



# ***A Changing Twin Cities: Shifting demographics and the region's workforce***

**@MNCompass**

**MINNESOTA COMPASS | [mncompass.org](http://mncompass.org)**

Measuring progress. Inspiring action.

**Jane E. Tigan**

***Minnesota Compass, Wilder Research***

***January 9, 2014***

# What is MN Compass?

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A data indicators project that works to gives everyone in our state – policymakers, business and community leaders, and concerned individuals who live and work here – a common foundation to identify, understand, and act on community issues that affect our communities.

# Compass Funders: Greater Minnesota and Twin Cities represented

- 3M Foundation
- Blue Cross and Blue Shield of Minnesota Foundation
- Boston Scientific
- Otto Bremer Foundation
- Bush Foundation
- Greater Twin Cities United Way
- Mardag Foundation
- The McKnight Foundation
- The Minneapolis Foundation
- The Saint Paul Foundation
- Wells Fargo Foundation
- Amherst H. Wilder Foundation
- Initiative Foundation
- Northland Foundation
- Northwest Minnesota Foundation
- Southern Minnesota Initiative Foundation
- Southwest Initiative Foundation
- West Central Initiative

# Today's presentation focuses on trends in...



**Aging**



**Racial and  
ethnic diversity**



**Workforce**

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# In the Twin Cities, the largest share of our population is currently...

- a) Young children (under 5 years of age)
- b) School-age children (5 to 17 years of age)
- c) Working-age adults (18 to 64 years of age)
- d) Retirement-age adults (65 years of age and older)

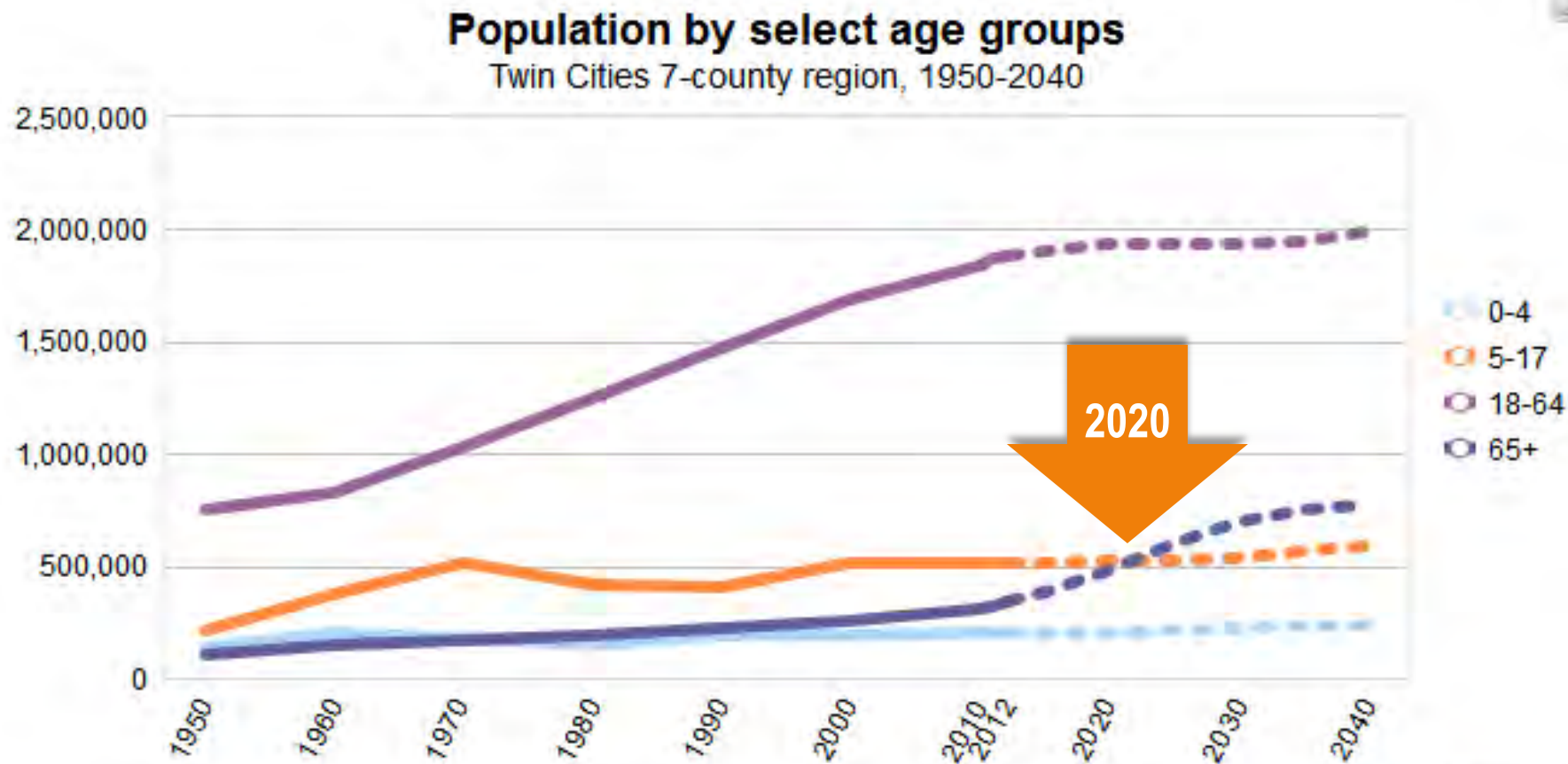
# In the Twin Cities, the second largest share of our population is currently...

- a) Young children (under 5 years of age)
- b) School-age children (5 to 17 years of age)
- c) Working-age adults (18 to 64 years of age)
- d) Retirement-age adults (65 years of age and older)

***But not for long...***



# Retirement-age population will soon exceed school-age population



***What does this look like for the rest of the state?***

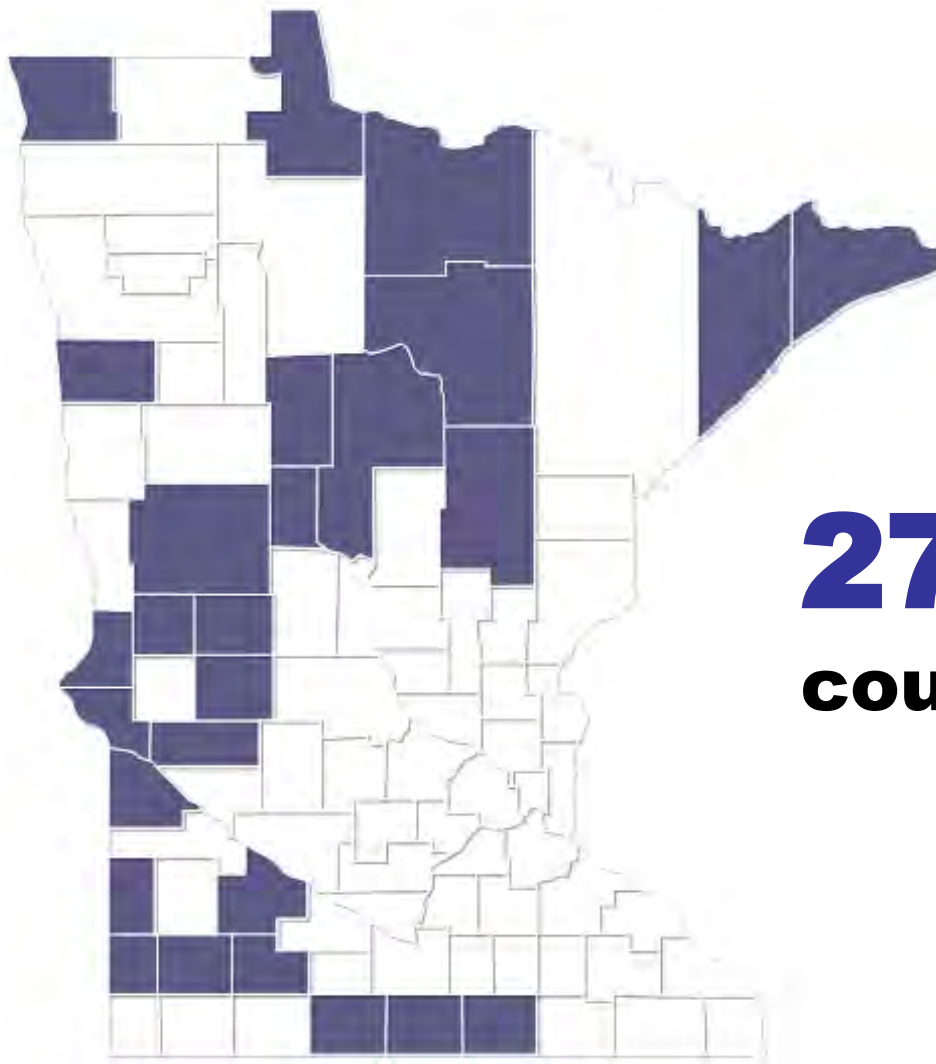




More than 1 in 5  
age 65+

2012

Population age 65 years and older  
By county, 2012



**27**  
**counties**

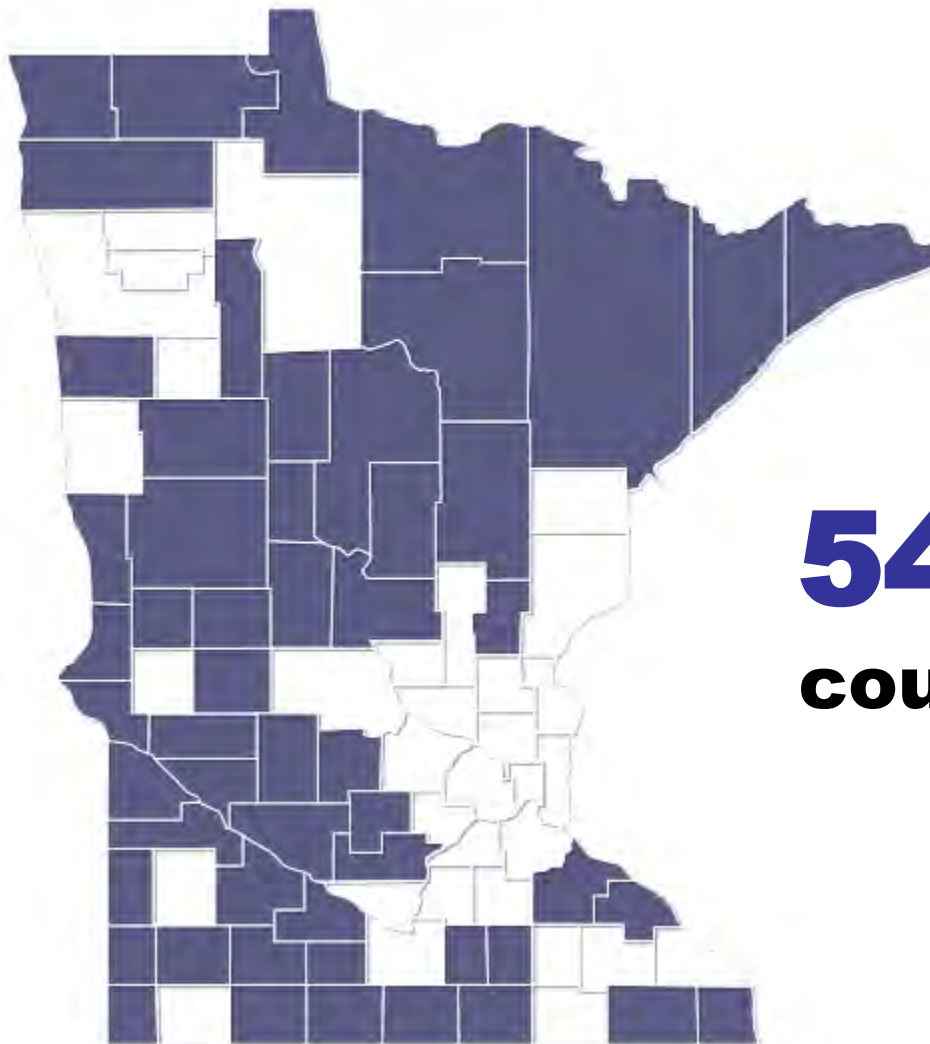




More than 1 in 5  
age 65+

2020

Population age 65 years and older  
By county, 2020 (projected)



