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REPORT: IMMIGRANTS AND MINNESOTA'S WORKFORCE

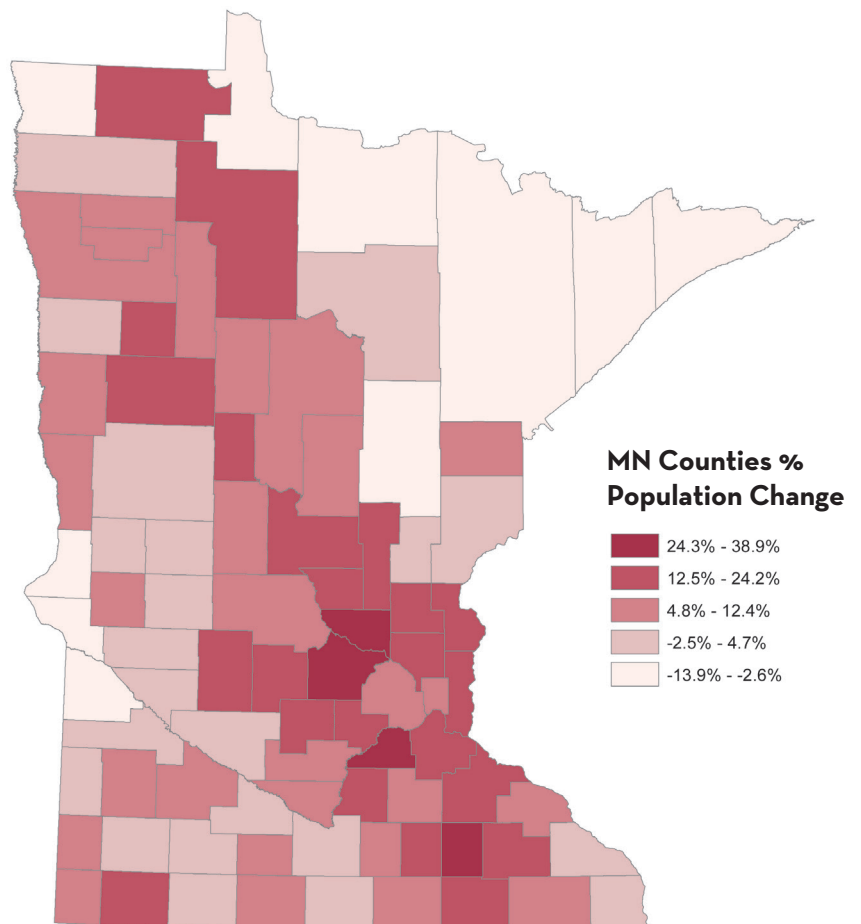
The future strength of Minnesota's economy depends on attracting and integrating immigrants into its workforce.

KEY FINDINGS

Population Trends: Minnesota's population is projected to grow at a significantly slower rate beginning in 2030. Minnesota's population will also age and become more diverse, but not evenly across the state.

Minnesota in National Context: Minnesota will likely be dependent upon immigrants for future population growth, however Minnesota lags the U.S. in proportion of its population that is foreign born. Minnesota is projected to attract future immigrants, but will likely lag the proportion of immigrants in the U.S. population by a significant margin.

