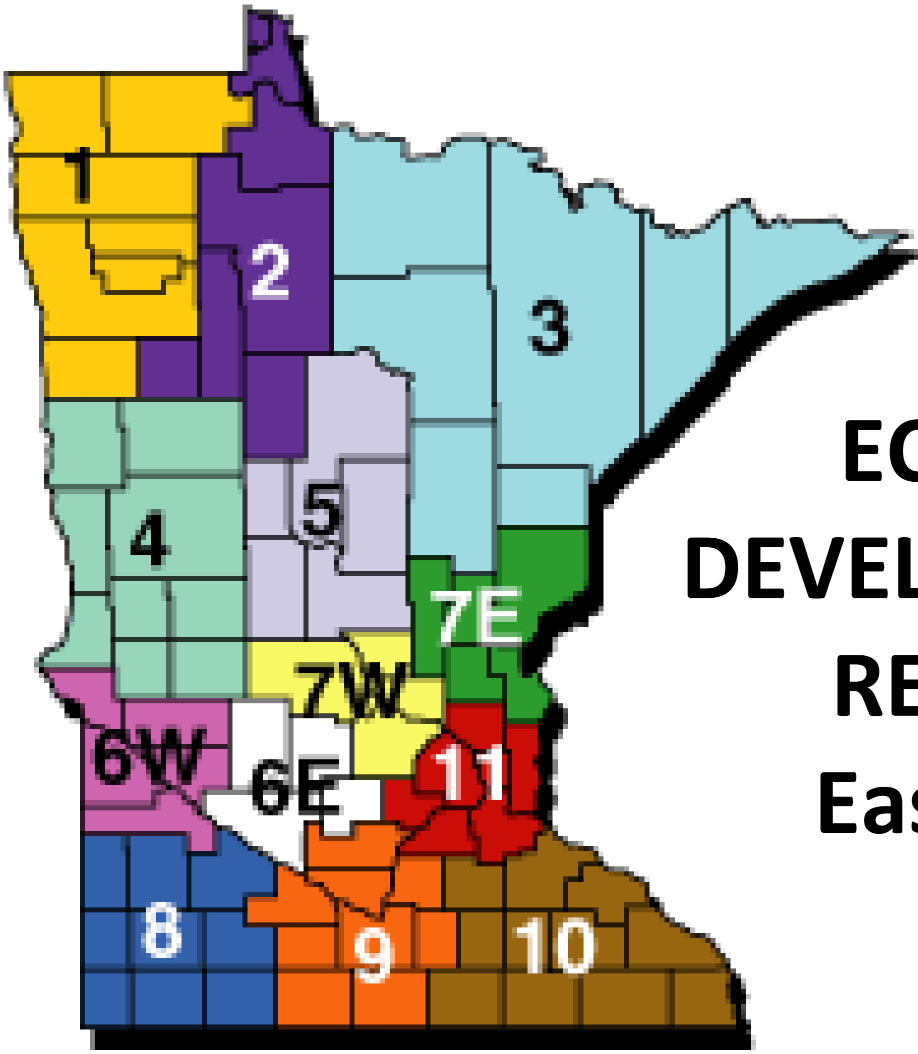

ECONOMIC DEVELOPMENT REGION 7E: East Central

Covers counties:
Chisago, Isanti, Kanabec, Mille Lacs, and Pine

2018 REGIONAL PROFILE

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DEMOGRAPHICS

POPULATION CHANGE, 2000-2017

Economic Development Region 7E – East Central includes a total of 5 counties, located in the 13-county Central Minnesota planning region. Region 7E was home to 165,989 people in 2017, comprising 3.0 percent of the state's total population. The region saw a 21.8 percent population increase since 2000, making it the second fastest growing of the 13 economic development regions (EDRs) in the state, and now the seventh largest in total population. In comparison, the state of Minnesota saw a 13.4 percent gain from 2000 to 2016 (see Table 1).

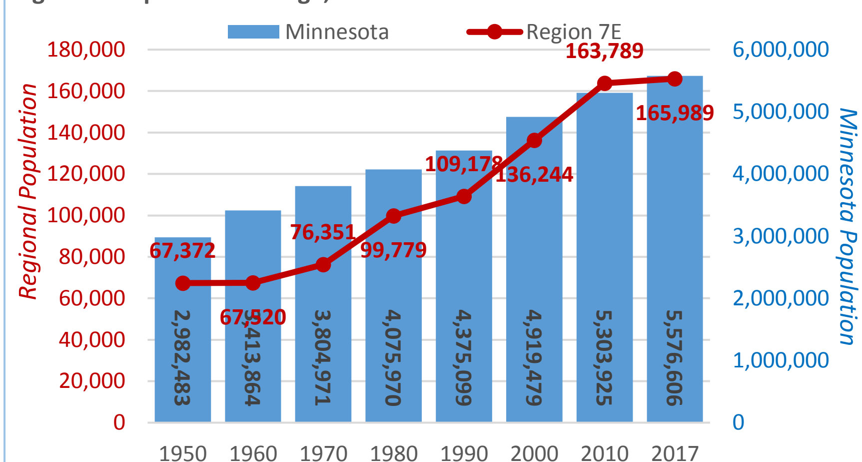
Table 1. Population Change 2000-2017

	2000 Population	2016 Estimates	*2000-2016 Change* *Number*	*Percent*
Region 7E	**136,244**	**165,989**	***+29,745***	***+21.8%***
Chisago Co.	41,101	55,308	*+14,207*	*+34.6%*
Isanti Co.	31,287	39,582	*+8,295*	*+26.5%*
Kanabec Co.	14,996	16,024	*+1,028*	*+6.9%*
Mille Lacs Co.	22,330	25,872	*+3,542*	*+15.9%*
Pine Co.	26,530	29,203	*+2,673*	*+10.1%*
Minnesota	**4,919,479**	**5,576,606**	***+657,127***	***+13.4%***

Source: U.S. Census Bureau, Population Estimates

All five counties in the region saw population gains since 2000, led by Chisago County, which is the largest county in the region and was the fifth fastest growing county in the state after welcoming 14,207 people. Isanti County gained 8,295 residents from 2000 to 2017, making it the seventh fastest growing county, while Mille Lacs added 3,542 people, and was the 19th fastest growing county. Pine was the 27th fastest growing county in the state, while Kanabec was the smallest county in the region and saw the least growth. These recent gains are part of a long-term trend in the region, which has been adding population since 1950 (see Figure 1).

Figure 1. Population Change, 1950-2017



Source: U.S. Census Bureau

COMPONENTS OF POPULATION CHANGE, 2010-2017

Region 7E has experienced a natural increase – more births than deaths – of 2,726 people so far this decade. However, the region lost population because of out-migration, with 497 more people moving out of the region than moving in. Though there was domestic out-migration of 857 people, the region did enjoy positive in-migration of 360 additional residents from international sources (see Table 2).

