.8	28.0%
	Mixed race	2.5%	2.4%	23.7	32.6%
	White	74.5%	80.7%	18.4	22.0%

Employment Concentrations

- Demographic details from Quarterly Workforce Indicators
- While the majority of Minnesota's total jobs are held by workers reporting as white, recent and historical trends show the state's workforce is becoming increasingly racially and ethnically diverse with each year
- At 15.0%, Minnesota's share of jobs held by non-white workers ranked 30th in the nation
 - Blacks rose from 3.6% to 6.6% in 2020
 - Hispanics went from 2.7% to 5.1%
- *The 53.5% increase from 2010-2020 was the 7th fastest in the U.S.*

Figure 7. Share of Minnesota Employment by Race and Ethnicity, 1995-2020



Employment Concentrations

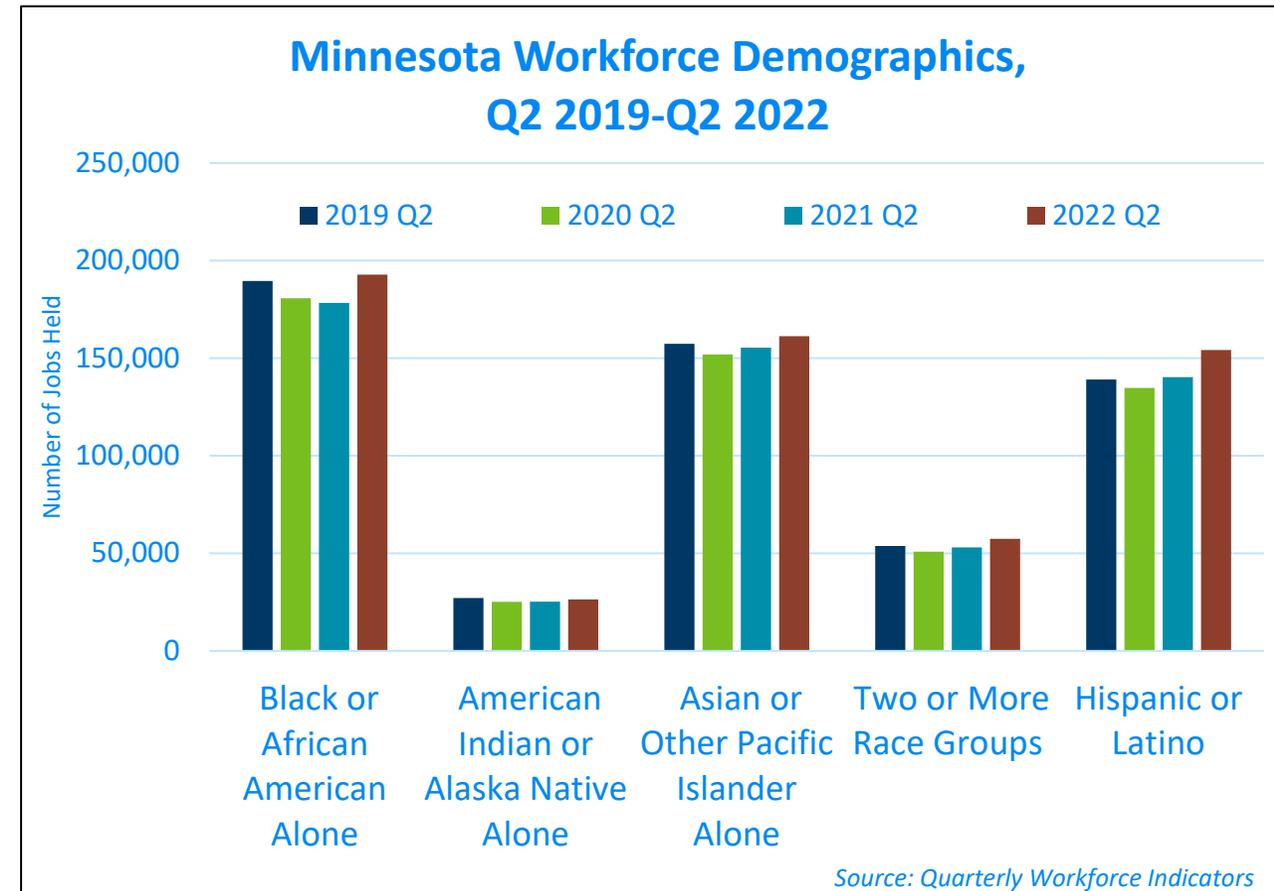
- After the severe job loss due to the pandemic recession in early 2020, Minnesota's economy began adding jobs again in late 2020 and throughout 2021 and 2022
 - Despite the pandemic recession, Minnesota's total employment still increased 8.7% from 2010 to 2021, which is equivalent to about 219,000 additional jobs
 - At a more detailed level, the number of jobs held by those reporting as white increased by 3% during this time (about 67,000 jobs), while jobs held by those reporting as a race other than white increased by 57% (about 152,000 jobs)
 - *Data clearly show that Minnesota's economy would not have been able to expand as fast as we did without our growing, diverse labor force*