**54**  
**counties**

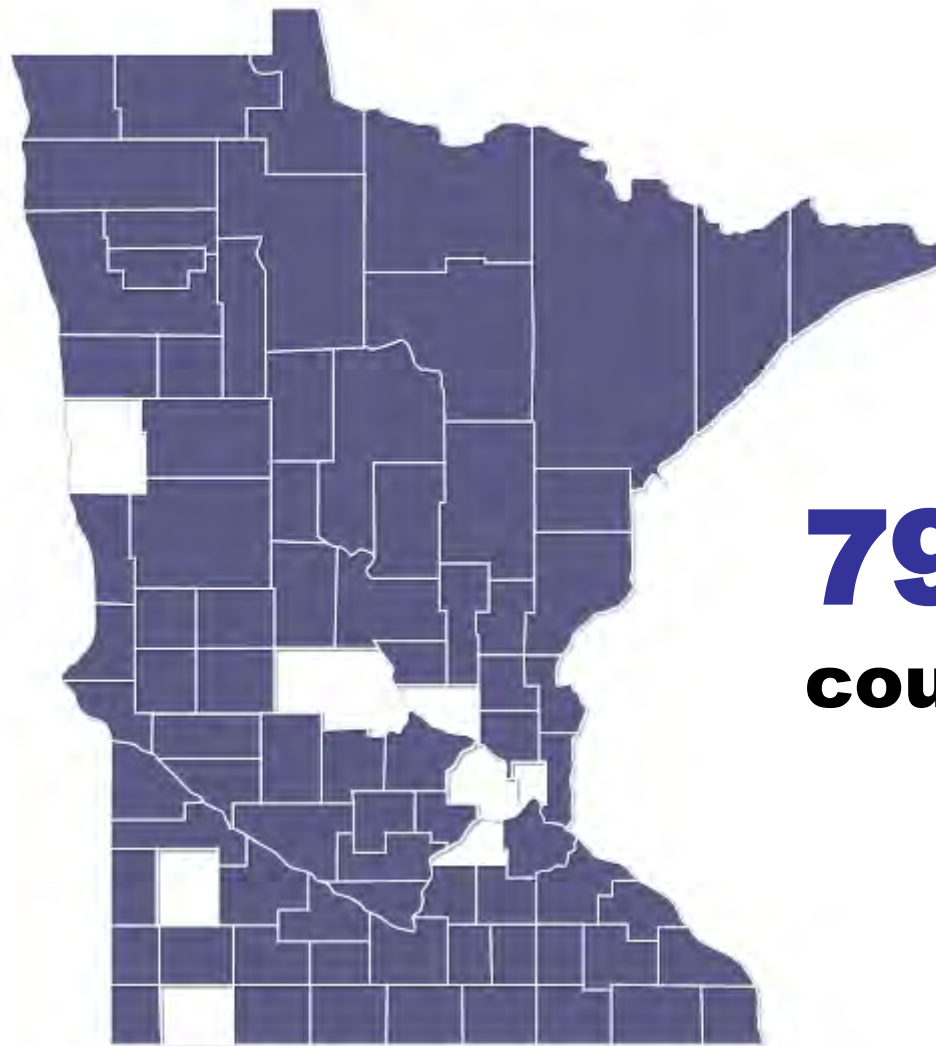




More than 1 in 5  
age 65+

2030

Population age 65 years and older  
By county, 2030 (projected)

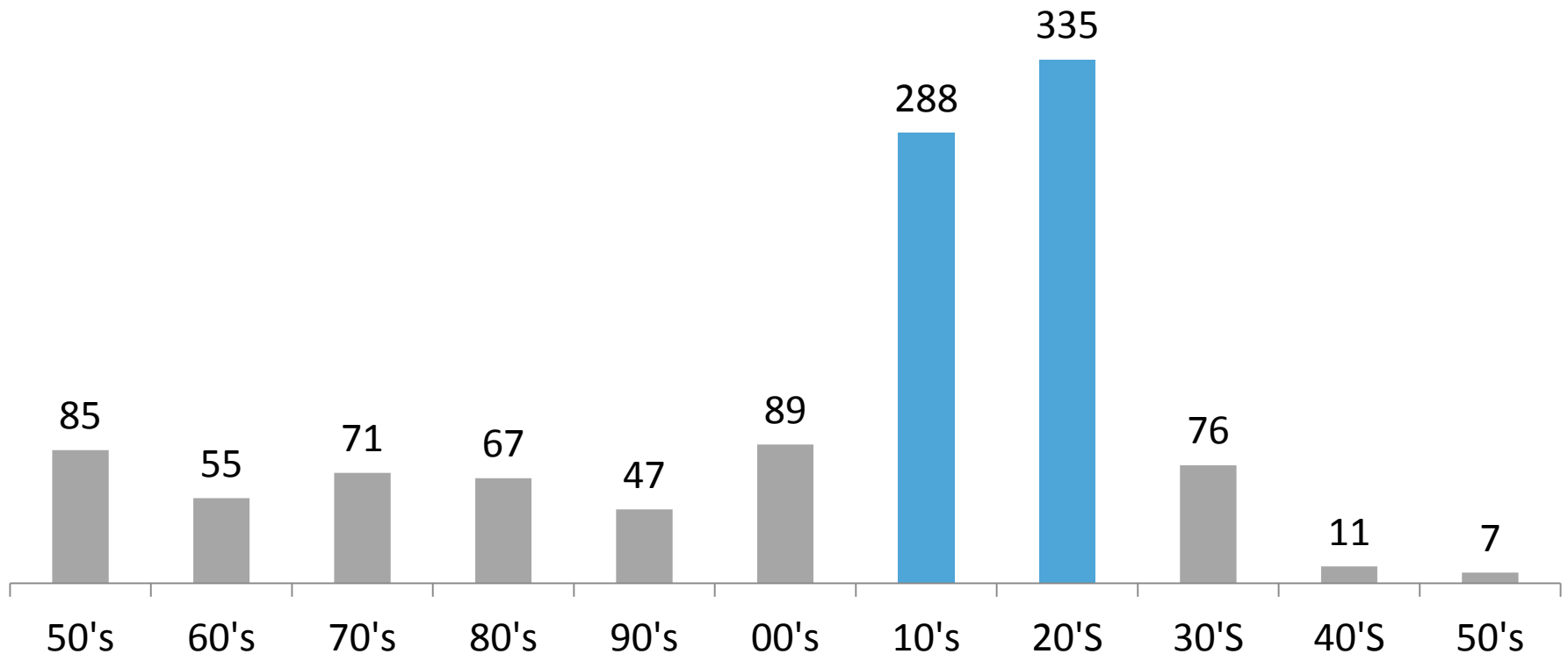


**79**  
**counties**



# This is unlike anything we've seen before

Increase in 65+ population (Thousands)



# Twin Cities: Aging impacts

## Fewer workers to support retirees

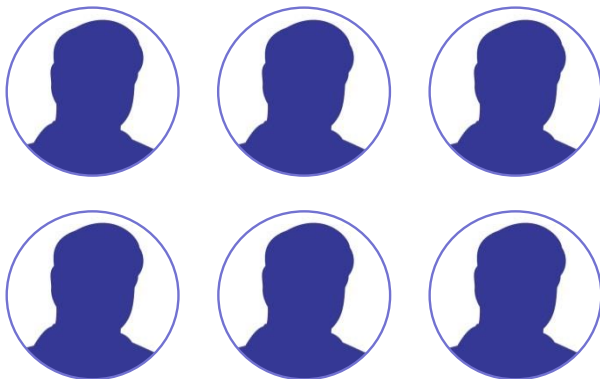


2010

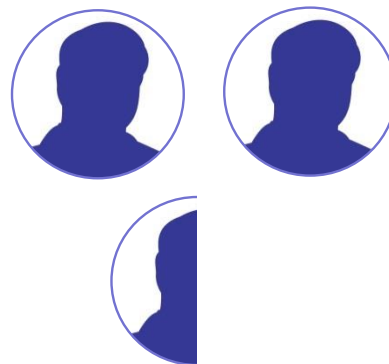
2040



+130%



+6%



# An aging population...what does it mean?



## Advantages

- Living longer
- Living healthier
- Continue to make important contributions to society
  - Leadership
  - Wealth
  - Volunteering

## Challenges

- Maintaining independence
- Potential worker shortage
- Potential leadership vacuum
- Increasing pressure on support systems, especially health care



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# In the Twin Cities, what share of children under 5 are of color...