Region 7E is now home to 2,430 foreign born residents, or about 1.5 percent of the total population. The number of immigrants in the region climbed just 5.7 percent since 2010, lagging the statewide growth rate of 16.3 percent. About 40 percent (955 people) of these immigrants were from Asia, while the second largest number were from Europe, accounting for 27 percent of the region's immigrants, and another 20 percent were from Latin America, though the population was declining from 2010 to 2017.

Table 2. Cumulative Estimates of the Components of Population Change in Region 7E: April 1, 2010 to July 1, 2017

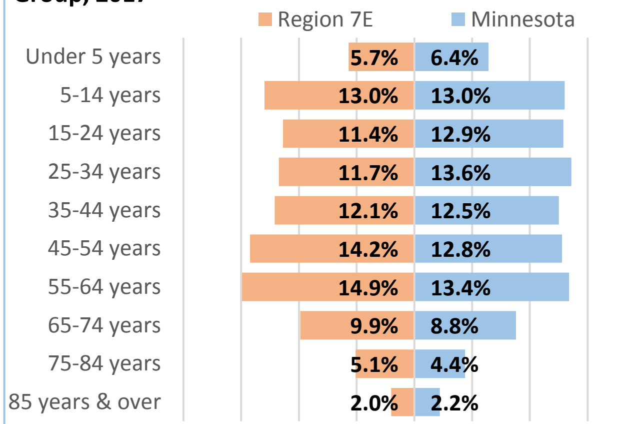
		Vital Events		*Net Migration*		
Total Change	Natural Increase	Births	Deaths	*Total*	*Inter-national*	*Domestic*
+2,206	+2,726	12,861	10,135	*-497*	*+360*	*-857*

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

POPULATION BY AGE GROUP, 2000-2017

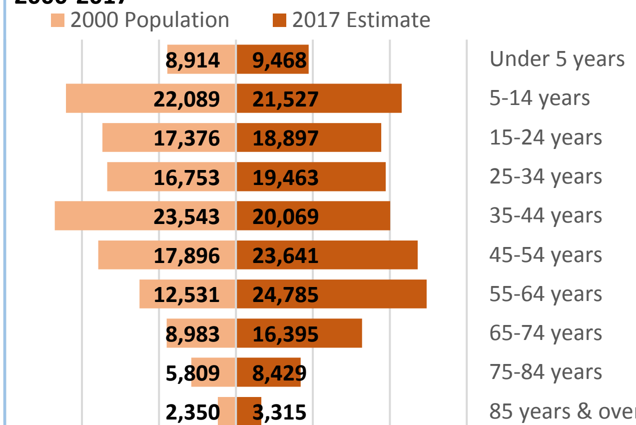
Region 7E has a much older population than the rest of the state, with 17 percent of residents aged 65 years and over, compared to 15.4 percent statewide. In addition, Region 7E had a much higher percentage of people in the 45 to 64 year old age group, but consequently had a lower percentage of people in the 25- to 44-year-old age group, typically considered the "prime working years" (see Figure 2).

Figure 2. Percentage of Population by Age Group, 2017



Source: U.S. Census Bureau, Population Estimates

Figure 3. Region 7E Population Pyramid, 2000-2017



Source: U.S. Census Bureau

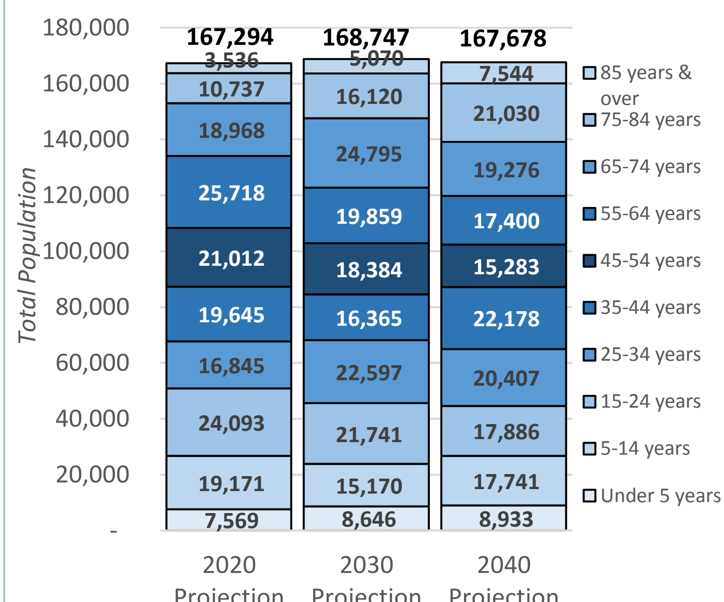
A large portion of the region's population is a part of the Baby Boom generation, people born between 1946 and 1964, which is creating a significant shift in the population over time. While the number of younger and middle-aged residents was declining, the number of residents aged 55 years and over was rapidly increasing. This included a huge jump in the number of people from 45 to 64 years of age, and a 64 percent increase in people aged 65 years and over (see Figure 3).

POPULATION PROJECTIONS BY AGE GROUP, 2020-2040

Despite the rapid recent growth, Region 7E is projected to experience only slight population growth in the next 20 years. According to the State Demographic Center, Region 7E is expected to gain just 384 new residents from 2020 to 2040, a 0.2 percent increase (see Figure 4). The state of Minnesota is projected to grow 8.8 percent.

Much of this population growth is expected to happen in older age groups. Region 7E is projected to add 14,300 people aged 65 years and over, as well as about 6,000 people in the 25- to 44-year-old age group, along with a small increase in children under 5 years of age. However, Region 7E is projected to lose over 7,500 people from 5 to 24 years, and about 14,000 people in the 45 to 64 year old age group – as current Baby Boomers continue to age.

Figure 4. Region 7E Population Projections by Age Group, 2020-2040



Source: Minnesota State Demographic Center

POPULATION BY RACE, 2016

Region 7E's population is less diverse than the state's, but is becoming more diverse over time. In 2016, 94.3 percent of the region's residents reported White alone as their race, compared to 84.3 percent of residents statewide. At 1.6 percent, Region 7E had a higher percentage of American Indian or Alaska Natives than the state, but otherwise had much smaller percentages of people of all other race and origin groups, especially Black or African American, Asian, and Hispanic or Latino origin (see Table 3).

With just under 3,400 people, the largest race group other than white is Two or More Races, which increased 166 percent from 2000 to 2016. The region saw a 17.5 percent gain in the number of White residents, but saw much faster increases in most other race groups. Three minority groups more than doubled from 2000 to 2016, including people of Hispanic or Latino origin.

