



STATE OF THE WORKFORCE

MINNESOTA IS FACING TWO MAJOR WORKFORCE CHALLENGES

Statewide Worker Shortage Holds Us Back

Our state is facing a prolonged worker shortage that is taking a toll on Minnesota employers as they struggle to fill positions and retain talent. Residents are also impacted as crucial services are affected.

- *There are currently only 6 workers available for every 10 job openings.*
- *Nearly 17,000 caregiver positions remain unfilled as demand increases due to Minnesota's aging population.*

Statewide, our aging population and decreased in-migration rates to Minnesota are set to exacerbate this number.

- *From 2019-2023, Minnesota's population increased just 2.6% and the new residents led to 0% increase for Minnesota's labor force participation rate.*
- *Due to our aging population, Minnesota's labor force numbers are projected to remain close to flat through the end of this decade.*
- *These labor force issues affect our state's economic health - Real GDP growth is projected to land below 2% through 2050, indicating a slower economy than would be possible with more labor participation.*

When our labor force does not grow, our communities and businesses are kept from potential economic growth and vitality that benefits us all.

Disparities Hold Us Back

Minnesota has some of the starkest racial disparities in the country, with higher unemployment rates and significant pay gaps for people of color, individuals with disabilities, youth, and women.

- *4 times as many American Indian workers and 2 times as many Black/African American workers faced unemployment as compared to White workers.*
- *In 2022, 17.4% of people of color in Minnesota earned income below the poverty level, compared to 7.2% of the White population.*

To meet the current and future needs of our state, Minnesota must attract, retain, and train workers of all different demographics. Disparities facing Minnesotans hold us back from stability that families deserve and economic vitality in communities across the state.



MINNESOTA'S LOCAL WORKFORCE BOARDS ARE LEADING THE WAY

What is a Local Workforce Board?

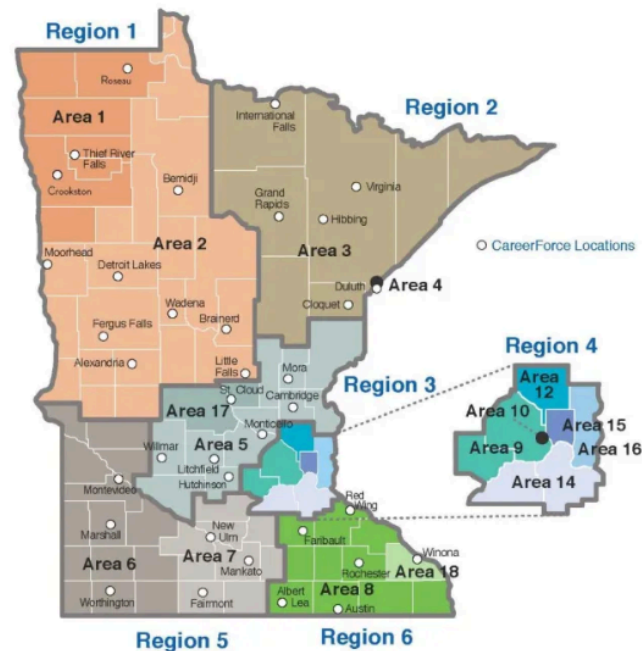
A Local Workforce Board is comprised of diverse members recruited from the local community to identify local workforce needs, coordinate workforce development services, and act as a bridge between employers and training providers to ensure the skills of the local workforce align with the demands of the regional economy.

Local Boards are made of representatives from area businesses, education institutions, labor unions, community organizations, and local government officials.

Context-Driven, Partner-Aligned, Strategic Investment

A strong workforce system is imperative, regardless of the status of the economy, to address current needs and be prepared for the future. Funding must be better targeted and aligned to achieve the best return on these investments.

Our workforce system strategically and thoughtfully stewards taxpayer dollars to address our shared workforce challenges across all regions. From career pathway programs to youth career exploration and work experience, dislocated worker retraining, incumbent worker training, and business services – Local Workforce Boards help individuals from all backgrounds and skills levels access education and training that leads to family sustaining employment in high-demand areas. These programs have demonstrated success and are responsive to their area's unique needs. Minnesota's CareerForce system has an exemplary record of leveraging public investments to connect employers and jobseekers to the resources they need to be successful.



Let's Work Together to Meet the Current Moment

Now, more than ever, Minnesota can rely on strong Local Workforce Boards as we provide the coordinated and responsive public workforce development system many other states envy. Local Workforce Boards bring demonstrated results, a statewide perspective, and a responsiveness to local conditions to successfully address Minnesota's workforce challenges.

Minnesota's Local Workforce Boards

Northwest Private Industry Council
Rural Minnesota Concentrated Employment Program Inc.
Northeast Minnesota Office of Job Training
City of Duluth- Duluth Workforce Development Board
Central Minnesota Jobs and Training Services
Southwest Minnesota Private Industry Council
South Central Workforce Council
Workforce Development, Inc.
Hennepin-Carver Workforce Development Board

City of Minneapolis – Minneapolis Workforce Development Board
Anoka County Employment and Training Programs
Dakota-Scott Workforce Services
Ramsey County Workforce Solutions
Washington County Workforce and Veteran Services
Stearns-Benton Career Solutions
Winona County Workforce Council



Scan for the list of Local Workforce Boards' contact information.

MAWB-MN.ORG

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