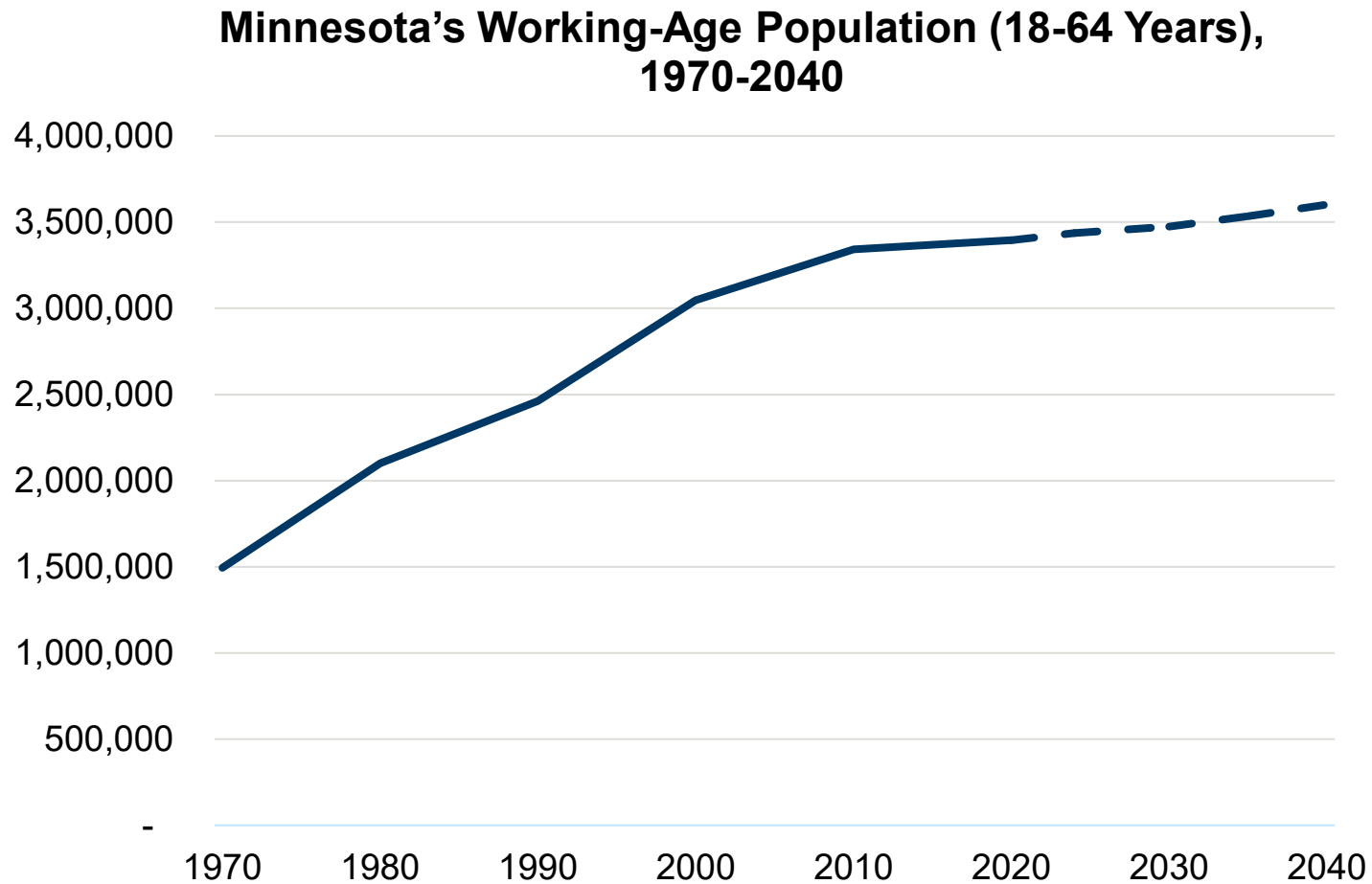




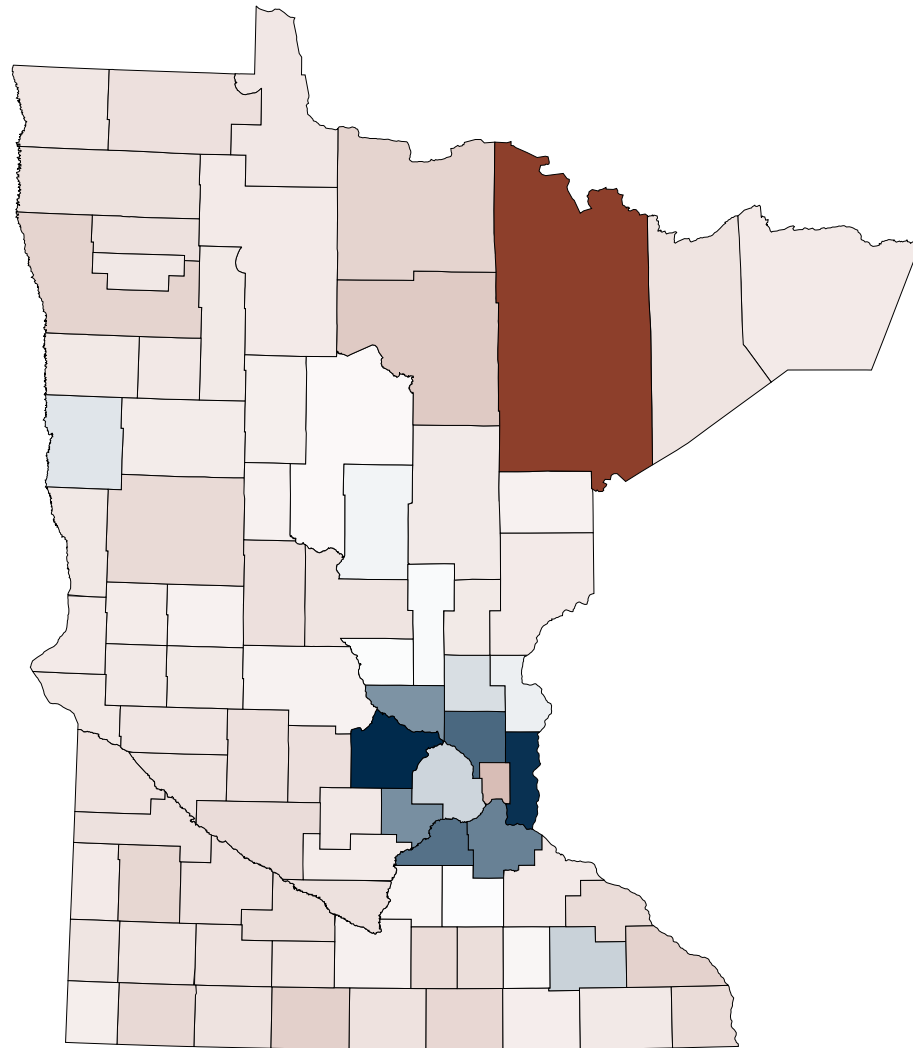
# Workforce, Labor, and Economic Development Finance and Policy Committee, Minnesota House of Representatives