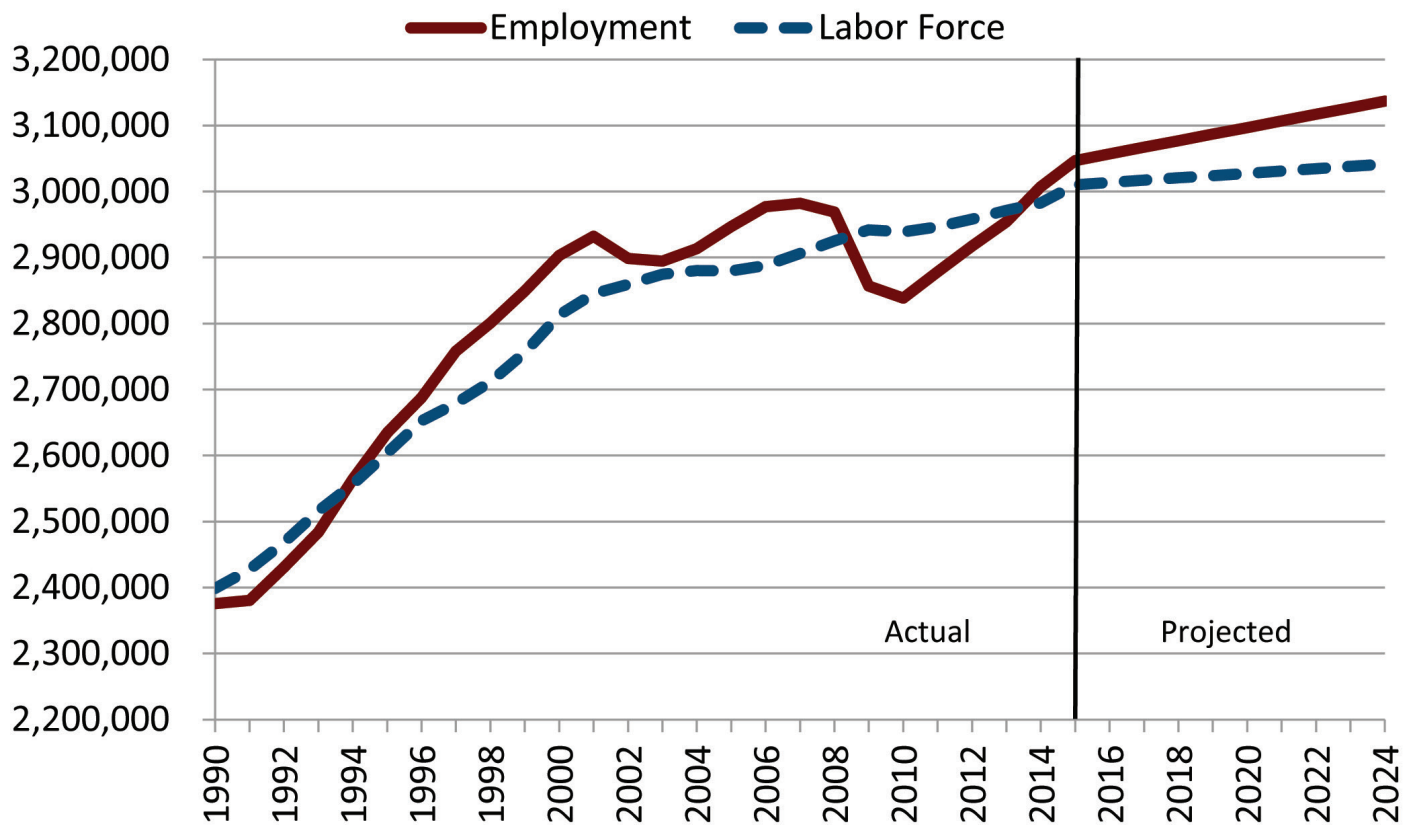
Projected Change in Minnesota's Population, by County (2015-2045)



Note: Data source Minnesota State Demographer's Office. Map created September 2016.

The Importance of Immigrants: Without a substantial increase of migration to Minnesota in the future, the state's labor force will likely grow much slower than it has in recent years, making filling job vacancies more challenging. In order to maintain the current average annual five percent growth rate of the labor force in Minnesota, the state will need to attract about four and a half times the current number of people who move to the state. Given that the prevailing trend of net migration to Minnesota is wholly comprised of international migration, it is likely that any additional migrants that the state attracts in the future will be disproportionately foreign born.

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.

Keeping Minnesota Competitive: Immigrants in Minnesota are disproportionately clustered in low skilled and highly skilled occupations. Minnesota must focus on attracting immigrants in order to meet its future workforce needs, and immigrants, both high skilled and low skilled, must be better incorporated into Minnesota's economy more completely and rapidly, utilizing their existing human capital and increasing skills through training and education.

Report & Appendices available for download at z.umn.edu/immigrantworkforce

Commissioned by The Committee on Minnesota Workforce and Immigrants and University of Minnesota Office of the Vice President for Research, January 2017.