Table 6. Minnesota Employment by Race and Ethnicity, 2010-2021	2010 Jobs		2021 Jobs		2010-2021 Change	
	Number	Share	Number	Share	Numeric	Percent
Total, All Jobs	2,529,957	100.00%	2,749,155	100.00%	+219,198	+8.7%
White	2,262,982	89.4%	2,330,011	84.8%	+67,029	+3.0%
Black or African American	113,578	4.5%	182,498	6.6%	+68,920	+60.7%
American Indian or Alaska Native	20,614	0.8%	25,473	0.9%	+4,859	+23.6%
Asian	100,959	4.0%	156,904	5.7%	+55,945	+55.4%
Two or More Race Groups	31,824	1.3%	54,269	2.0%	+22,445	+70.5%
Hispanic or Latino (of any race)	89,837	3.6%	145,900	5.3%	+56,063	+62.4%

Source: Quarterly Workforce Indicators

Labor Force Participation

- The largest job decline in the pandemic recession was for Whites, but the most severe decline was for American Indians and workers of Two or More Races
 - Only whites and American Indians held fewer jobs in 2nd Qtr. 2022 than in 2nd Qtr. 2019
- The number of jobs held by Black or African Americans is up +1.7% after a huge recovery from 2021-2022
 - But was still seeing declines in 2020-2021
- The number of jobs held by Hispanic or Latino workers was up from 2020-2021 and even more from 2021-2022; and is up +10.9% from 2019-2022
 - Reflects gains in Construction, Manufacturing, Agriculture, and Health Care & Social Assistance



Employment Concentrations

- **Industry Concentrations vary by race and ethnicity**

- **Blacks are more likely to be working in Health Care & Social Assistance**

- Admin. Support & Waste Management; Transportation & Warehousing; Accommodation & Food Services

- Less likely in Construction, Education, Wholesale Trade, Finance, & Mining (0.4%)

- **Hispanics are most likely to be working in Manufacturing**

- The number of Manufacturing jobs dropped -22.4% from 2000-2021; but the number of jobs held by Hispanics jumped +57.6%
- Construction, Agriculture Accom. & Food, Retail Trade