Susan Brower, PhD | State Demographer  
February 25, 2026

# Minimal growth is projected for the working-age population.



# Change in Prime Working-Age Population (Age 25-64 Years) 2014-2024

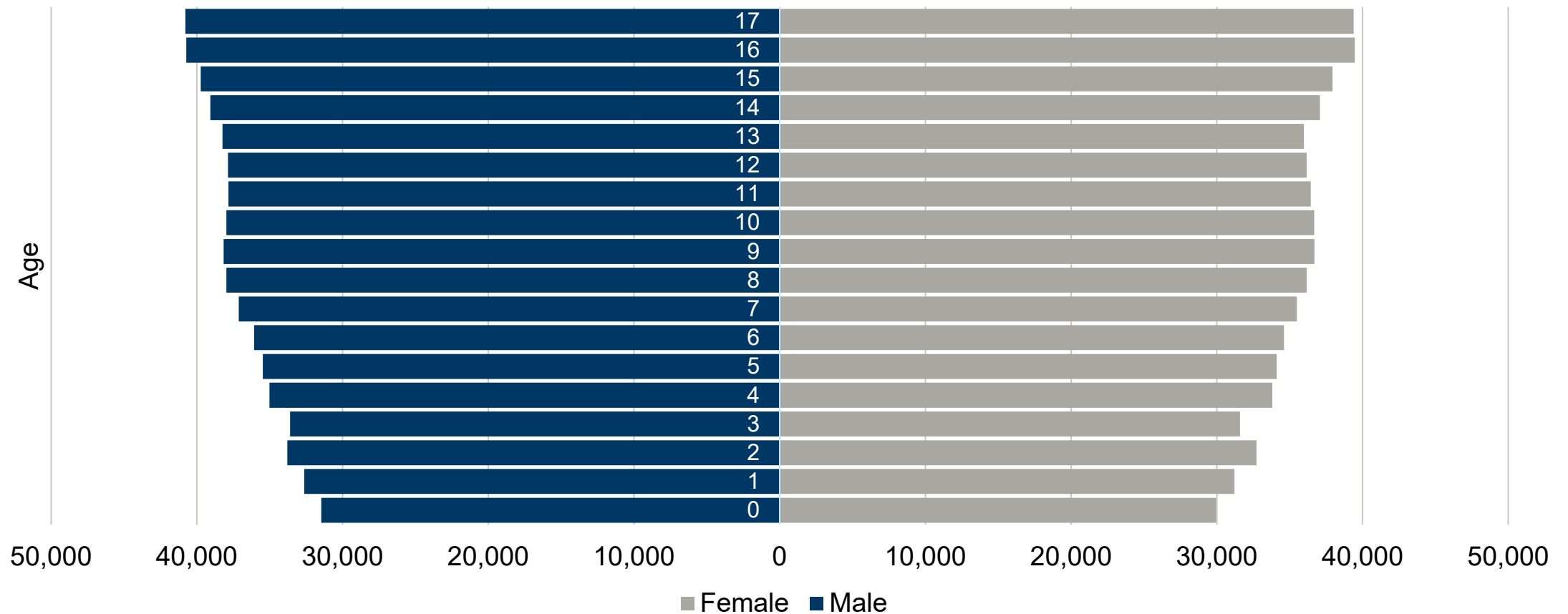


2014-2024 Change   
(8,676) 10,408

The prime working-age population has declined for most counties over the past 10 years.

Births have been declining statewide, creating successively smaller cohorts of future workers.

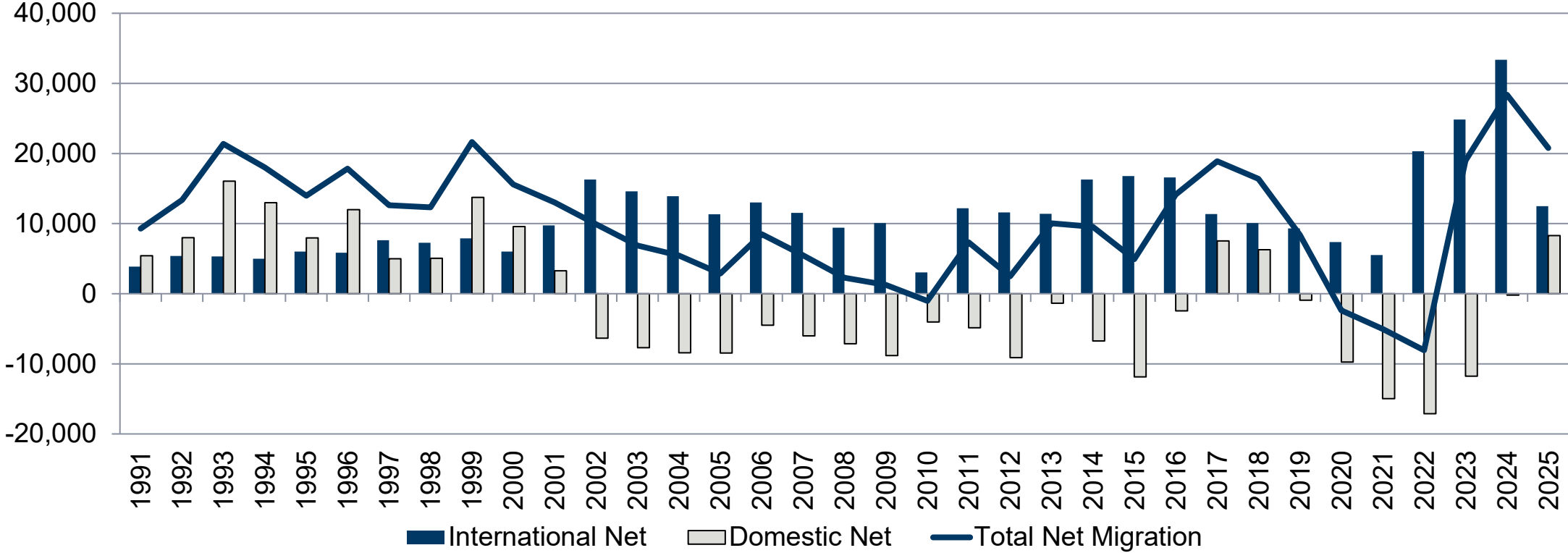
Minnesota Children by Single Year of Age and Sex, 2024



Source: U.S. Census Bureau Population Estimates Program, v2024.