a) 25%

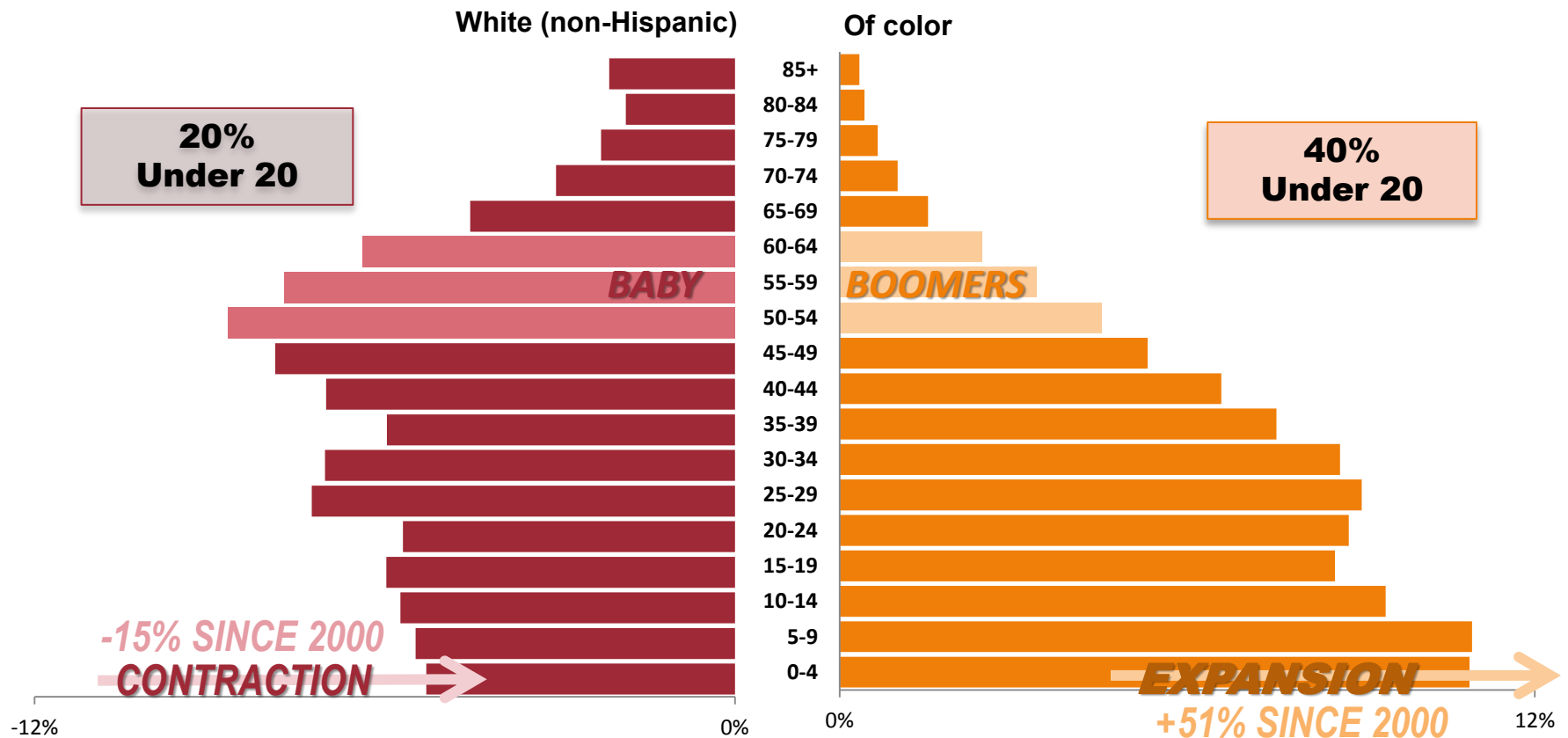
b) 41%

c) 62%

d) 73%

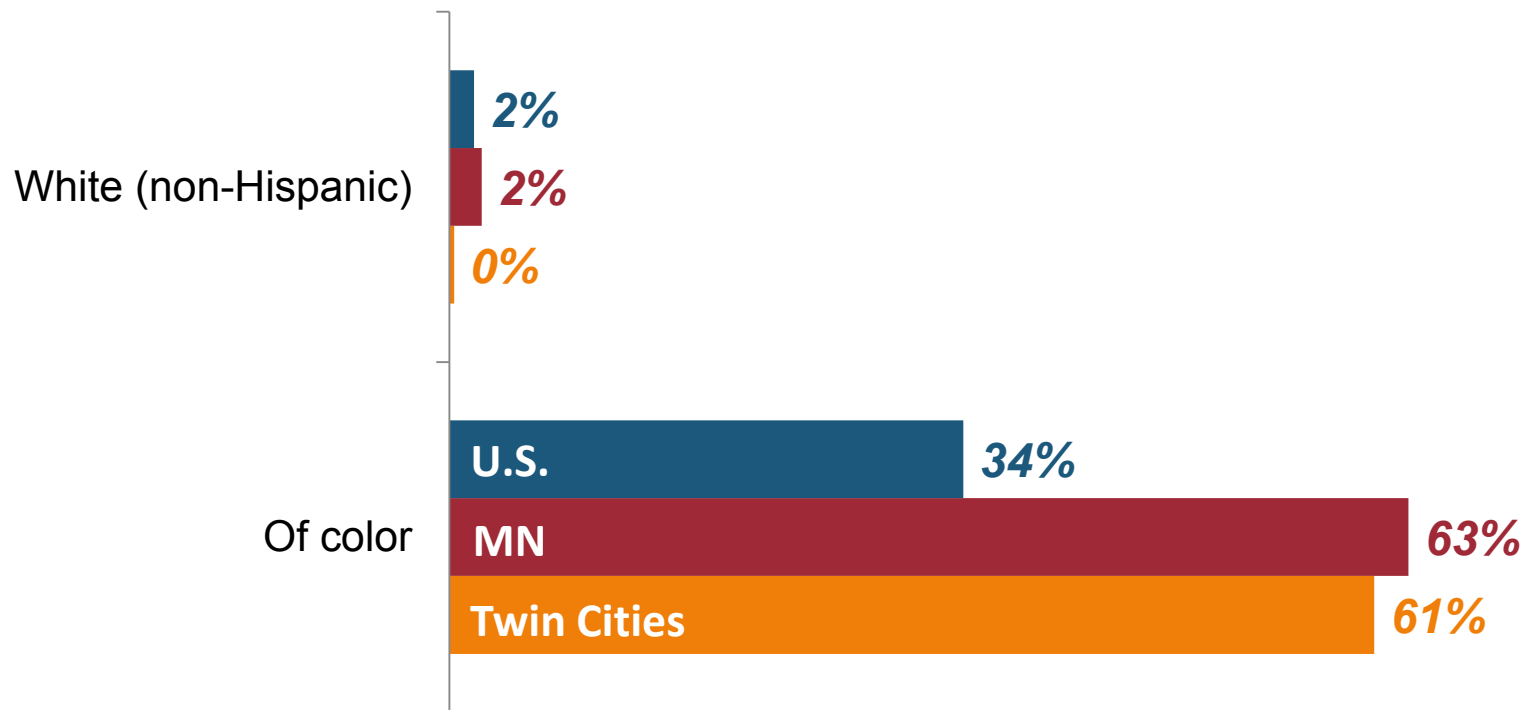


# The Twin Cities metro area is becoming increasingly diverse...



# Nearly all growth in metro and MN is from populations of color

## Population change – 2000-2012



# Populations of color have increased 250% since 1990

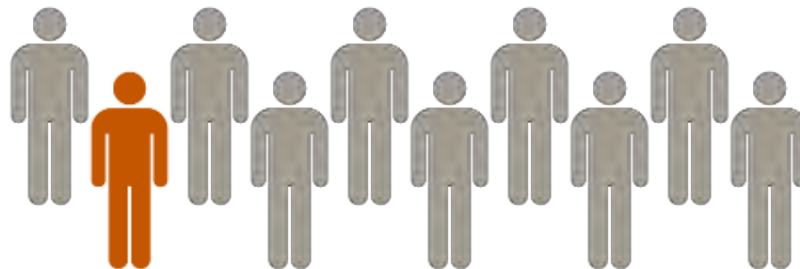
**2012:**  
**714,442**



**2000:**  
**444,430**



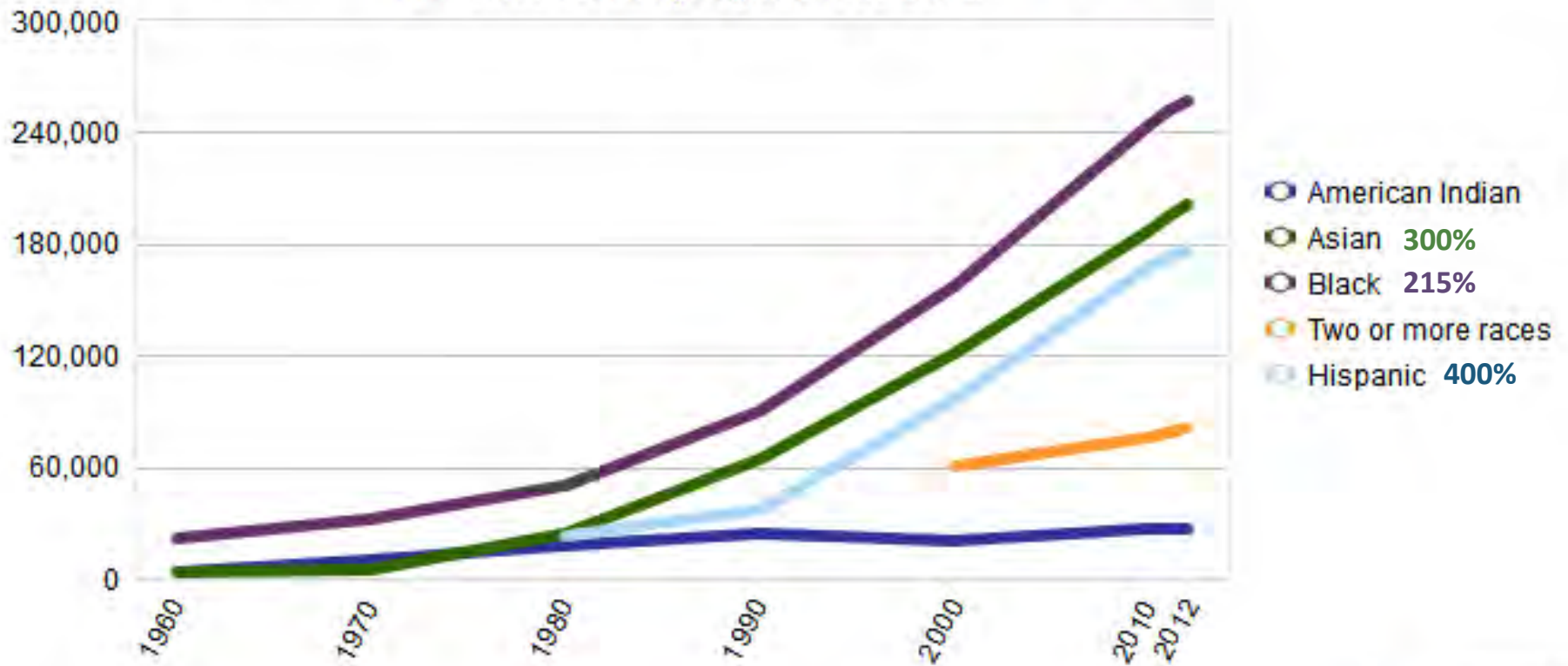