Table 3. Race and Hispanic Origin, 2016	Region 7E			Minnesota	
	Number	Percent	*Change from 2000-2016*	Percent	*Change from 2000-2016*
Total	**163,275**	**100.0%**	***+19.8%***	**100.0%**	***+10.8%***
White	153,985	94.3%	*+17.5%*	84.3%	*+4.5%*
Black or African American	1,705	1.0%	*+137.8%*	5.7%	*+81.0%*
American Indian & Alaska Native	2,576	1.6%	*+14.5%*	1.0%	*+3.5%*
Asian & Other Pac. Islander	1,080	0.7%	*+70.3%*	4.6%	*+72.8%*
Some Other Race	533	0.3%	*+56.3%*	1.6%	*+34.2%*
Two or More Races	3,396	2.1%	*+166.4%*	2.7%	*+79.5%*
Hispanic or Latino	3,304	2.0%	*+113.0%*	5.1%	*+92.5%*

Source: U.S. Census Bureau, American Community Survey

EDUCATIONAL ATTAINMENT, 2016

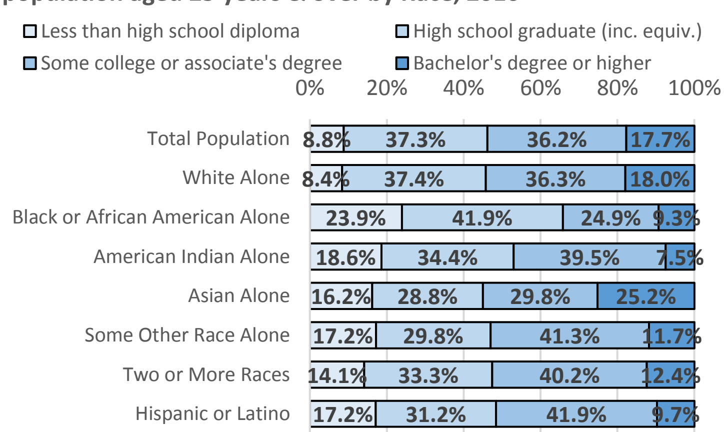
With 29 percent of adults aged 25 years and over having a college degree, Region 7E has lower educational attainment than the state, where 45.3 percent of adults have an associate, bachelor's, or advanced degree. In contrast, Region 7E has a much higher percentage of people with some college but no degree, and a much higher percentage of people with a high school diploma or less (see Table 4).

Table 4. Educational Attainment for the Adult Population, 2016	Region 7E		Minnesota
	Number	Percent	Percent
Total Population, 25 years & over	**113,276**	**100.0%**	**100.0%**
Less than high school	10,017	8.8%	7.4%
High school graduate (incl. equiv.)	42,246	37.3%	25.7%
Some college, no degree	28,705	25.3%	21.7%
Associate's degree	12,292	10.9%	11.0%
Bachelor's degree	13,819	12.2%	22.8%
Advanced degree	6,197	5.5%	11.5%

Source: U.S. Census Bureau, 2012-2016 American Community Survey

Educational attainment varied significantly by race and ethnicity in Region 7E. In addition to overall educational attainment being lower in the region than the state, the percentage of people of other races with less than a high school diploma was even higher. Nearly two-thirds of Black or African American residents in the region had a high school diploma or less, as did just over 50 percent of American Indians. In contrast, a higher percentage of people of Some Other Race, Two or More Races, or Hispanic or Latino origin had attended some college, but did not earn a degree (see Figure 5).

Figure 5. Region 7E Educational Attainment for the population aged 25 years & over by Race, 2016



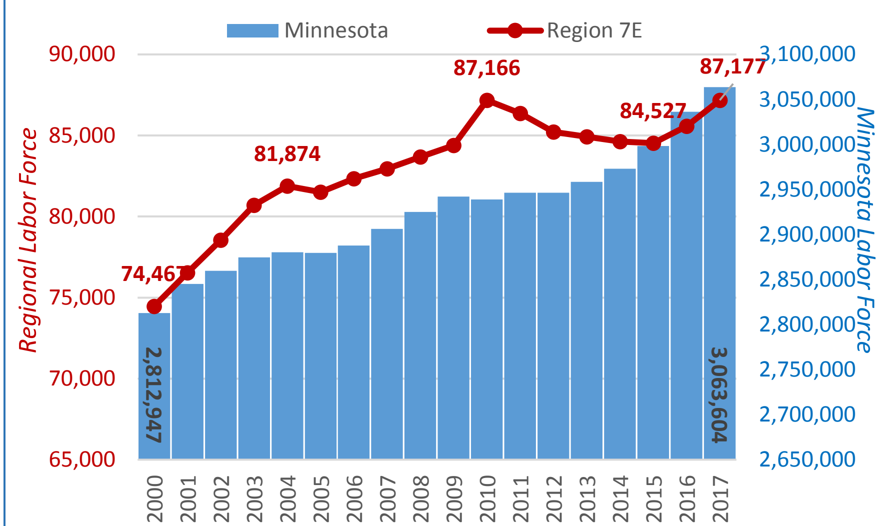
Source: 2012-2016 American Community Survey

LABOR FORCE

LABOR FORCE CHANGE, 2000-2017

According to data from DEED's [Local Area Unemployment Statistics](#) program, Region 7E had an annual average labor force count of just over 87,000 workers through 2017. In line with the region's population increase, Region 7E has gained about 13,000 workers since 2000; a 17.1 percent increase. After rising rapidly in the early part of the century, labor force growth has slowed considerably so far this decade (see Figure 6). Region 7E has almost the exact same number of available workers in 2017 as it had in 2010, despite the addition of 2,650 workers in the past two years. With low unemployment rates, the labor market in Region 7E is now extremely tight, with about 4,300 unemployed workers actively seeking work in 2017, down from a peak of 8,500 workers in 2010.

Figure 6. Annual Labor Force Estimates

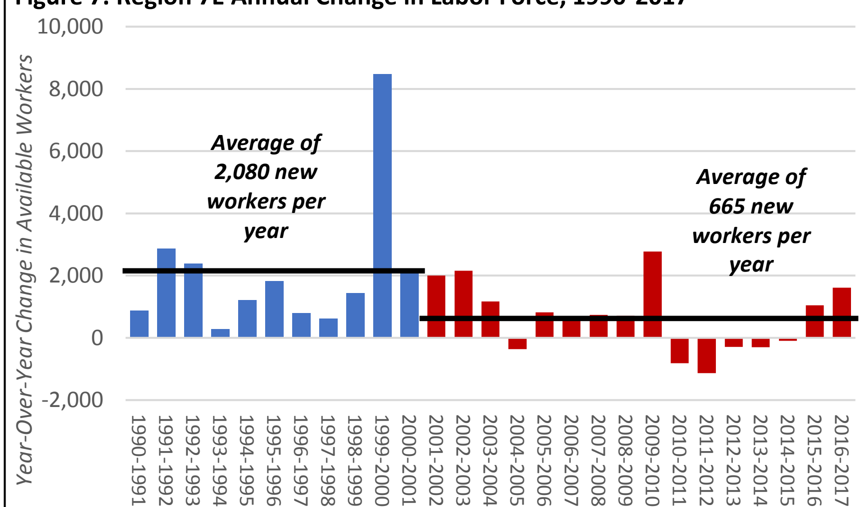


Source: DEED Local Area Unemployment Statistics (LAUS) program

After averaging a net gain of 2,080 additional labor force participants per year between 1990 and 2001, Region 7E employers were able to tap into a steadily growing pool of talented workers. However, from 2001 to 2017, Region 7E's labor force growth slowed, adding an average of just 665 workers per year (see Figure 7).