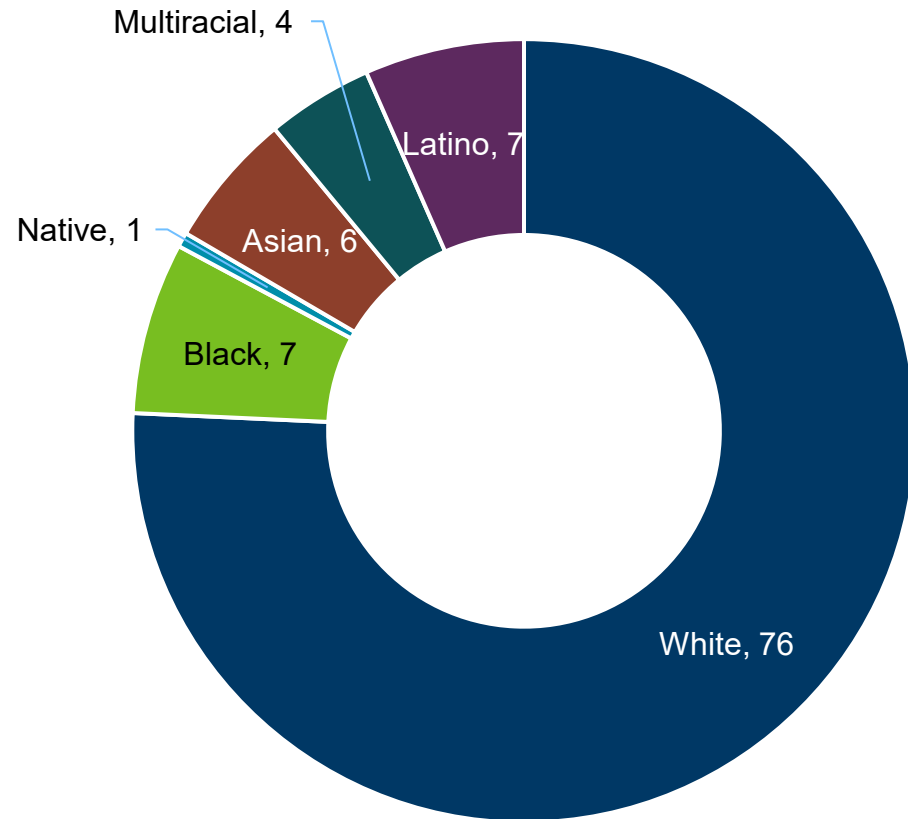
# Elevated levels of international migration between 2022 and 2024 temporarily strengthened Minnesota's workforce.