**1990:**  
**211,783**



# Populations of color have increased 250% since 1990

## Population of Color by racial and ethnic group

Twin Cities 7-county region, 1960-2012

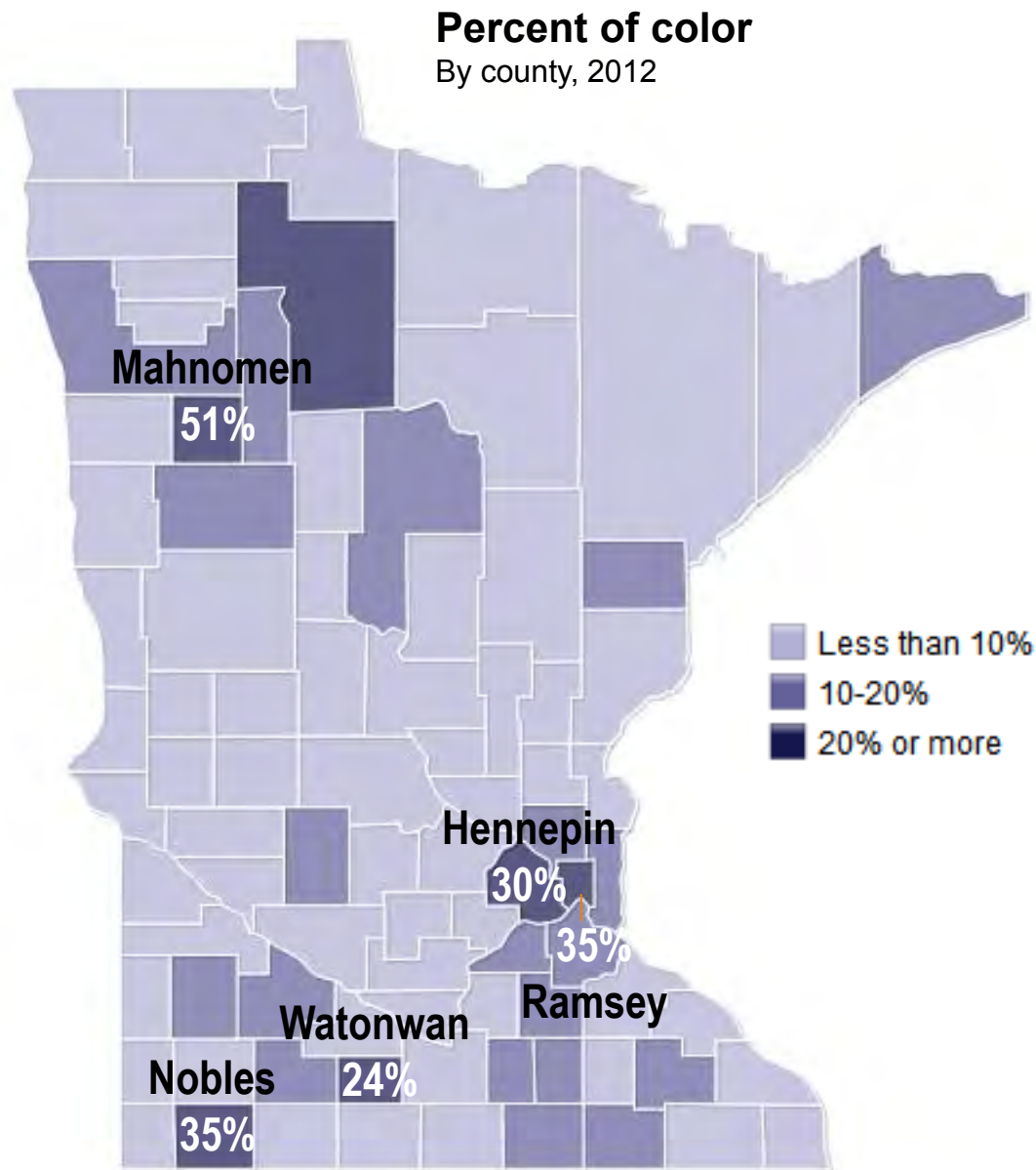


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Compass



# Greater Minnesota is also diversifying

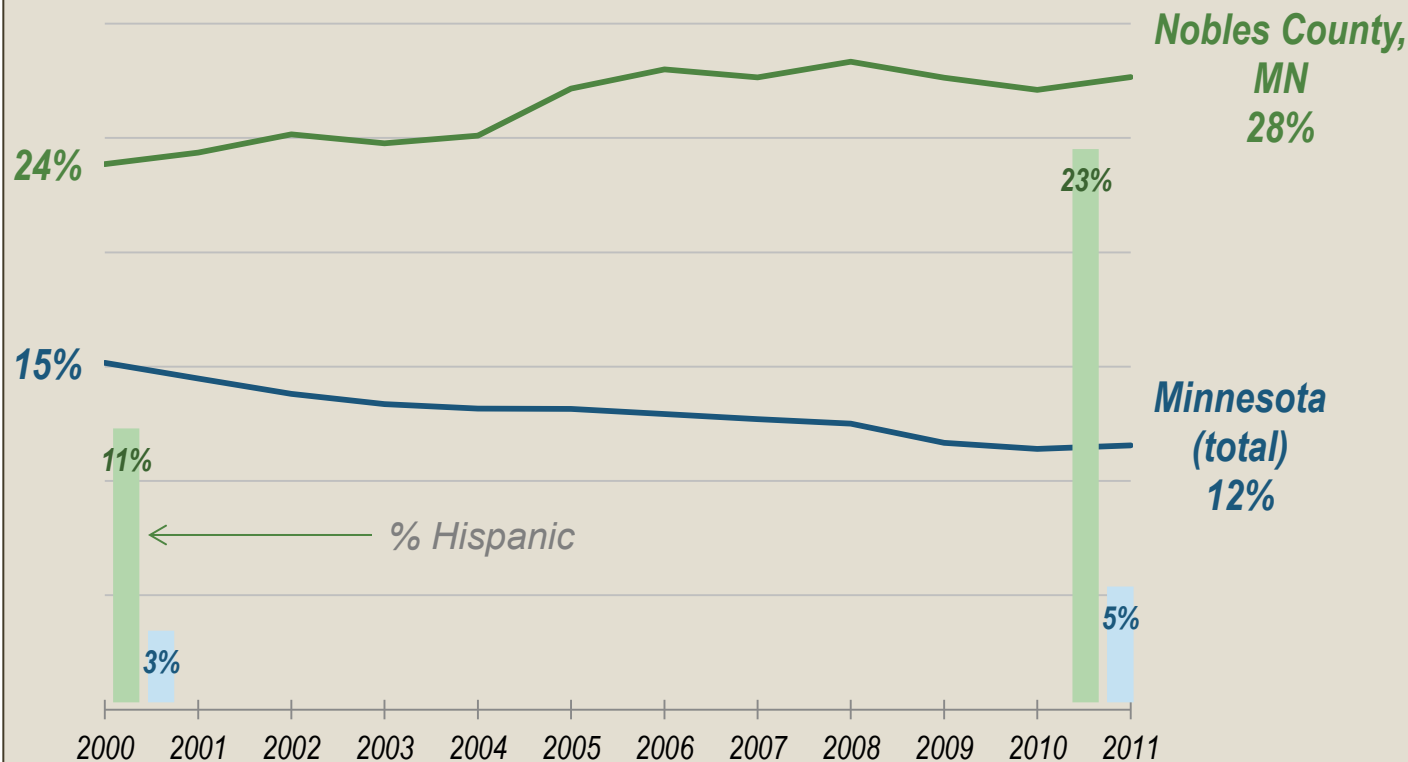
Albeit unevenly...