Increasingly tight labor markets and a scarcity of workers is now recognized as one of Region 7E's most significant barriers to future economic growth. In the face of these constraints, it has become evident that a more diverse workforce in terms of age, gender, race, ethnicity, disability status, and immigration has been and will continue to be a vital source of the workers that employers need to succeed. As the White, native-born work-force continues to age, younger workers of different races or from different countries will comprise the fastest growing segment of the labor force.

Figure 7. Region 7E Annual Change in Labor Force, 1990-2017



Source: DEED Local Area Unemployment Statistics (LAUS)

LABOR FORCE PROJECTIONS, 2020-2030

Applying current labor force participation rates to future population projections by age group, as shown in Figure 4 above, would lead to a steeper decrease in workforce numbers in Region 7E through 2030 (see Table 5).

In addition to the changing size, the labor force will also see a significant shift in composition over time, with sizable gains in the number of workers aged 65 years and over against huge declines in the number of workers aged 45 to 64 years. The region is also projected to lose teenaged workers. However, the region is expected to see steady gains in the number of workers aged 20 to 44 years, and the 25 to 54 year old age group will still be the largest part of the labor force, still accounting for about 59 percent of the total workforce. This will likely lead to a tight labor market in the future as well, with employers needing to respond to the changing labor force availability in the region.

Table 5. Region 7E Labor Force Projections

	2020 Labor Force Projection	2030 Labor Force Projection	*2020-2030 Change*	
			Numeric	*Percent*
16 to 19 years	5,061	4,012	*-1,049*	*-20.7%*
20 to 24 years	10,223	10,320	*+96*	*+0.9%*
25 to 44 years	30,530	32,598	*+2,068*	*+6.8%*
45 to 54 years	17,803	15,576	*-2,227*	*-12.5%*
55 to 64 years	16,904	13,053	*-3,851*	*-22.8%*
65 to 74 years	4,120	5,386	*+1,266*	*+30.7%*
75 years & over	615	913	*+298*	*+48.5%*
Total Labor Force	**85,257**	**81,858**	***-3,399***	***-4.0%***

Source: calculated from MN State Demographic Center projections, and 2012-2016 American Community Survey 5-Year Estimates

EMPLOYMENT CHARACTERISTICS, 2016

With 65.1 percent of people aged 16 years and over in the labor force, Region 7E had lower labor force participation rates than the state's 69.9 percent. The region had lower labor force participation rates than the state in all but the youngest age groups, and the overall rate was even lower because a higher percentage of Region 7E's labor force was in older age groups (see Table 6).

Likewise, the region had lower participation rates than the state in every race group; and higher unemployment rates for all but two minority groups – Black or African American and Native American. In sum, unemployment rates in the region were highest for young people, minorities, workers with disabilities, and people with lower educational attainment.

Table 6. Employment Characteristics, 2016

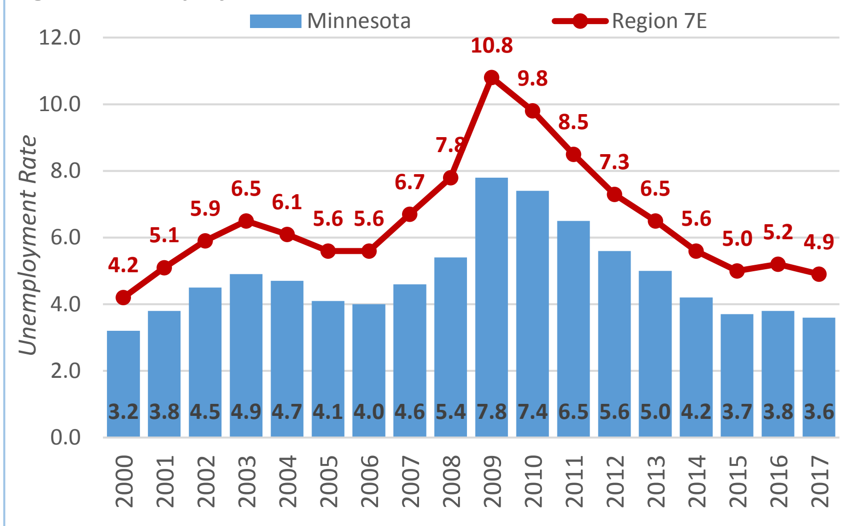
	Region 7E			Minnesota	
	In Labor Force	**Labor Force Partic. Rate**	**Unemp. Rate**	**Labor Force Partic. Rate**	**Unemp. Rate**
Total Labor Force	**84,504**	**65.1%**	**6.2%**	**69.9%**	**4.8%**
16 to 19 years	4,263	53.2%	13.2%	52.3%	14.2%
20 to 24 years	7,206	83.8%	12.1%	83.5%	8.1%
25 to 44 years	33,015	83.7%	6.0%	88.2%	4.4%
45 to 54 years	21,433	84.7%	4.9%	87.2%	3.4%
55 to 64 years	14,835	65.7%	4.4%	72.3%	3.6%
65 to 74 years	3,243	21.7%	2.0%	27.1%	3.0%
75 years & over	475	4.3%	1.3%	6.0%	2.7%
Employment Characteristics by Race & Hispanic Origin					
White alone	81,053	65.6%	6.0%	69.9%	4.1%
Black or African American	377	25.3%	5.4%	68.5%	12.9%
American Indian & Alaska Native	1,003	52.7%	14.5%	58.8%	14.8%
Asian or Other Pac. Islanders	590	69.7%	10.7%	70.7%	5.6%
Some Other Race	214	57.7%	10.3%	77.3%	8.4%
Two or More Races	1,244	69.3%	10.6%	71.3%	10.1%
Hispanic or Latino	1,370	62.0%	11.3%	75.5%	8.2%
Employment Characteristics by Veteran Status					
Veterans, 18 to 64 years	4,510	73.9%	5.5%	78.6%	4.8%
Employment Characteristics by Disability					
With Any Disability	5,750	50.2%	10.8%	51.4%	10.9%
Employment Characteristics by Educational Attainment					
Population, 25 to 64 years	69,276	79.3%	5.5%	84.0%	4.0%
Less than H.S. Diploma	3,684	63.6%	6.8%	65.0%	5.6%
H.S. Diploma or Equivalent	22,563	74.3%	4.2%	78.7%	3.4%
Some College or Assoc. Degree	28,549	82.3%	5.2%	85.1%	4.0%
Bachelor's Degree or Higher	14,505	88.0%	2.1%	89.5%	2.3%

Source: 2012-2016 American Community Survey, 5-Year Estimates

UNEMPLOYMENT RATE, 2000-2017

Region 7E has consistently had higher unemployment rates than the state, typically hovering around 1.5 percent above the state rate. According to DEED's Local Area Unemployment Statistics, Region 7E's rate rose as high as 10.8 percent in 2009, which was the highest of the 13 EDRs, and 3 percent above the state rate. Since then, the state and region's economies have recovered and unemployment rates have dropped, with Region 7E reporting 4.9 percent in 2017, which was still 1.3 percent above the state rate (see Figure 8).