Figure 8. Jobs held by Hispanic or Latino Workers in Minnesota by Industry, 2021

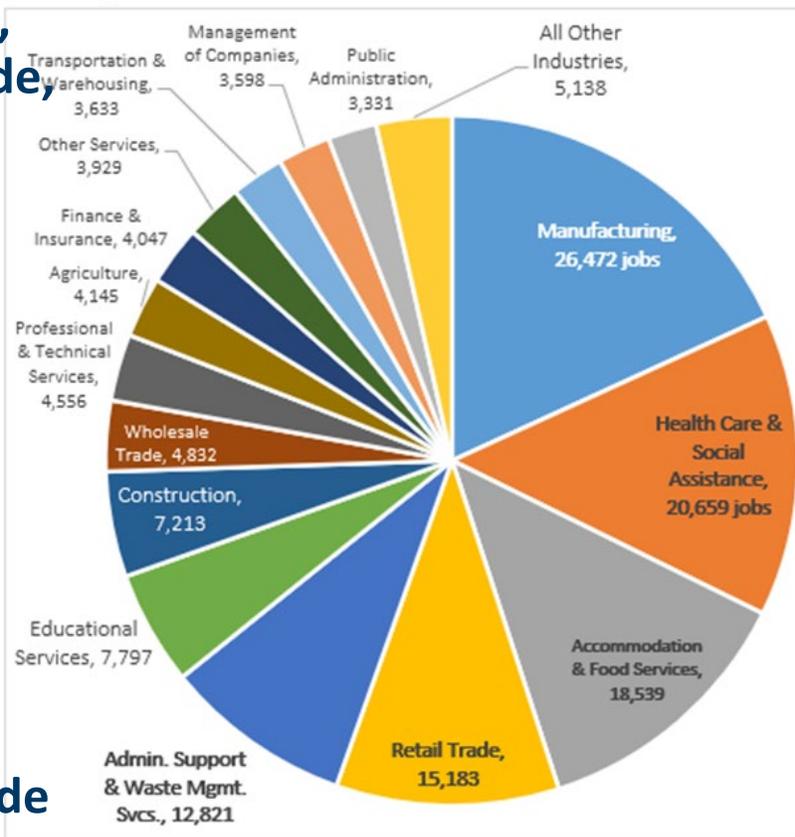
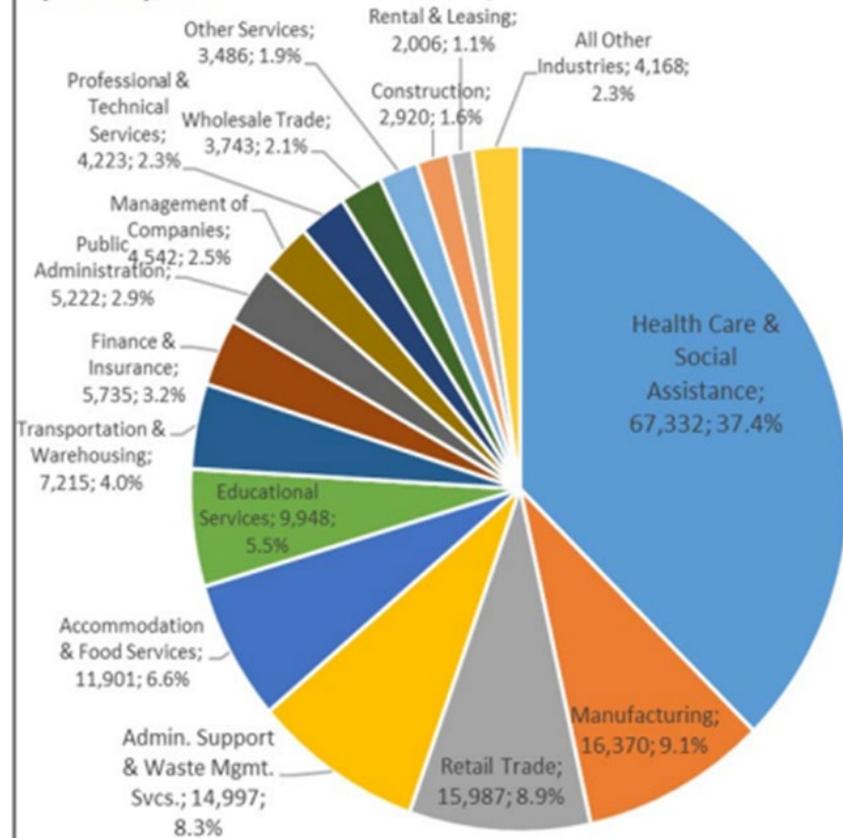