# Nobles county, for example, is home to the highest share of Hispanic residents in the state...



## Economic opportunity can drive population changes: *Manufacturing jobs as a share of total jobs (2000-2010)*



**1 in 3**  
youth in  
Nobles County  
is Hispanic

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**Workforce**

# Our dynamic metropolitan workforce...

**400,000** replacement job openings through 2020

**+ 200,000** new jobs created through 2020

**600,000** total hires through 2020

**55,000** *Projected increase of working age population in the Twin Cities by 2020*

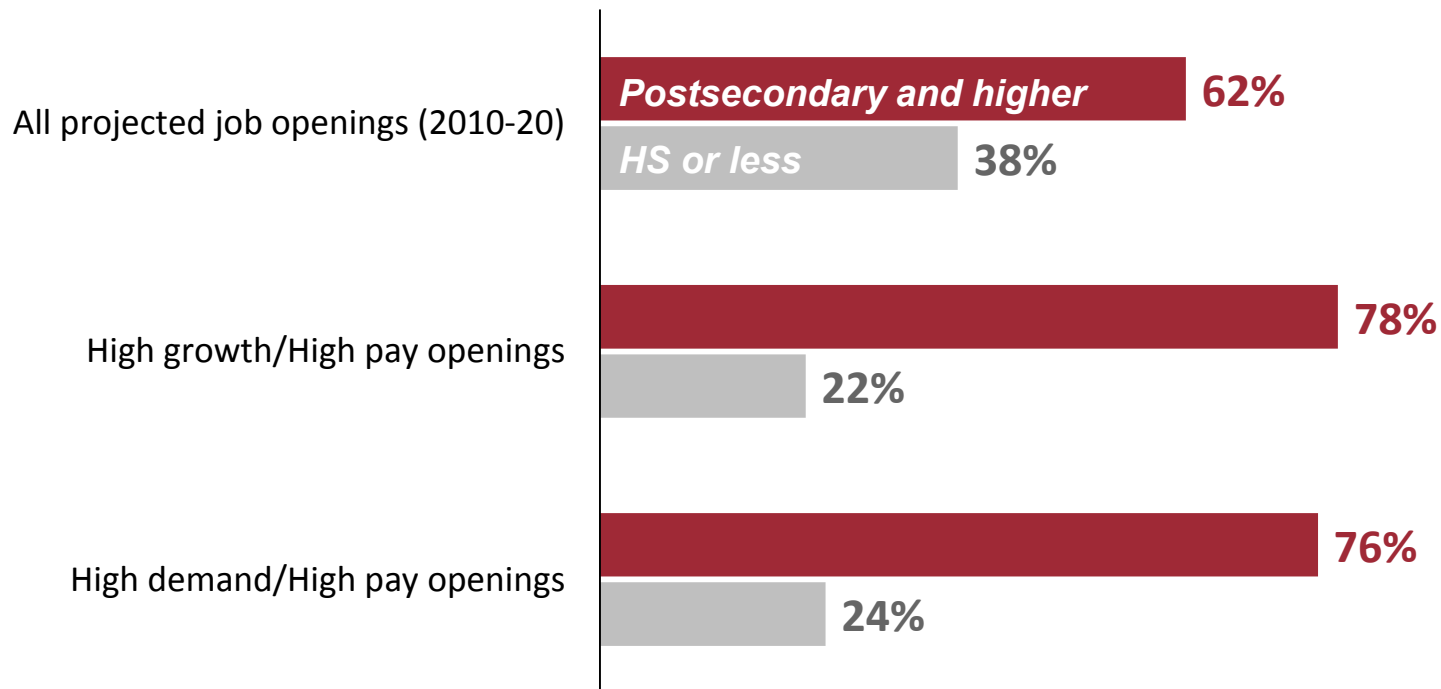


*Who will fill  
these jobs?*

# Majority of projected job openings will require at least some postsecondary...


## Projected job openings by typical education requirements

Twin Cities 7-county region, 2010-2020



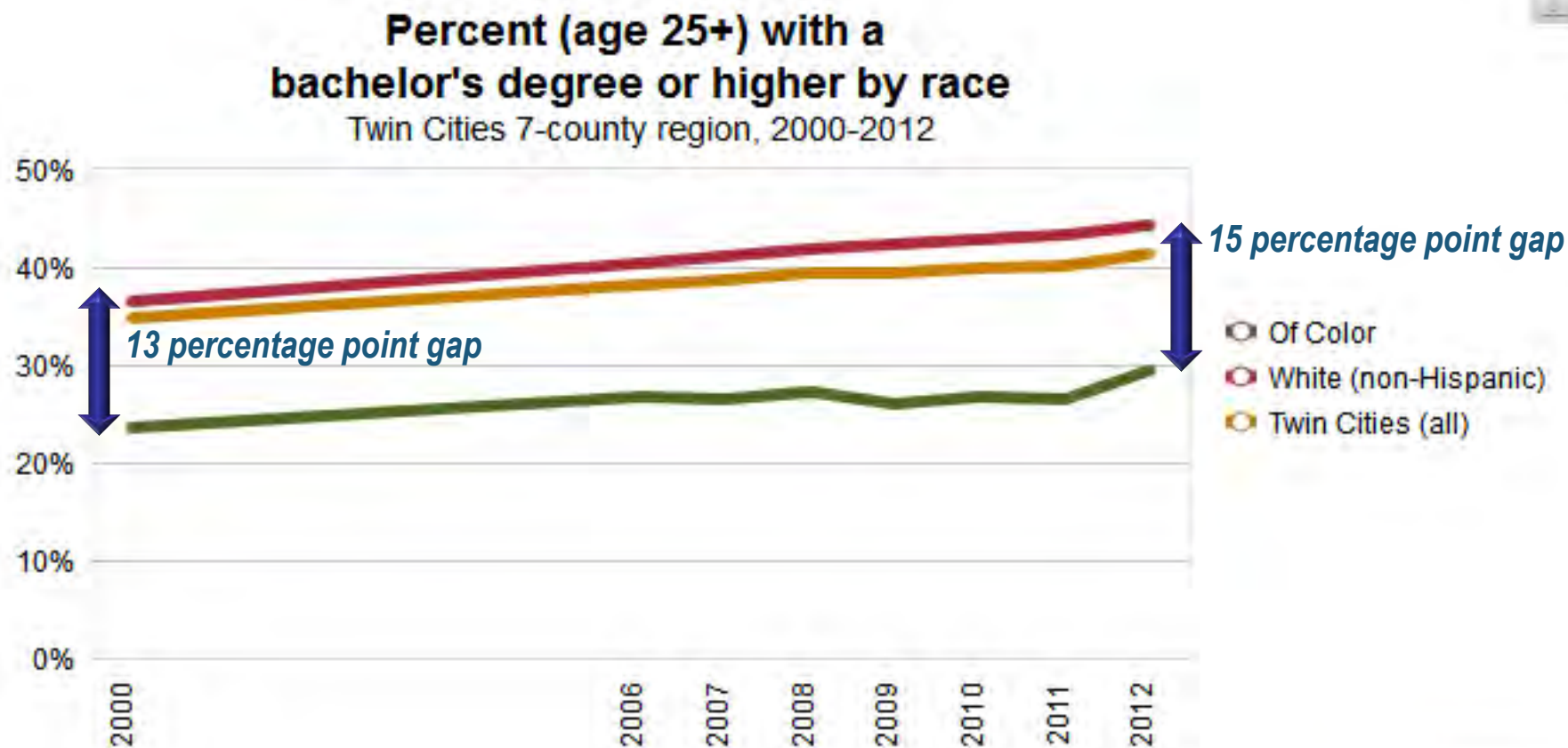
The Twin  
Cities is  
home to a  
highly  
educated  
young adult  
population...

**Percent (age 25-34) with a bachelor's degree or higher**  
Rank of metropolitan areas, 2011

Rank	Top 25 largest metropolitan areas	2011
1	Boston, MA-NH	54.7%
2	Washington, DC-VA-MD-WV	52.0%
3	San Francisco, CA	48.5%
4	New York, NY-NJ-PA	44.5%
5	Minneapolis-St. Paul, MN-WI (13-county)	44.3%
6	Pittsburgh, PA	41.6%
7	Chicago, IL-IN-WI	40.5%
8	Denver, CO	40.5%
9	Baltimore, MD	40.3%
10	Philadelphia, PA-NJ-DE-MD	38.8%
		
21	Tampa, FL	28.5%
22	San Antonio, TX	27.6%
23	Phoenix, AZ	27.1%
24	Sacramento, CA	26.3%
25	San Bernardino, CA	16.8%



# ...but gap in adult educational attainment has widened since 2000.

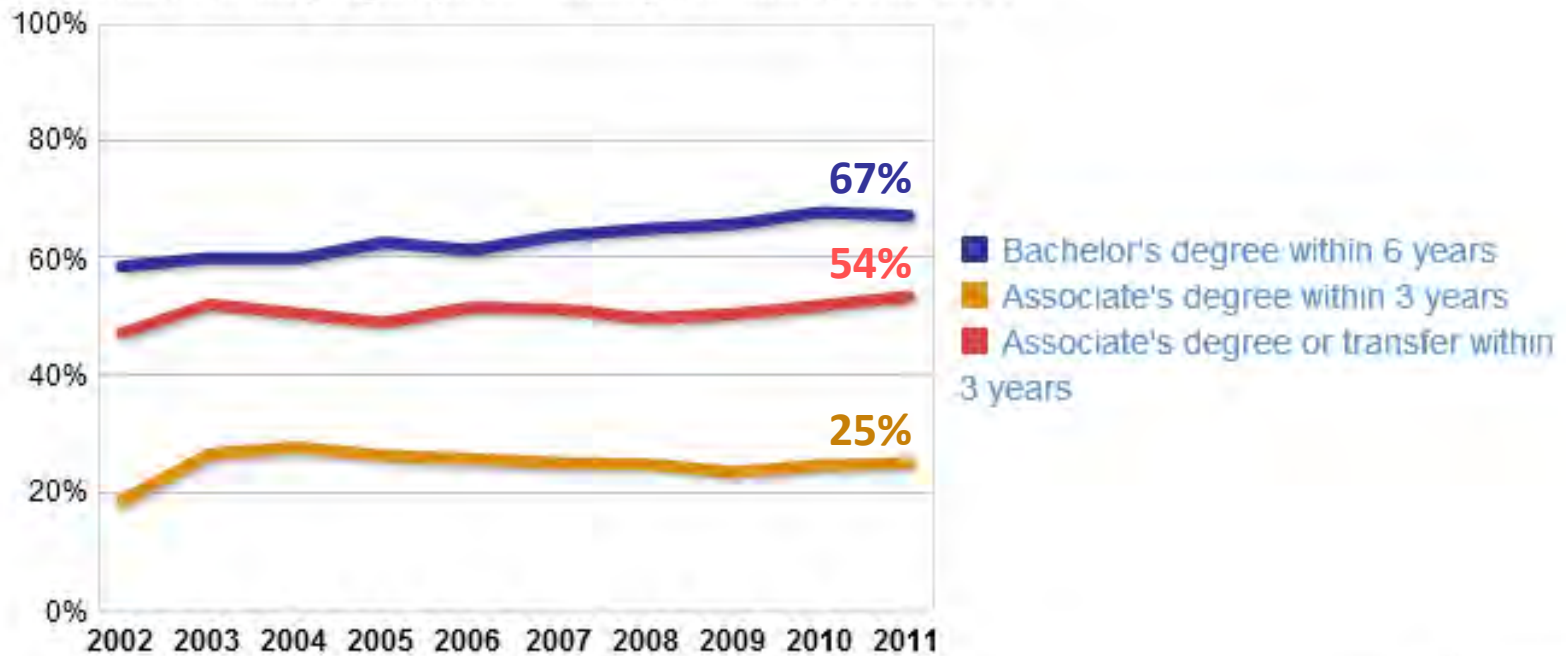


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# Majority of Twin Cities college students graduate or transfer within 150% of normal time...