### Net Domestic and International Migration Minnesota, 1991-2025



Source: U.S. Census Bureau, Population Estimates Program

# Of the 3.2 million Minnesotans in the labor force:

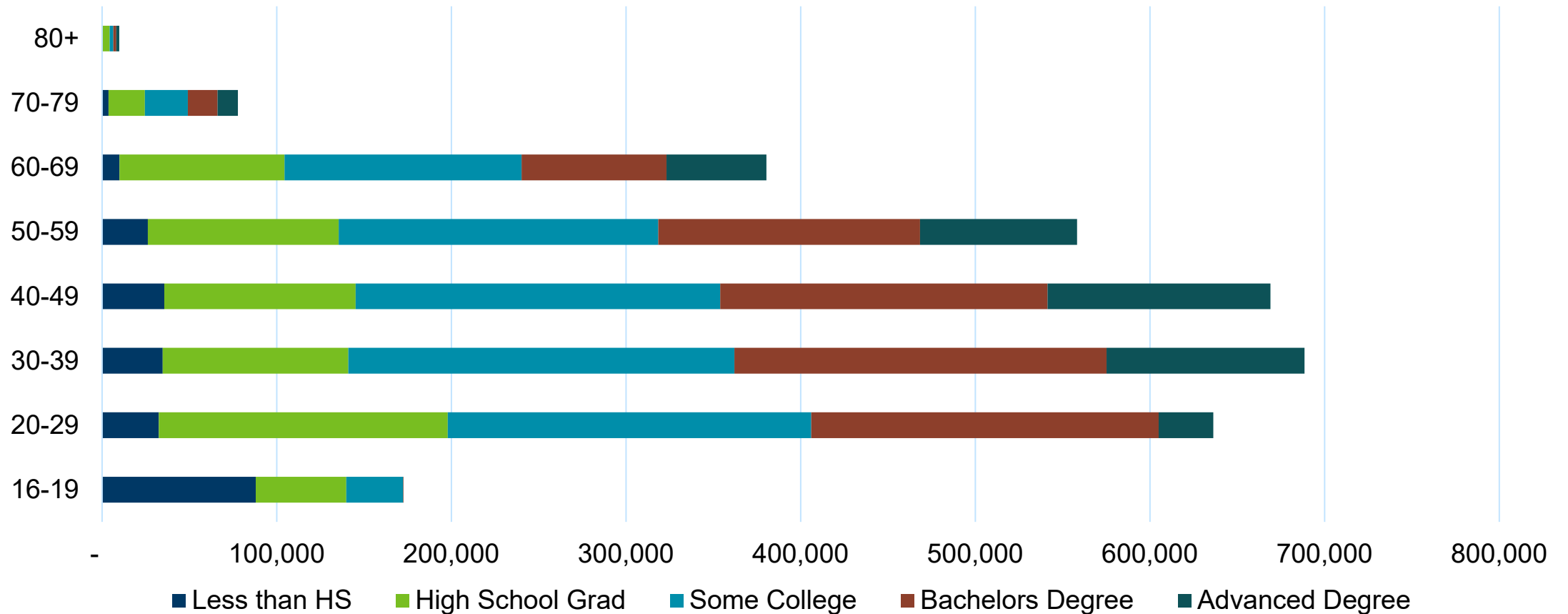


- 773,000 are Black, Indigenous, People of Color (24%).
- 1.5 million are women (48%).
- 371,000 were born in a country outside of the U.S. (12%).
- 1 million are parents (32%).

Source: ipums.org from 2024 American Community Survey, U.S. Census Bureau data  
Note: Parents are identified if they live with at least one own child under the age of 18.

# Slow growth means we need to prioritize training for those who are already working.

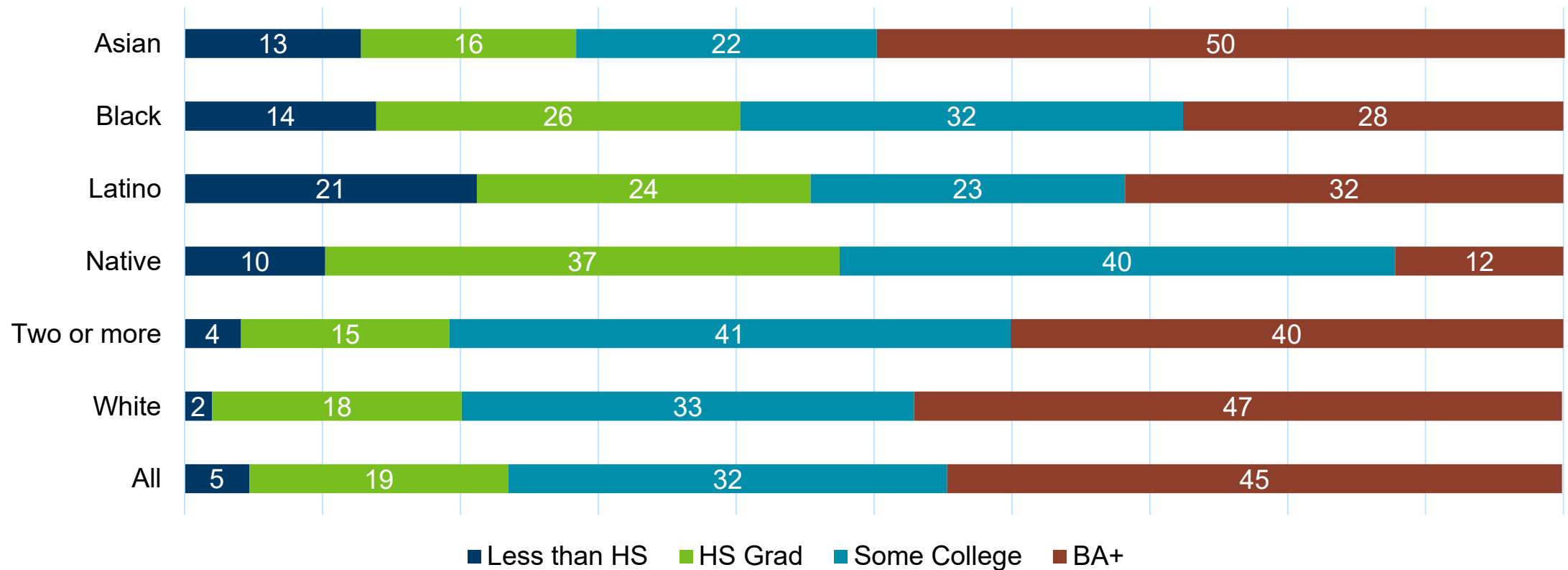
## Minnesota Workers by Age and Educational Attainment, 2024



Source: ipums.org from 2024 American Community Survey, U.S. Census Bureau data

# Slow growth means that we need all workers to contribute to their full potential.

## Educational Attainment of Minnesota's Labor Force (Age 25+) by Race



# Slow growth means we must plan to fill critical jobs.

Consider, for example, the occupations/sectors that were deemed essential during the COVID-19 pandemic:

- Health care.
- Energy.
- Childcare.
- Water and wastewater.
- Agriculture and food production.
- Critical retail (e.g., grocery stores, hardware stores, mechanics).
- Critical trades (construction workers, electricians, plumbers, etc.).
- Transportation.
- Nonprofits and social service organizations.