Figure 8. Unemployment Rates, 2000-2017

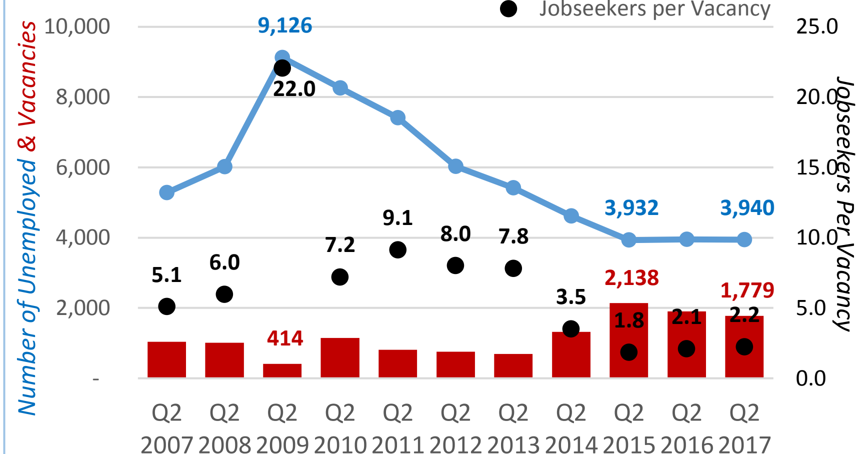


Source: DEED Local Area Unemployment Statistics (LAUS) program

JOBSEEKERS PER VACANCY, 2017

As the number of available workers has declined, the region's labor market has tightened. One clear demonstration of this is the ratio of unemployed jobseekers per vacancy, which now stands at 2.2-to-1 in Region 7E. According to recent Job Vacancy Survey results, there were 1,779 openings reported by employers compared to 3,940 unemployed jobseekers in the region. The ratio climbed as high as 22-to-1 in the depths of the recession in 2009 (see Figure 9).

Figure 9. Jobseekers Per Vacancy, 2007-2017



Source: DEED Job Vacancy Survey, LAUS program

COMMUTE SHED AND LABOR SHED, 2015

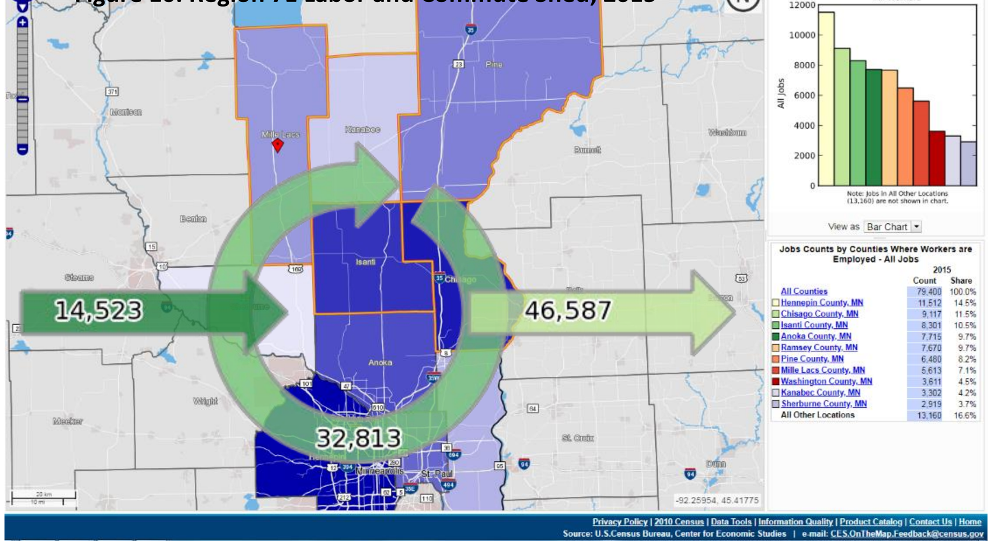
This labor imbalance is better explained by commuting data from the Census Bureau. Region 7E is a net labor exporter, having more workers than available jobs. In fact, more residents commute out of the region than stay in the region for work. In sum, 32,813 workers both lived and worked in Region 7E, while 14,523 workers drove into the region for work, compared to 46,587 workers who lived in the region but drove to surrounding counties for work (see Table 7 and Figure 10).

Table 7. Region 7E Inflow/Outflow Job Counts (All Jobs), 2015	2015	
	Count	Share
Employed in the Selection Area	47,336	100.0%
Employed in the Selection Area but Living Outside	14,523	30.7%
Employed and Living in the Selection Area	32,813	69.3%
Living in the Selection Area	79,400	100.0%
Living in the Selection Area but Employed Outside	46,587	58.7%
Living and Employed in the Selection Area	32,813	41.3%

Source: U.S. Census Bureau, OnTheMap

Chisago County is the largest county and the largest employment center in the region and was the biggest draw for workers, followed by Isanti County, Pine County, Mille Lacs County, and Kanabec County is the smallest. Most workers in the region commute to the Twin Cities metro area and Hennepin County, as well as to the northern and eastern counties like Ramsey, Anoka, and Washington County (see Figure 10).

Figure 10. Region 7E Labor and Commute Shed, 2015

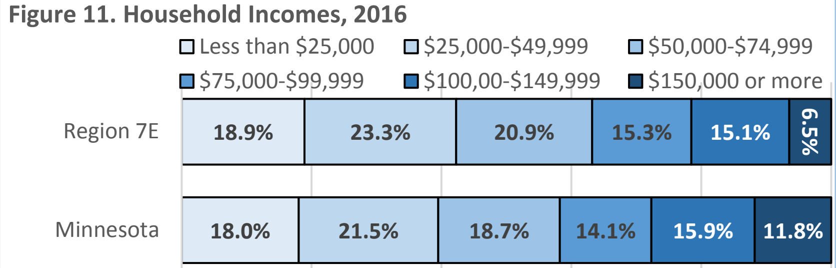


INCOMES, WAGES AND OCCUPATIONS

HOUSEHOLD INCOMES

Household incomes were slightly lower in Region 7E than the rest of the state. The median household income in Region 7E was $59,530 in 2016, compared to $63,217 in Minnesota. Just over 42 percent of the households in the region had incomes below $50,000 in 2016, compared to just 39.5 percent statewide. Another 36.2 percent of households earned between $50,000 and $100,000 in the region. In contrast, only 21.6 percent of households in Region 7E earned over $100,000 per year, compared to 27.7 percent of households statewide (see Figure 11).