## Degree completion within 150% of program time

Twin Cities 7-county region postsecondary institutions, 2002-2011

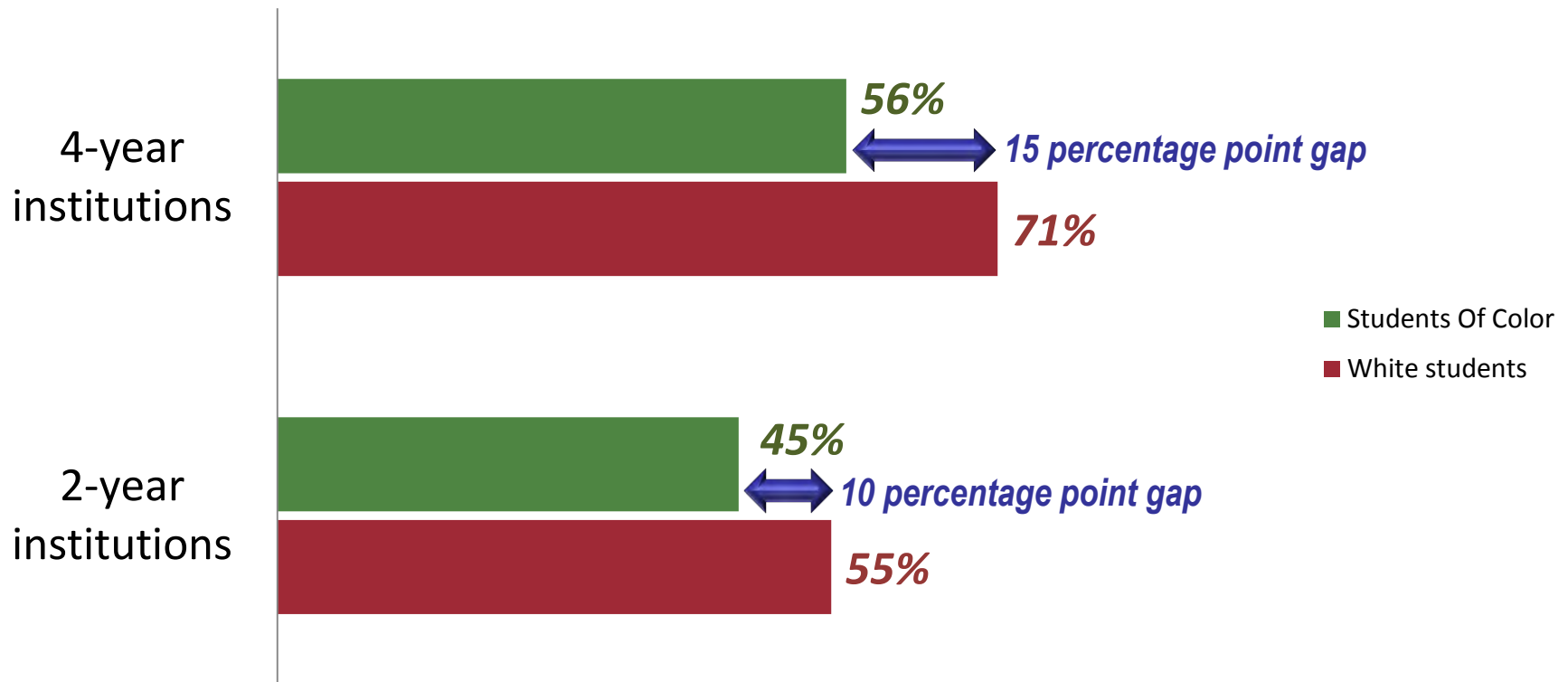


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# ...but there are gaps in on-time degree completion by race.

## Degree completion or transfer within 150% program time

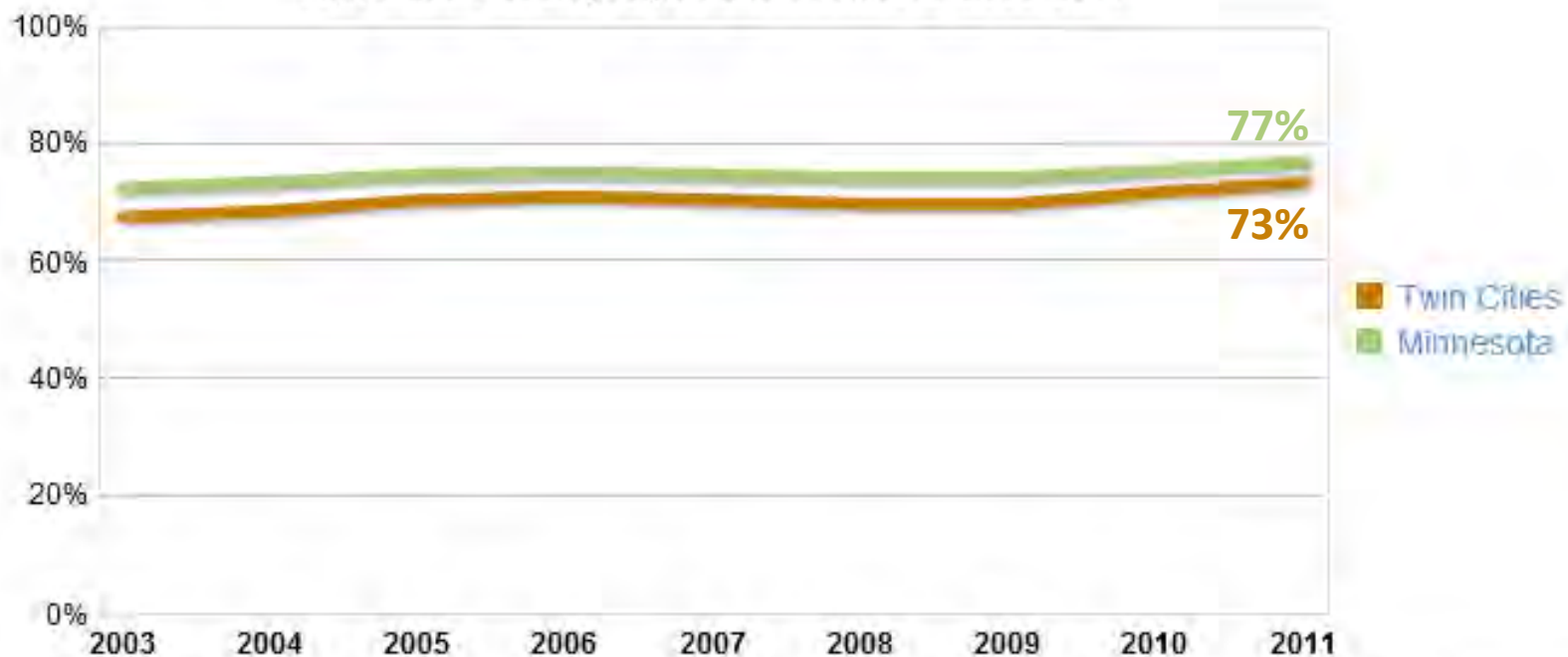
Twin Cities 7-county region postsecondary institutions, 2010



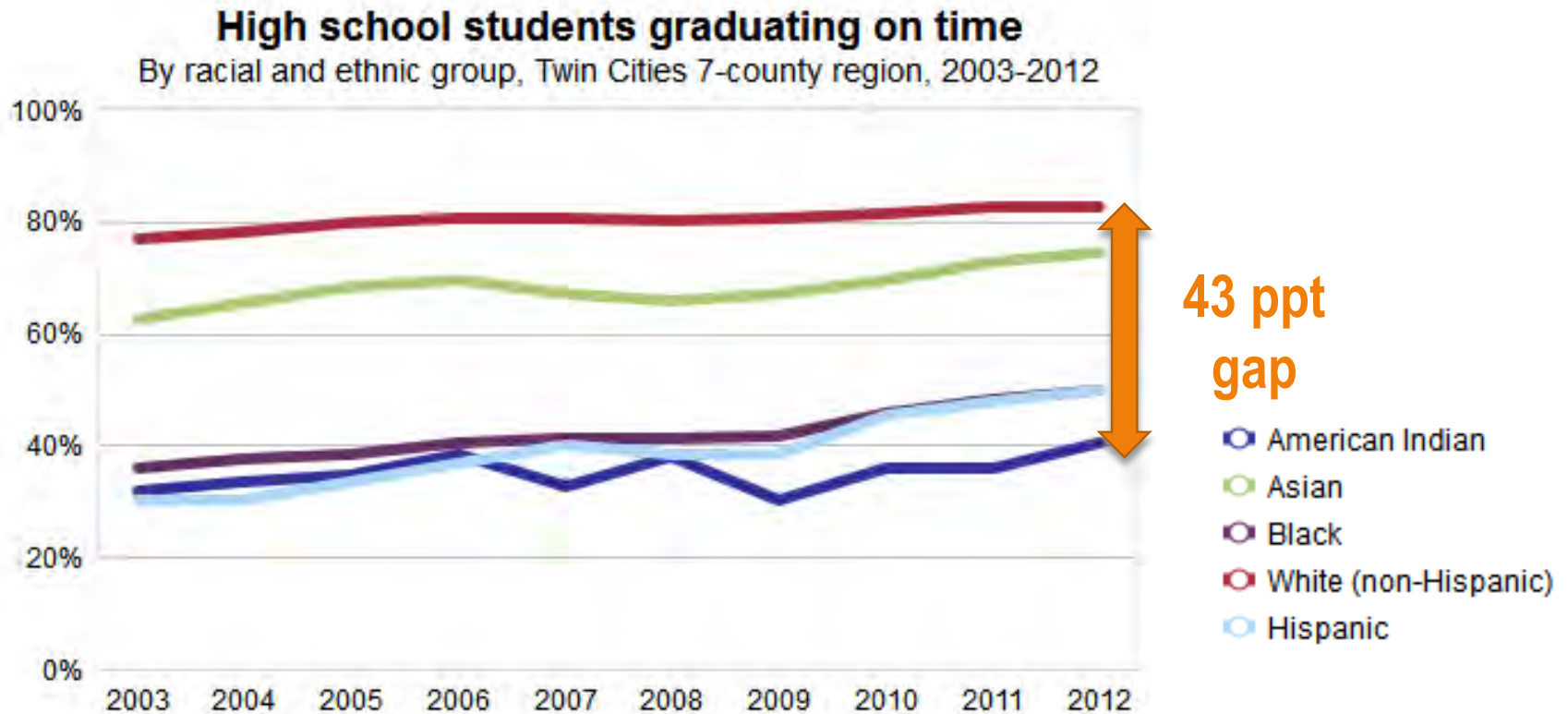
# Nearly three-quarters of Twin Cities high school students graduate on time...

## High school students graduating on time

Twin Cities 7-county region and Minnesota, 2003-2011

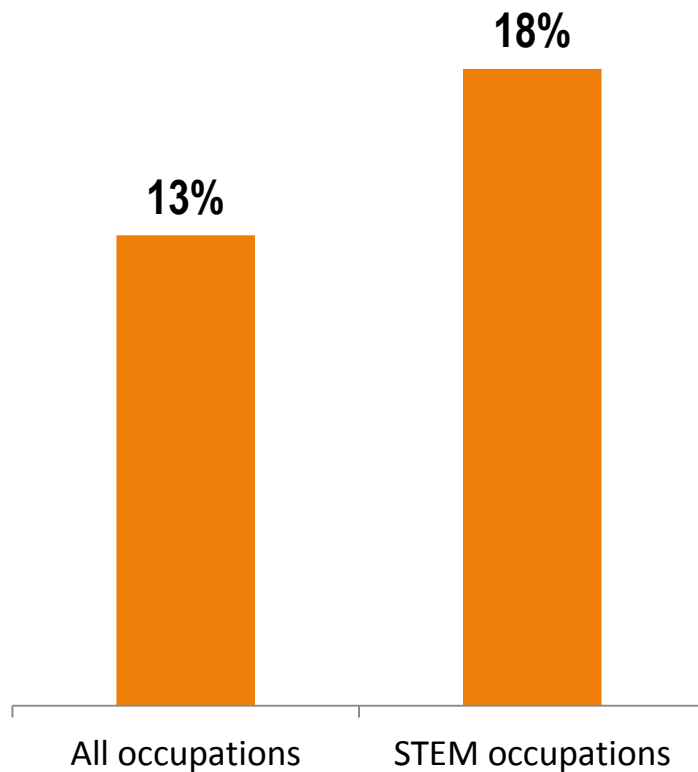


...but less than half of American Indian, Black, and Hispanic students graduate on time.