# Key Takeaways

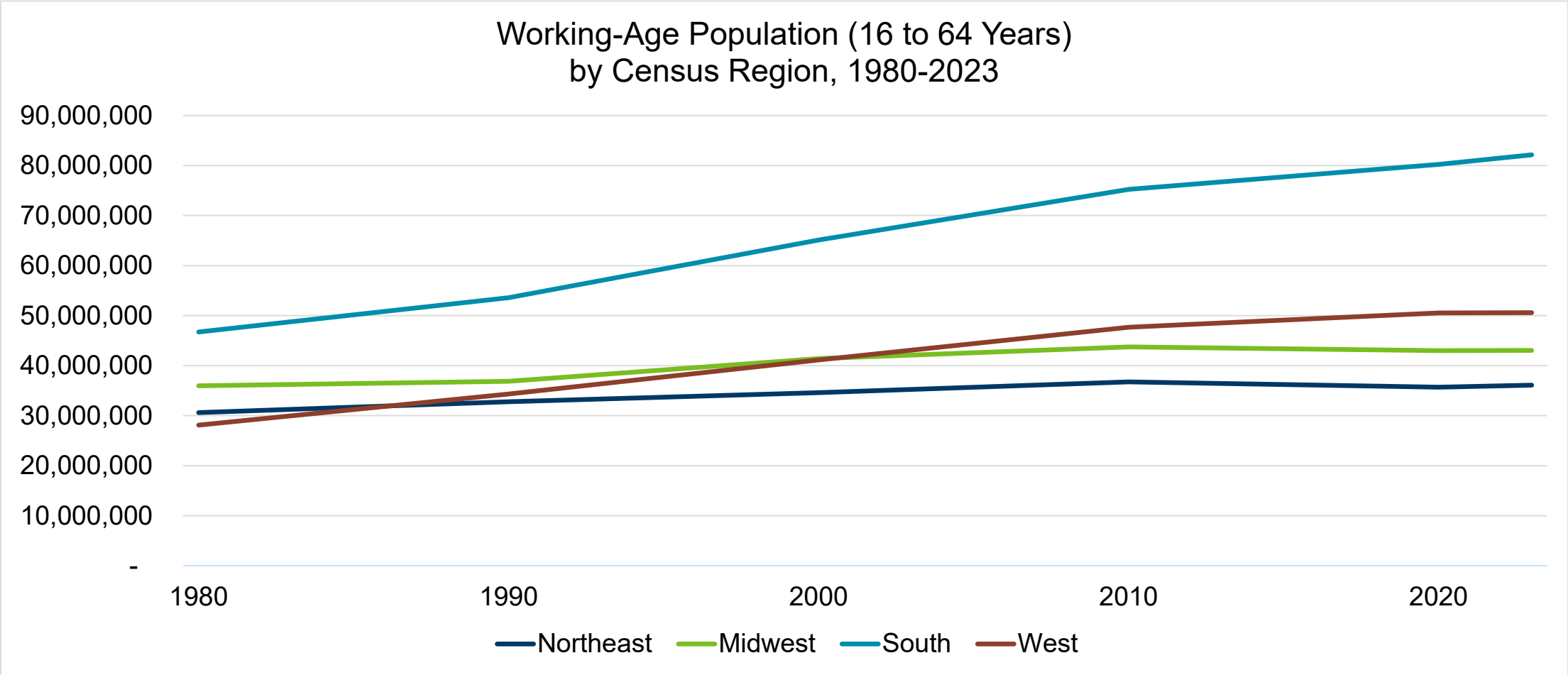
- Population and workforce growth will be slow into the foreseeable future.
- International migration is the most realistic mechanism for future growth. An increase in the birth rate is unlikely, and domestic migration tends to flow out of Minnesota.
- Supporting educational opportunities for working adults aligns with a slow growth, high-competition context.
- Supporting jobs in essential industries (like healthcare) will be important, especially given the competition from employers for workers.

