



Creates communities and systems that support aging with dignity and a spirit of well-being in Minnesota.

Influence the Conversation: WORKFORCE

BACKGROUND

As Minnesota's population shifts with the aging of the Baby Boom Generation the workforce will experience dramatic changes. These changes are often divided into two major areas: labor force shortage and older workers. As we age and more of us need services, there are fewer workers to meet the demand. Already the labor shortage is impacting the delivery of services in Minnesota's nursing homes, which have been forced to deny admissions due to lack of staffing. This challenge will only grow as the ratio of labor force to those ages 85 and older will shrink by 46% in the next 20 years. At the same time, older workers make up the largest number of displaced workers and experience age discrimination in job searching. Both a shortage of workers and the difficulties faced by older workers are poised to impact Minnesota's economy.

CRITICAL QUESTIONS

Ask these questions to your elected officials, candidates and others:

- What would you propose to increase the labor force in Minnesota (recruit people vs. jobs) including education, technology and immigration?
- What incentives would you support to increase using older workers?
- What would you propose to ensure senior service workers are paid a livable wage with benefits?
- How will you engage your peers to pay attention to the critical economic imperative of workforce issues in Minnesota?

QUICK FACTS

There will be a steady decline in Minnesota's labor force until 2019 when the participation rate will reach 0. The number of new, younger workers in Minnesota will drop from 30,000 to 3,000 annually for the next 30 years.¹

50% of Minnesota's care centers suspended admissions in 2015 due to staff shortage.² The shortage cuts across most sectors including mental health services.³

By the year 2024, Minnesota see a 30% increase in the need for home health aides as compared to other sectors like retail and food service that will see a 5.6% and 8.3% increase in total job openings.

Rural areas in Minnesota already experience workforce drains as younger people leave for college and do not return.⁴

Besides older workers, minority and immigrant groups are growing, but education and employment levels do not match the job availability.⁴

Workers over the age of 50 represent over one-half of individuals in Minnesota's dislocated worker program.¹

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1. http://www.mnaging.org/News%20Archive/2013/~/media/MNAging/Docs/aging_workforce_summit_report_FINAL_10.02.13.ashx

2. <https://www.careproviders.org/members/2016/2016WorkforceShortage.pdf>

3. <http://www.namihelps.org/2017-mhln-legislative-issues.pdf>

4. <https://www.ruralmn.org/wp-content/uploads/2015/06/Workforce-shortage.pdf>