# And STEM fields increasingly important...

**Projected percent  
change in employment  
2010-2020**

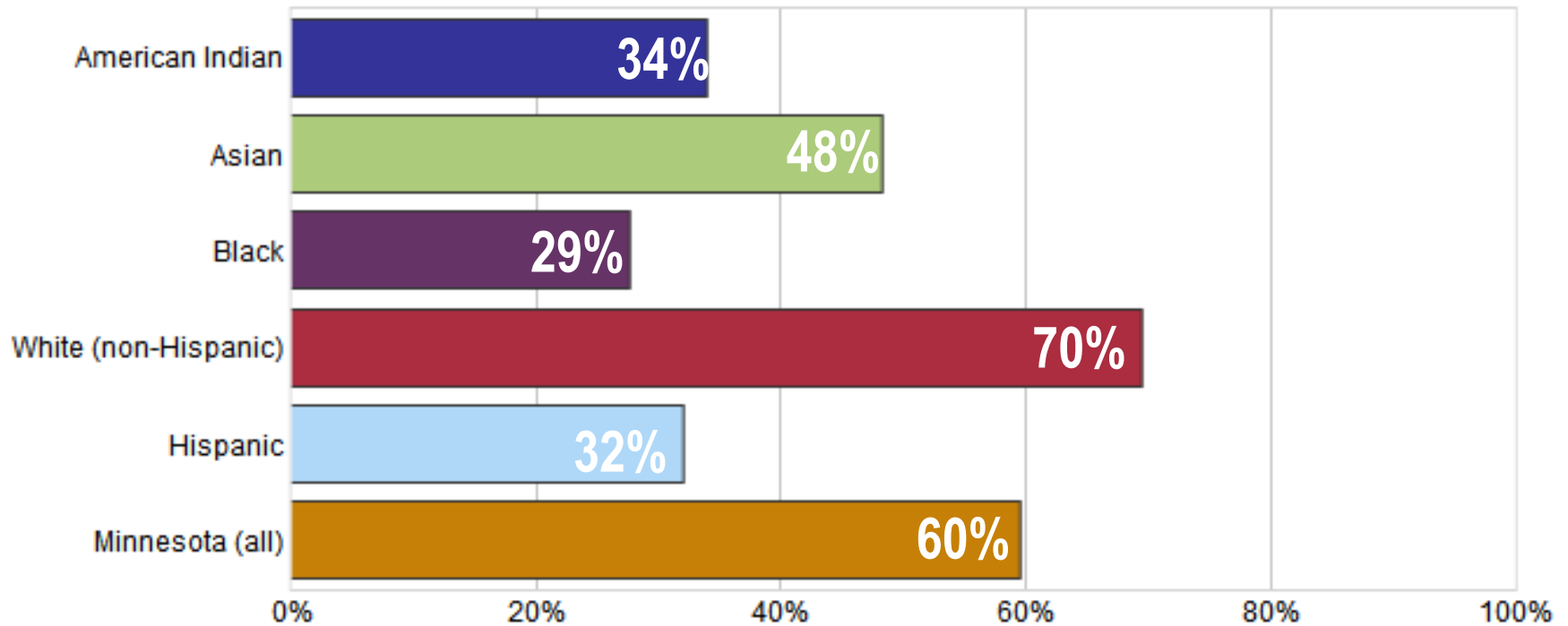




# ...but proficiency in science varies widely .

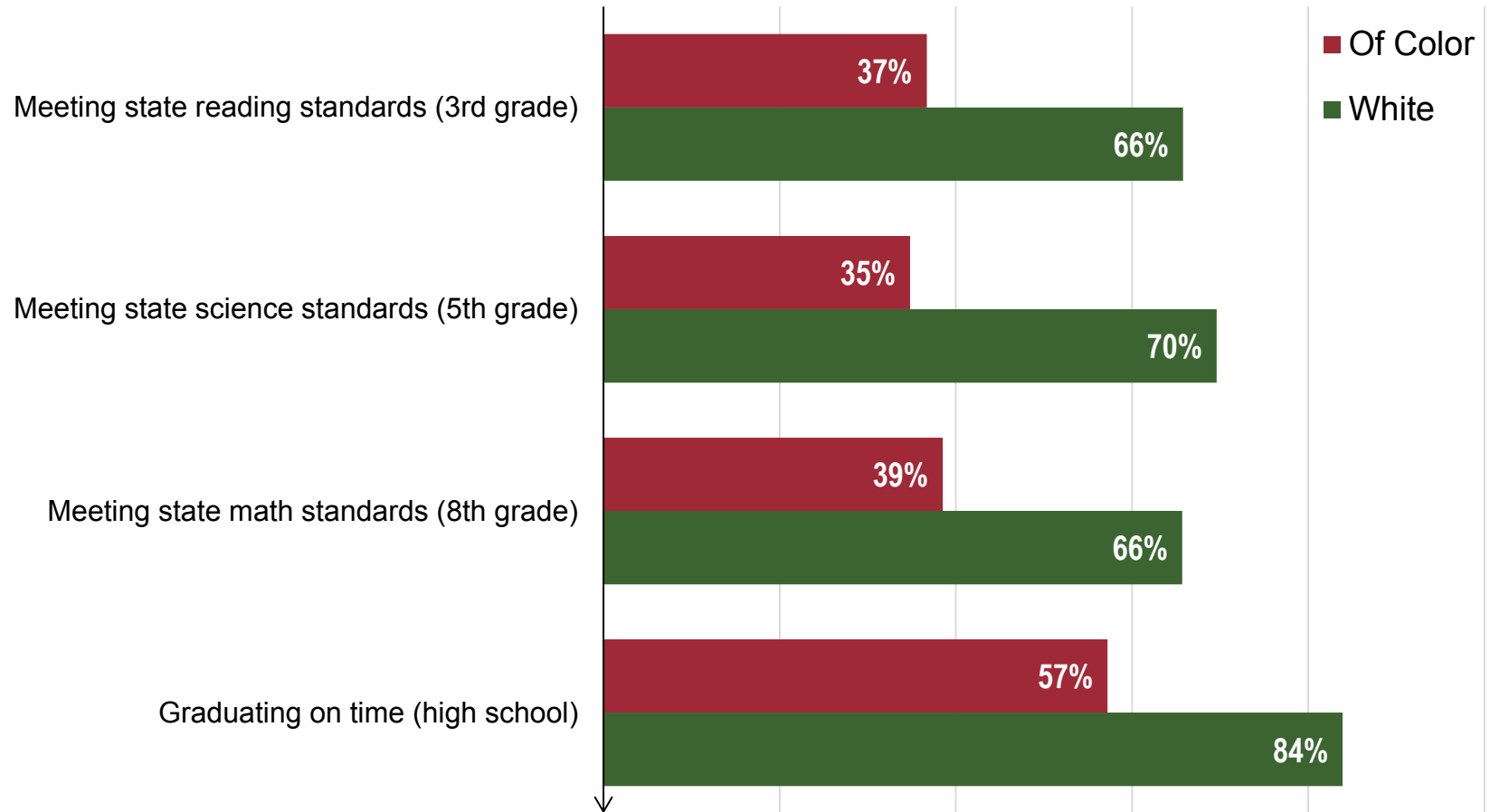
## 5th grade students achieving science standards

By racial and ethnic group, Minnesota, 2013



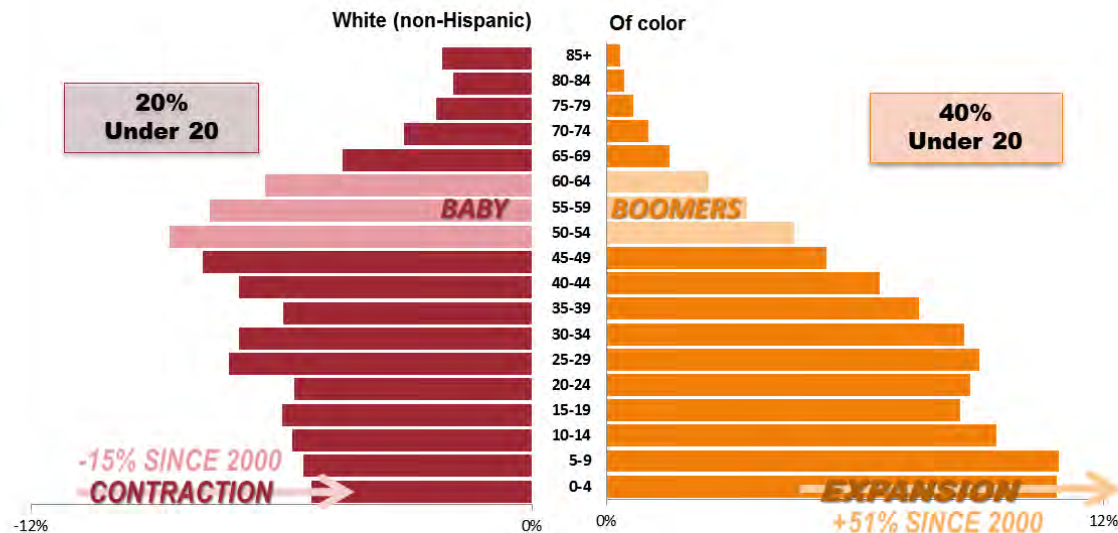
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Compass