Thank you

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

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

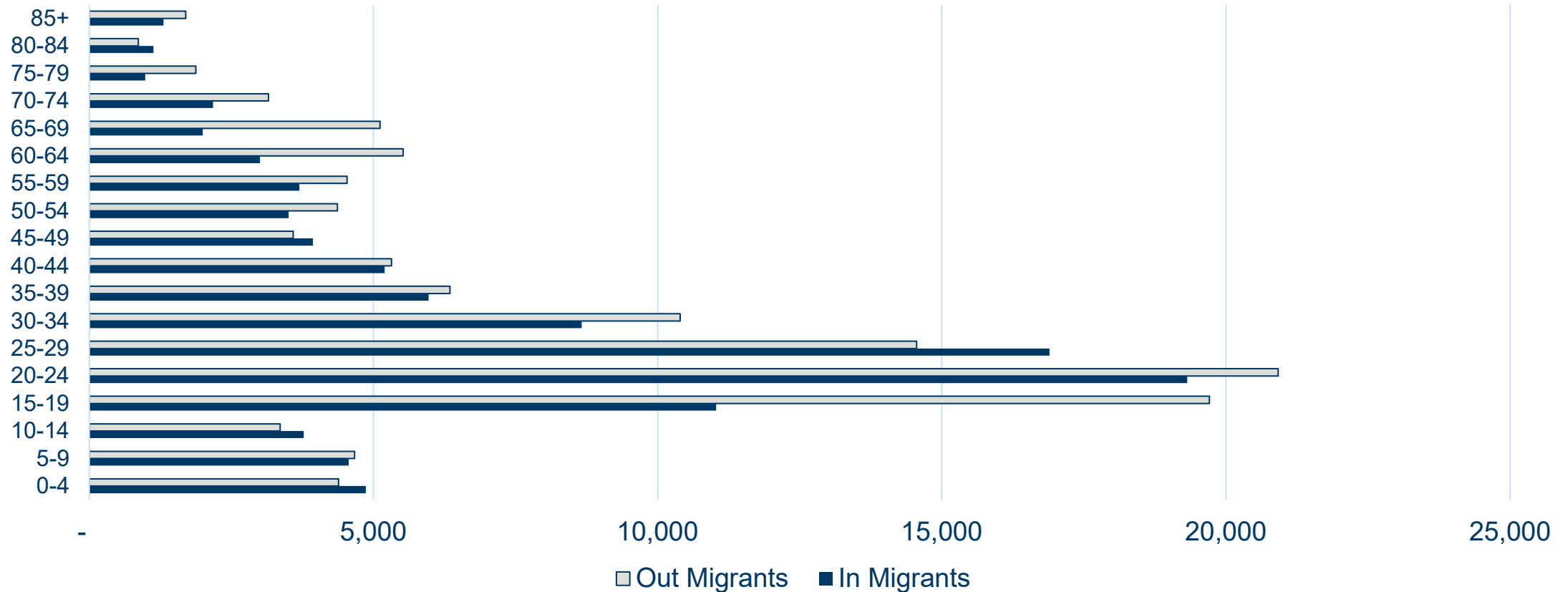
# Since 2010, the growth of the working-age population has slowed significantly.