Figure 8. Jobs held by Black or African American Workers in Minnesota by Industry, 2021



Employment Concentrations

- **Occupational Concentrations also vary by race and ethnicity**

- Systemic racial inequality is an impediment to growth in our state
- DEED is focused on and committed to:
 - Drive dollars to targeted communities
 - Increase outreach and engagement
 - Reform programs to address systemic barriers
 - Make equity everyone's job
 - Change from the inside out

Table 7. Top 15 Occupations held by Black or African American Workers in Minnesota, 2020	Black or African American Alone Workers	Percent of Total Black Workers	White Alone Workers	Percent of Total White Workers	Total Workers, All Races	Black Percent of Total Workers
Personal Care Aides	11,127	5.6%	30,833	1.0%	49,020	22.7%
Nursing, Psychiatric, & Home Health Aides	10,454	5.2%	34,939	1.2%	50,974	20.5%
Cashiers	8,232	4.1%	55,840	1.9%	76,181	10.8%
Customer Service Representatives	6,211	3.1%	54,751	1.8%	68,318	9.1%
Janitors & Building Cleaners	5,473	2.7%	46,684	1.6%	61,005	9.0%
Assemblers & Fabricators	5,096	2.6%	21,792	0.7%	35,911	14.2%
Laborers & Freight & Stock Movers, Hand	5,041	2.5%	42,184	1.4%	54,643	9.2%
Chefs & Cooks	4,555	2.3%	41,881	1.4%	59,990	7.6%
Registered Nurses	4,339	2.2%	74,989	2.5%	85,027	5.1%
Driver/Sales Workers & Truck Drivers	4,137	2.1%	70,804	2.4%	78,303	5.3%
First-Line Supervisors of Sales Workers	3,917	2.0%	80,325	2.7%	91,461	4.3%
Maids & Housekeeping Cleaners	3,887	2.0%	17,123	0.6%	27,186	14.3%
Childcare Workers	3,545	1.8%	34,949	1.2%	41,446	8.6%
Stock Clerks & Order Fillers	3,363	1.7%	31,240	1.0%	38,718	8.7%
Retail Salespersons	3,307	1.7%	63,566	2.1%	74,601	4.4%

Source: U.S. Census Bureau, IPUMS USA, University of Minnesota, www.ipums.org

Table 8. Top 25 Occupations held by Hispanic or Latino Workers in Minnesota, 2020	Number of Hispanic or Latino Workers	Percent of Total Hispanic Workers	Non-Hispanic Workers	Percent of Non-Hispanic Workers	Total Workers, All Races & Origins	Hispanic Percent of Total Workers
Chefs & Cooks	9,608	5.5%	50,382	1.5%	59,990	16.0%
Janitors & Building Cleaners	6,445	3.7%	54,560	1.6%	61,005	10.6%
Cashiers	6,129	3.5%	70,052	2.1%	76,181	8.0%
Maids & Housekeeping Cleaners	4,071	2.3%	23,115	0.7%	27,186	15.0%
Retail Salespersons	3,944	2.3%	70,657	2.1%	74,601	5.3%
Food Preparation Workers	3,589	2.1%	22,334	0.7%	25,923	13.8%
First-Line Supervisors of Sales Workers	3,581	2.1%	87,880	2.6%	91,461	3.9%
Agricultural Workers	3,487	2.0%	21,032	0.6%	24,519	14.2%
Other production workers inc. semiconductor processors & cooling & freezing equip. operators	3,224	1.9%	29,097	0.9%	32,321	10.0%
Construction Laborers	3,127	1.8%	31,179	0.9%	34,306	9.1%
Waiters & Waitresses	3,110	1.8%	40,965	1.2%	44,075	7.1%
Laborers & Freight, Stock & Material Movers, Hand	3,085	1.8%	51,558	1.5%	54,643	5.6%
Customer Service Representatives	3,070	1.8%	65,248	1.9%	68,318	4.5%
Nursing, Psychiatric, & Home Health Aides	2,787	1.6%	48,187	1.4%	50,974	5.5%
Driver/Sales Workers & Truck Drivers	2,774	1.6%	75,529	2.2%	78,303	3.5%
Packers & Packagers, Hand	2,490	1.4%	9,761	0.3%	12,251	20.3%
Managers (including Postmasters)	2,425	1.4%	99,752	2.9%	102,177	2.4%
Personal Care Aides	2,412	1.4%	46,608	1.4%	49,020	4.9%
Assemblers & Fabricators	2,317	1.3%	33,594	1.0%	35,911	6.5%
Stock Clerks & Order Fillers	2,014	1.2%	36,704	1.1%	38,718	5.2%
Elementary and Middle School Teachers	2,009	1.2%	72,266	2.1%	74,275	2.7%
Grounds Maintenance Workers	2,007	1.2%	27,643	0.8%	29,650	6.8%
Carpenters	1,946	1.1%	27,692	0.8%	29,638	6.6%
Roofers	1,847	1.1%	3,065	0.1%	4,912	37.6%
Teacher Assistants	1,751	1.0%	39,506	1.2%	41,257	4.2%