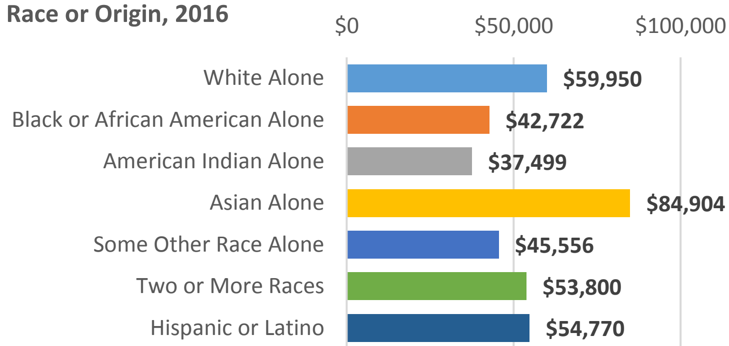
Figure 11. Household Incomes, 2016



Source: 2012-2016 American Community Survey 5-Year Estimates

Median household incomes varied by race or origin in the region. Asian households reported the highest incomes in Region 7E, with a median income that was about $25,000 higher than for White households. In contrast, American Indian and Black or African American households reported much lower household incomes, as did households of Some Other Race Alone (see Figure 12). Poverty rates also vary widely by race, from a low of 8.8 percent for Whites to more than 30 percent for Black or African Americans.

Figure 12. Region 7E Median Household Income by Race or Origin, 2016



Source: 2012-2016 American Community Survey

COST OF LIVING

According to DEED's Cost of Living tool, the basic needs budget for an average Minnesota family (which consists of 2 adults and 1 child, with 1 full-time and 1 part-time worker) was $57,624 in 2018. The cost of living for a similar family in Region 7E was $60,660 – which was the second highest of the 13 economic development regions in the state, behind only the Twin Cities metro area. The highest monthly costs were for transportation, housing, and food; with the region's housing costs and taxes significantly higher than the rest of the state. In order to meet the basic cost of living for the region, the workers in the family scenario described would need to earn $19.44 per hour over the course of 60 hours per work week.

DEED's Cost of Living tool provides estimates for household compositions including single people, partnered couples, and up to 4 children. For a single person living alone and working full-time, the estimated yearly cost in Region 7E would be $34,668, which would require an hourly wage of $16.67 to meet the basic needs standard of living (see Table 8). That was the highest in the state, even above the Twin Cities.

Table 8. Region 7E Cost of Living, 2018

Family Composition	Number of Workers	Yearly Cost of Living	Hourly Wage Required	Monthly Costs						
				Child Care	Food	Health Care	Housing	Trans-portation	Other	Taxes
Region 7E										
Single, 0 children	1 FT	$34,668	$16.67	$0	$325	$136	$756	$894	$316	$462
Single, 1 child	1 FT	$56,484	$27.16	$869	$479	$278	$986	$957	$428	$710
2 parents, 1 child	**1 FT, 1 PT**	**$60,660**	**$19.44**	**$435**	**$741**	**$456**	**$986**	**$1,140**	**$505**	**$792**
2 parents, 2 children	2 FT	$87,972	$21.15	$1,397	$968	$465	$1,347	$1,222	$677	$1,255
State of Minnesota										
Single, 0 children	1 FT	$31,656	$15.22	$0	$334	$136	$754	$696	$318	$400
2 parents, 1 child	**1 FT, 1 PT**	**$57,624**	**$18.47**	**$504**	**$763**	**$459**	**$980**	**$869**	**$510**	**$717**

Source: DEED Cost of Living tool

WAGES AND OCCUPATIONS

According to DEED's Occupational Employment Statistics program, the median hourly wage for all occupations in Region 7E was $18.47 in the first quarter of 2018, which was the third highest wage level of the 13 EDRs in the state. Region 7E's median wage was $1.60 below the state's median hourly wage, equaling 92 percent of the statewide wage rate, and $3.45 below the median hourly wage in the 7-County Twin Cities metro area, which would amount to over $7,000 per year for a full-time worker. Region 7E had slightly higher wages than surrounding regions like Region 7W and Region 3, but much higher wages than Region 5 (see Table 9).

Table 9. Occupational Employment Statistics by Region, 1st Qtr. 2018	Median Hourly Wage	Estimated Regional Employment
EDR 1 - Northwest	$18.39	36,250
EDR 2 - Headwaters	$17.06	30,460
EDR 3 - Arrowhead	$17.72	143,490
EDR 4 - West Central	$17.46	86,020
EDR 5 - North Central	$16.75	59,210
EDR 6E - Southwest Central	$17.56	50,120
EDR 6W - Upper MN Valley	$16.86	16,640
EDR 7E - East Central	**$18.47**	**51,730**
EDR 7W - Central	$17.91	184,060
EDR 8 - Southwest	$16.53	55,150
EDR 9 - South Central	$17.56	107,700
EDR 10 - Southeast	$18.91	238,090
EDR 11 - 7-County Twin Cities	$21.92	1,769,290
State of Minnesota	**$20.07**	**2,838,270**

Source: DEED Occupational Employment Statistics

Not surprisingly, the lowest-paying jobs are in food preparation and serving, personal care and service, sales, and building cleaning and maintenance jobs, which tend to have lower educational and training requirements. For the most part, the gap in pay between Region 7E and the state is lower in these jobs. In contrast, the highest paying jobs are found in management, computer, business and financial operations, healthcare practitioners, and architecture and engineering occupations, which all need higher levels of education and experience, including many that require postsecondary training. The pay gaps between the region and state are much bigger in these occupations.

Over 5 percent of the jobs in Region 7E were healthcare support occupations, which was 1.7 times more concentrated than the state as a whole. Region 7E also had a higher share of workers in production; education, training, and library; protective service; community and social service; construction and extraction; installation, maintenance, and repair; personal care and service; and healthcare practitioners and technical occupations (see Table 10).