Source: ipums.org from U.S. Census Bureau data

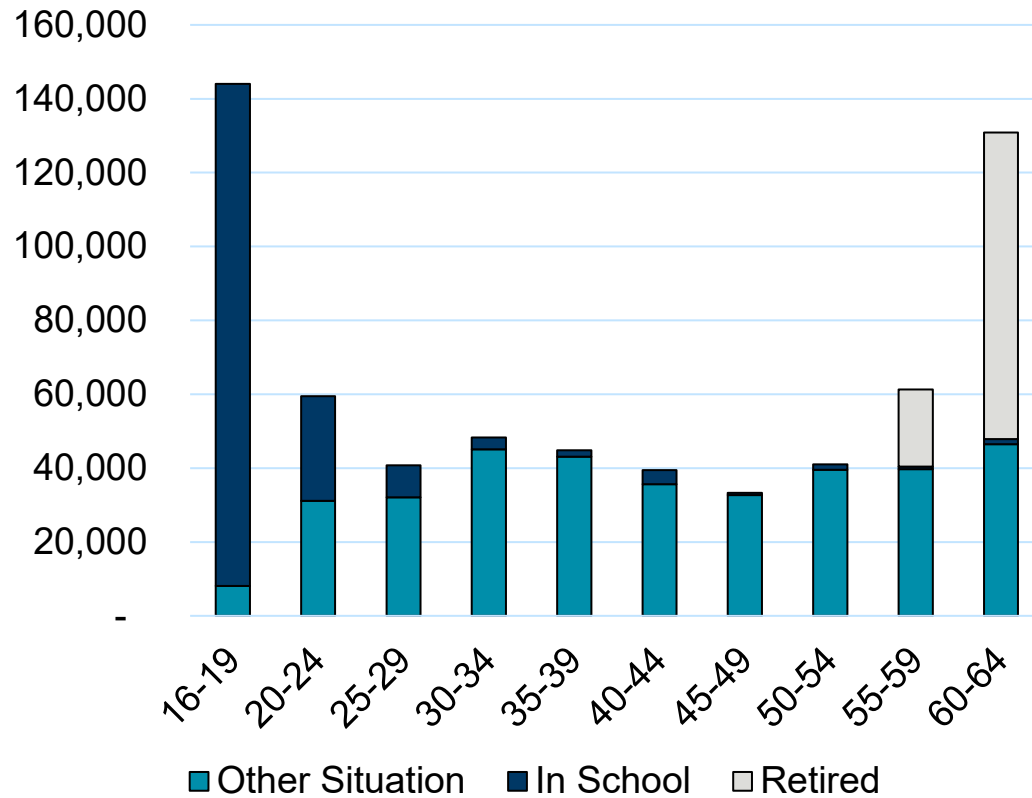
# People are most likely to migrate when they are young adults.

## Average Annual Inflows and Outflows of Domestic Migrants by Age Minnesota 2019-2023

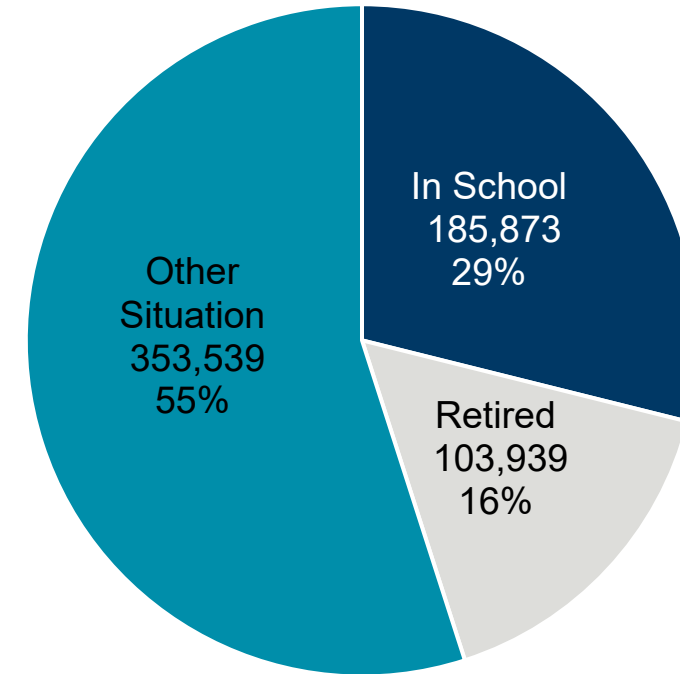


# In 2024, an estimated 643,000 working-age Minnesotans were not participating in the labor force.

### Minnesotans Not in the Labor Force by Age Group and Situation, 2024



### Working-Age Minnesotans (Ages 16-64) Not in the Labor Force, 2024



# Minnesotans outside the labor force represent diverse life circumstances.

<b>Working-Age Minnesotans (Ages 16-64 Years) Not in the Labor Force</b>	<b>643,000</b>
<b>Enrolled in school</b>	<b>186,000</b>
In High School*	112,000
In Post-Secondary School (Undergraduate)	64,000
In Graduate/Professional School	10,000
<b>Retired (Ages 55-64)</b>	<b>104,000</b>
<b>Disability Status and Supplemental Security Income (SSI)</b>	
People with a Disability	178,000
Receives Supplemental Security Income	42,000
<b>Does Not Receive SSI</b>	<b>136,000</b>
No Disability, Receives SSI	11,000
<b>Parents of Young Children (Ages 0-5 Years)</b>	
<b>Parents with a young child</b>	<b>64,000</b>
With a spouse/partner, spouse/partner in the labor force	51,000
With a spouse/partner, spouse/partner not in labor force	5,000
Without a spouse/partner	8,000

Source: ipums.org from 2024 American Community Survey, U.S. Census Bureau data

\*includes a small number of middle school students (<1,000).

# Participation differences reflect age structure and barriers.

Percent of Cultural/Racial Group Not in the Labor Force, 2019-2023