Source: U.S. Census Bureau, IPUMS USA, University of Minnesota, www.ipums.org



Conclusions

- **Data clearly show that Minnesota's population, labor force and economy have benefitted from an increase in BIPOC residents**
- **After rapid growth, Blacks now account for 7% and Hispanics account for more than 6% of the state's population, and a rapidly growing portion of the state's workforce**
- **But despite the expanding economic opportunities of the past two decades, disparities still exist for Black and Hispanic residents compared to whites**
- **With a tight labor market, the economic challenges and opportunities that Minnesota will face in the future are great and will need to be tackled with an equitable and multi-pronged approach to attracting, welcoming, retaining, and training workers of all demographic characteristics**
- **Working on solutions to address these disparities between the white and BIPOC populations is not only the right thing to do, it's the necessary thing to do if Minnesota is going to provide employers with the workforce needed for success**

Labor Market Information office

- **THANK YOU!**

- **Minnesota Economic Trends**

- mn.gov/deed/newscenter/publications/trends/

- **Research & Publications**

- <https://mn.gov/deed/data/lmi-reports/>

- **Regional & County Profiles**

- <https://mn.gov/deed/data/regional-lmi/>

- <https://mn.gov/deed/data/locallook/>

- <https://mn.gov/deed/data/data-tools/>

- <https://mn.gov/deed/data/data-tools/county-profiles/>



DEED's Regional Analysts

We've got you covered...

The map of Minnesota is divided into 18 numbered areas and 6 regions. Each region is color-coded: Region 1 (orange), Region 2 (tan), Region 3 (light blue), Region 4 (medium blue), Region 5 (grey), and Region 6 (green). Analysts are assigned to specific areas and regions. Contact information for each analyst is provided, including their name, title, email, and phone number.

Analyst	Region	Area(s)	Location	Contact
Anthony Schaffhauser	Northwest	Area 1 & 2	CareerForce Bemidji	anthony.schaffhauser@state.mn.us 320-441-6594
Carson Gorecki	Northeast	Area 3 & 4	CareerForce Duluth	carson.gorecki@state.mn.us 218-302-8413
Tim O'Neill	Twin Cities	Area 9, 10, 12, 14, 15 & 16	DEED Headquarters - St. Paul	timothy.oneill@state.mn.us 651-259-7401
Luke Greiner	Central & Southwest	Area 5, 6 & 17	CareerForce St. Cloud	luke.greiner@state.mn.us 320-223-6992
Cameron Macht	Regional Analysis & Outreach Unit Manager	Area 6	CareerForce Willmar	cameron.macht@state.mn.us 320-441-6596
Amanda O'Connell	Southeast & South Central	Area 7, 8 & 18	CareerForce Rochester	amanda.oconnell@state.mn.us 320-441-6571