Table 10. Region 7E Occupational Employment Statistics, 1st Qtr. 2018					State of Minnesota		
	Median Hourly Wage	Estimated Regional Employment	*Share of Total Employment*	*Location Quotient*	Median Hourly Wage	Estimated Regional Employment	*Share of Total Employment*
Total, All Occupations	**$18.47**	**51,730**	***100.0%***	***1.0***	**$20.07**	**2,838,270**	***100.0%***
Office & Administrative Support	$17.73	7,250	*14.0%*	*1.0*	$18.45	409,820	*14.4%*
Production	$17.92	5,350	*10.3%*	*1.3*	$17.89	217,610	*7.7%*
Sales & Related	$12.19	4,990	*9.6%*	*1.0*	$14.10	277,720	*9.8%*
Education, Training & Library	$21.78	3,930	*7.6%*	*1.3*	$23.65	163,850	*5.8%*
Healthcare Practitioners & Technical	$32.21	3,520	*6.8%*	*1.1*	$34.44	182,500	*6.4%*
Transportation & Material Moving	$18.66	3,460	*6.7%*	*1.1*	$17.59	178,720	*6.3%*
Personal Care & Service	$12.07	3,070	*5.9%*	*1.2*	$12.12	139,210	*4.9%*
Healthcare Support	$15.16	2,630	*5.1%*	*1.7*	$15.81	85,940	*3.0%*
Management	$38.19	2,550	*4.9%*	*0.8*	$49.99	168,930	*6.0%*
Food Preparation & Serving Related	$10.95	2,280	*4.4%*	*0.5*	$11.12	239,950	*8.5%*
Construction & Extraction	$26.18	2,120	*4.1%*	*1.2*	$27.10	99,900	*3.5%*
Installation, Maintenance & Repair	$25.64	1,970	*3.8%*	*1.1*	$23.22	95,660	*3.4%*
Business & Financial Operations	$27.57	1,760	*3.4%*	*0.6*	$31.97	161,080	*5.7%*
Community & Social Service	$22.01	1,590	*3.1%*	*1.6*	$21.88	55,430	*2.0%*
Building, Grounds Cleaning & Maint.	$11.84	1,320	*2.6%*	*0.9*	$14.07	84,300	*3.0%*
Protective Service	$23.87	1,210	*2.3%*	*1.5*	$20.27	43,150	*1.5%*
Architecture & Engineering	$29.53	1,000	*1.9%*	*1.0*	$36.61	53,780	*1.9%*
Computer & Mathematical	$32.09	570	*1.1%*	*0.3*	$40.00	94,290	*3.3%*
Arts, Design, Entertainment & Media	$15.51	480	*0.9%*	*0.7*	$23.44	36,910	*1.3%*
Life, Physical & Social Science	$28.17	440	*0.9%*	*0.9*	$31.27	26,220	*0.9%*
Legal	$37.47	190	*0.4%*	*0.5*	$37.34	19,750	*0.7%*
Farming, Fishing & Forestry	N/A	-	*0.0%*	*0.0*	$15.45	3,540	*0.1%*
Source: DEED Occupational Employment Statistics, Qtr. 1 2018							

JOB VACANCY SURVEY

Employers in Region 7E reported 1,931 job vacancies in the fourth quarter of 2017, a steady increase compared to the past three years when the region was posting record highs, and nearly seven times as many as the low point reached during the recession in the fourth quarter of 2009. The region has averaged between 1,700 and 2,100 vacancies over the past 4 years of surveys, an unprecedented level of consistent and strong demand.

Overall, 39 percent of the openings were part-time, and less than one-third required postsecondary education. The percent of job openings requiring a college degree has seemingly been going down over time, while the percentage needing prior work experience has been higher and going up. In the fourth quarter of 2017, 46 percent of vacancies required 1 or more years of experience. The median hourly wage offer for all occupations was $13.41, but ranged from about $10.50 for personal care and service jobs; to nearly $40 per hour for architecture and engineering occupations. Wage offers were also high for management, computer and mathematical, business and financial, and life, physical, and social sciences occupations. The largest number of vacancies were for food prep and serving, sales and related, and personal care and service workers – those three occupation groups offered just over half (52.7%) of all vacancies in the region (see Table 11).

Table 11. Region 7E Job Vacancy Survey Results, 4th Qtr. 2017

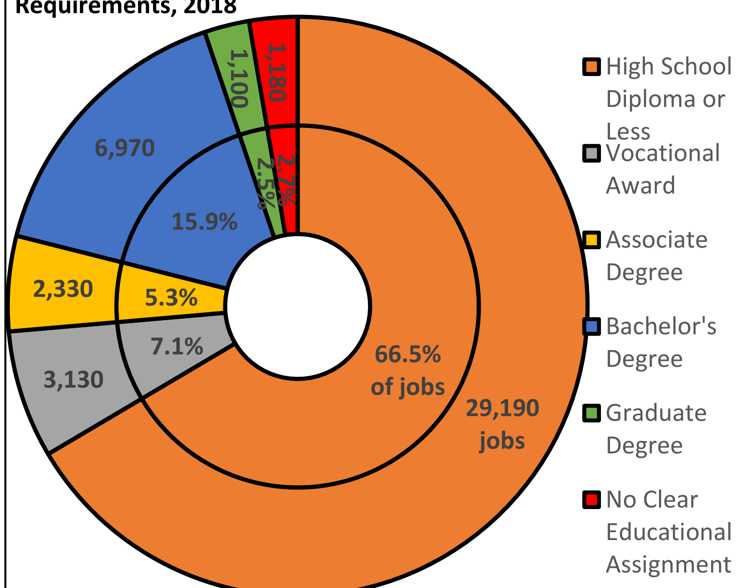
	Number of Total Vacancies	Percent Part-time	Percent Temporary or Seasonal	Requiring Post-Secondary Education	Requiring 1 or More Years of Experience	Requiring Certificate or License	Median Hourly Wage Offer
Total, All Occupations	**1,931**	**39%**	**11%**	**28%**	**46%**	**35%**	**$13.41**
Food Preparation & Serving Related	361	48%	2%	5%	49%	2%	$11.32
Sales & Related	336	38%	6%	0%	13%	27%	$13.46
Personal Care & Service	321	65%	31%	23%	18%	26%	$10.51
Construction & Extraction	115	15%	15%	0%	68%	16%	$23.07
Healthcare Practitioners & Technical	110	56%	7%	97%	75%	94%	$24.09
Healthcare Support	104	49%	4%	51%	27%	86%	$13.70
Production	103	3%	1%	17%	51%	9%	$12.51
Architecture & Engineering	77	0%	0%	99%	100%	75%	$38.55
Education, Training & Library	71	44%	62%	83%	100%	91%	$16.68
Transportation & Material Moving	66	28%	20%	1%	62%	94%	$16.06
Office & Administrative Support	60	38%	2%	12%	69%	21%	$13.04
Installation, Maintenance & Repair	48	0%	0%	8%	21%	9%	$14.35
Community & Social Service	39	19%	10%	78%	95%	63%	$20.67
Business & Financial Operations	32	0%	0%	70%	99%	29%	$26.80
Building, Grounds Cleaning & Maint.	29	55%	7%	8%	30%	31%	$10.91
Protective Service	26	23%	0%	66%	57%	88%	$19.33
Computer & Mathematical	18	0%	0%	95%	94%	17%	$25.75
Management	8	0%	0%	100%	76%	56%	$27.37
Life, Physical & Social Sciences	4	N/A	N/A	N/A	N/A	N/A	$27.87
Arts, Design, Entertainment & Media	4	N/A	N/A	N/A	N/A	N/A	$13.42

Source: *DEED Job Vacancy Survey, Qtr. 4 2017*

EDUCATIONAL REQUIREMENTS

Similar to Job Vacancy Survey results, data from DEED's Occupational Employment Statistics program shows that about one-third of jobs in the region require postsecondary education for entry. The other 66.5 percent can be started with a high school diploma or less and some on-the-job training (see Figure 13).