# Minnesota's gaps by race along the cradle-to-career continuum



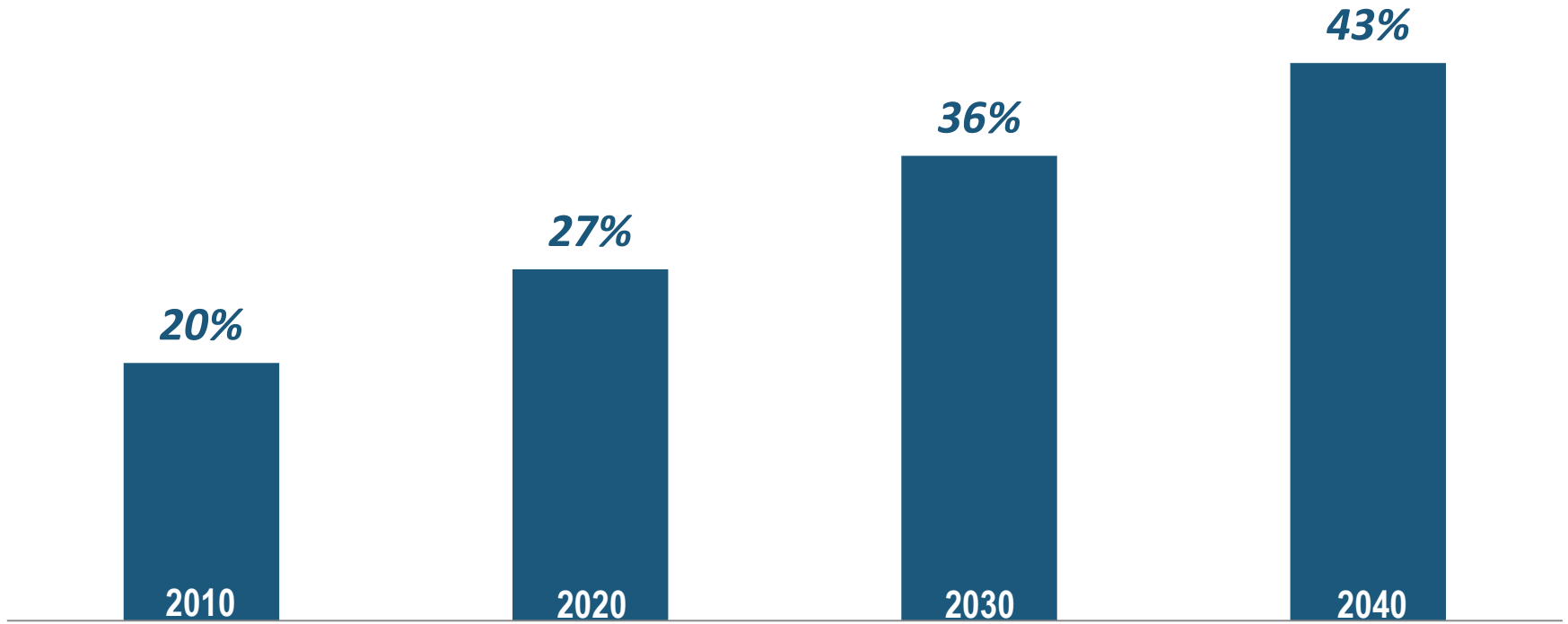
# Remember this slide?

The Twin Cities metro area is becoming increasingly diverse...



# By 2040, an additional one in five working-age adults will be Of Color...

**Of Color share of the projected working-age population (ages 25-64)**  
Twin Cities 7-county metro region, 2010-2040



# Twin Cities: Aging impacts

## Fewer workers to support retirees

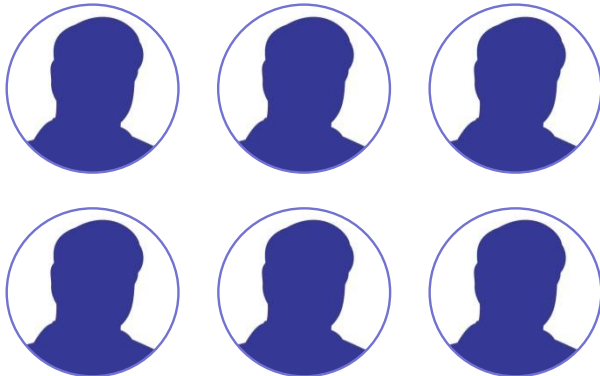


2010

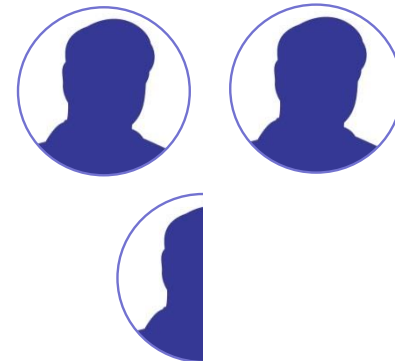
2040



+130%



+6%



The future depends on  
how we address  
trends in...



**Aging**



**Racial and  
ethnic diversity**



**Workforce**

# Tools you can use...

## Minnesota Compass's 15 Topic Areas

- *Key Measures*
- *Library*
- *More Measures*
- *Ideas at Work*

## Geographic Profiles

The screenshot shows the Minnesota Compass website. At the top, the header reads "MINNESOTA COMPASS ... Measuring progress. Inspiring action." with navigation links for Regions, About, Trends, and Contact. Below the header is a "TOPICS" menu with categories: Aging, Children & Youth, Civic Engagement, Demographics, Disparities, Early Childhood, Economy & Workforce, Education, Environment, Health, Housing, Immigration, Public Safety, and Transportation. A red dropdown menu is open under "Key measures", listing: High school graduation, 3rd grade reading scores, 11th grade math scores, and 9th grade attendance. A white mouse cursor points to "High school graduation". Below the topics menu, the "WELCOME MINNE" section features a paragraph about tracking trends and a "MORE >" link. To the right is a map of Minnesota with a white mouse cursor pointing to it. Below the welcome section are three columns: "STAY INFORMED" with an email sign-up form, "FOR DISCUSSION" featuring a photo of Randi Roth and a link to "READ MORE >", and "ASK A RESEARCHER" featuring photos of Allison Churilla and Jane Tigan and a link to "READ MORE >". At the bottom left is a "COMPASS NEWS" section with a link to "MNCompass RT @LISC\_TwinCities: New". At the bottom right, under "REGIONS", is a link to "Click on the map for region-specific data, including by county and by city (with pop. more than 20,000)." and another link to "In the Twin Cities region, find data for Minneapolis and Saint Paul neighborhoods."



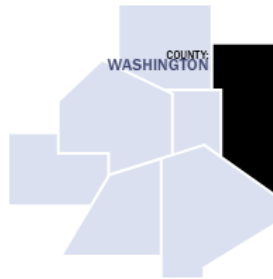
# Tools you can use...

## Geographic Profiles

- *By region*
- *By county*
- *By major city*
- *By neighborhood*

### ABOUT THE TWIN CITIES REGION

Welcome to the Twin Cities region of Minnesota Compass. More than half of Minnesota's residents live in this 7-county area. It is one of the fastest growing in the Midwest and is expected to add a half million residents by 2030.



#### AT A GLANCE: GEOGRAPHIC PROFILES

A compilation of key measures is only a click away! We've pulled together information specific to each area listed below in one table. Be sure to check out our topic areas and other sections for more information at the county, region, and state levels and to learn more about key issues and how to address them.

[Minnesota](#)

[Twin Cities Region](#)

#### Counties

[Anoka](#)  
[Carver](#)  
[Dakota](#)

[Hennepin](#)  
[Ramsey](#)  
[Scott](#)

[Washington](#)

#### OUR SPONSORS

Thanks to our collaboration of foundations for their generous support and to the more than 500 community leaders who have volunteered their time and expertise to shape the project.

[COMPASS SPONSORS AND ADVISORS>](#)

#### Major Cities

[Andover](#)  
[Apple Valley](#)  
[Blaine](#)  
[Bloomington](#)  
[Brooklyn Center](#)  
[Brooklyn Park](#)  
[Burnsville](#)  
[Champlin](#)  
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[New Hope](#)  
[Oakdale](#)

[Plymouth](#)  
[Prior Lake](#)  
[Ramsey](#)  
[Richfield](#)  
[Rosemount](#)  
[Roseville](#)  
[Savage](#)  
[Shakopee](#)  
[Shoreview](#)  
[South St. Paul](#)  
[St. Louis Park](#)  
[St. Paul](#)  
[White Bear Lake](#)  
[Woodbury](#)

#### Minneapolis and Saint Paul Neighborhood Profiles

At-a-glance trends and data by neighborhood on population, housing, employment, and more. [View or download pdfs of any neighborhood.](#)





# Tools you can use...

## PROFILES

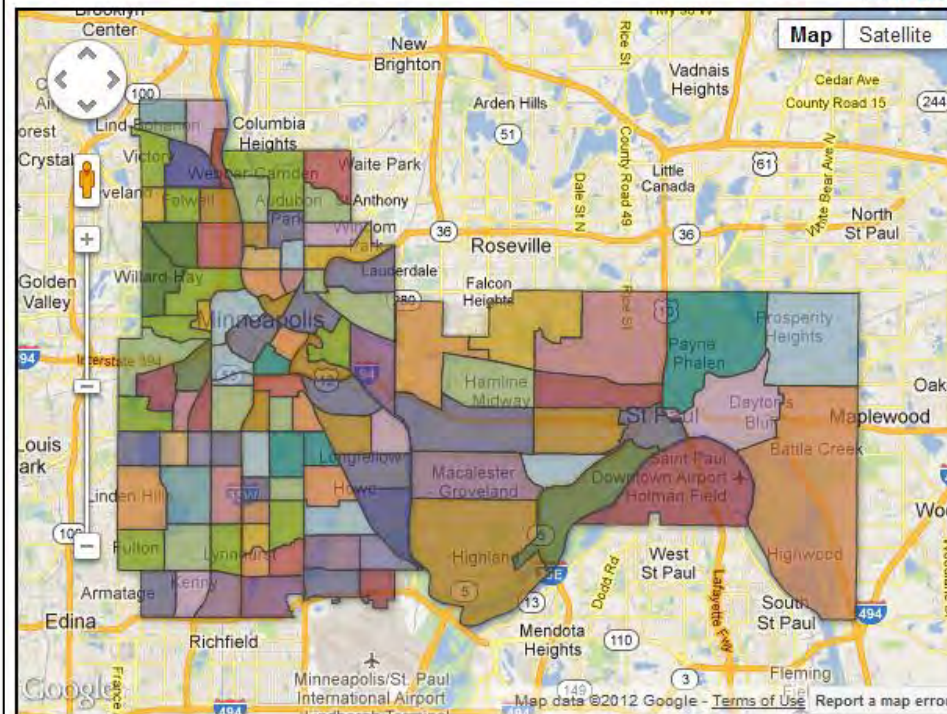
### MINNEAPOLIS-SAINT PAUL NEIGHBORHOODS

Find at-a-glance trends and data by neighborhood, including population, housing, and employment.

**View or download a pdf of any profile:** Click on a section of the map, or choose View List (above the map, right) to select a neighborhood by name. In Minneapolis, profiles are also available by community – groupings of several neighborhoods ([map](#)). Some data are unavailable by neighborhood, but may be found at the larger community level.

**Download [data file](#)** with margins of error.

[View List](#)



Special thanks to the McKnight Foundation for providing funding for Compass neighborhood profiles. Additional thanks to our [Neighborhood Profile Advisory Committee](#) and also to the [Community Planning & Economic Development](#) department at the City of Minneapolis for providing data assistance.

# Get the data you need!

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- ✓ Sign up for our monthly e-newsletter at **[www.mncompass.org](http://www.mncompass.org)**
- ✓ Follow us on Twitter @MNCompass
- ✓ Connect with MN Compass on Facebook



***Questions?***

[www.mncompass.org](http://www.mncompass.org)