Figure 13. Region 7E Share of Jobs by Educational Requirements, 2018



Source: *DEED Occupational Employment Statistics*

Certain careers – such as dentists, lawyers, and teachers – require a college education, while other jobs – including cost estimators, sales representatives, and correctional officers – do not. College is an excellent way to move up career ladders and open windows of opportunity to fields that would otherwise be closed, such as nursing or engineering. Many of these occupations offer high wages and are in high demand in the marketplace. While education is typically a worthwhile investment, college can be expensive – with average annual expenses ranging between $14,500 and almost $50,000 per year in Minnesota. For those who go to college, choice of major matters – different programs lead to different jobs that earn different amounts of money.

OCCUPATIONS IN DEMAND

According to DEED's Occupations in Demand tool, there are over 200 of occupations showing relatively high demand in the region, with training and education requirements ranging from short-term on-the-job training to postsecondary education to advanced degrees. Many of the occupations in demand in the region require a high school diploma or less. These occupations are spread across different sectors but are also concentrated in the region's major industries. For example, personal care aides and home health aides, janitors and cleaners, retail sales workers, truck drivers, teachers, nurses, and healthcare practitioners are all occupations in demand based on the consistent need for these workers (see Table 12).

Table 12. Region 7E Occupations in Demand by Education Level, 2017

Less than High School	High School or Equivalent	Some College or Assoc. Degree	Bachelor's Degree or Higher
Personal Care Aides ($25,003)	First-Line Supervisors of Retail Sales Workers ($35,425)	Registered Nurses ($83,433)	Secondary School Teachers ($56,499)
Cashiers ($19,856)	Farmers, Ranchers, & Agri-cultural Managers ($76,318)	Nursing Assistants ($33,688)	Elementary School Teachers ($63,924)
Combined Food Prep & Serving Workers ($20,298)	Teacher Assistants ($32,232)	Licensed Practical & Licensed Vocational Nurses ($45,745)	Accountants & Auditors ($52,909)
Retail Salespersons ($23,789)	Carpenters ($49,319)	Police & Sheriff's Patrol Officers ($53,613)	Special Education Teachers, Elementary ($58,763)
Stock Clerks & Order Fillers ($25,921)	Heavy & Tractor-Trailer Truck Drivers ($47,544)	Machinists ($47,881)	Nurse Practitioners ($97,756)
Home Health Aides ($26,817)	Social & Human Service Assistants ($27,428)	Emergency Medical Technicians & Paramedics ($39,322)	Child, Family, & School Social Workers ($52,596)
Landscaping & Grounds-keeping Workers ($35,576)	Tellers ($29,229)	Hairdressers, Hairstylists, & Cosmetologists ($24,672)	Internists, General ($190,791)
Janitors & Cleaners ($23,443)	Molding, Coremaking, & Cast Machine Setters ($37,446)	Automotive Service Tech-nicians & Mechanics ($35,383)	Civil Engineers ($78,100)
Laborers & Freight, Stock, & Material Movers ($32,634)	Bus Drivers, School or Special Client ($35,233)	Industrial Engineering Technicians ($51,958)	Medical & Health Services Managers ($99,066)
Counter Attendants, Cafeteria, Food ($20,214)	Secretaries & Administrative Assistants ($39,533)	Radiologic Technologists ($60,722)	Construction Managers ($85,492)

Source: DEED Occupations in Demand

OCCUPATIONS BY GENDER

Although the gap is narrowing, there are still more males than females in the labor force in Region 7E. In 2016 males held about 52 percent of jobs, meaning the other 48 percent of workers were females. While the overall distribution is relatively equal, there are significant differences in what men and women do for work. Not surprisingly, men are much more likely to work in natural resources, construction, and maintenance occupations and production, transportation, and material moving occupations; while women are much more likely to be employed in service, sales and office occupations (see Table 13).

Table 13. Region 7E Occupational Groups by Gender, 2016	Male		Female		Total
	Number	*Percent*	Number	*Percent*	Number
Management, business, science, & arts	9,967	*42.1%*	13,684	*57.9%*	**23,651**
Service occupations	4,928	*34.2%*	9,497	*65.8%*	**14,425**
Sales & office occupations	6,033	*33.7%*	11,856	*66.3%*	**17,889**
Natural resources, construction, & maintenance	10,258	*95.7%*	457	*4.3%*	**10,715**
Production, transportation, & material moving	10,105	*80.2%*	2,492	*19.8%*	**12,597**
Total, All Occupations	**41,291**	***52.1%***	**37,986**	***47.9%***	**79,277**

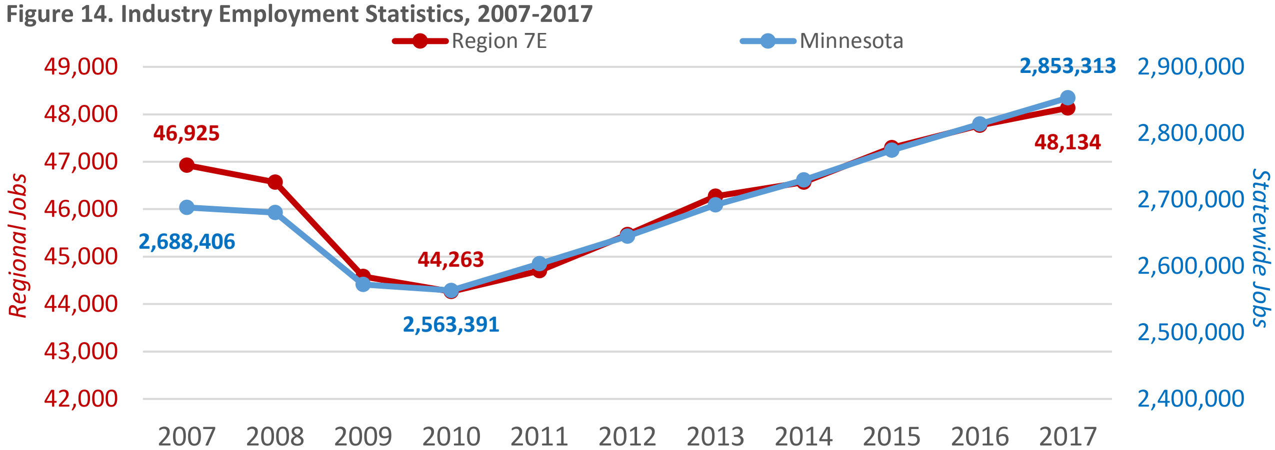
Source: 2012-2016 American Community Survey, 5-Year Estimates

ECONOMY

INDUSTRY EMPLOYMENT

Region 7E has seen employment ups and downs over the past decade, but ended 2017 with 1,209 more jobs than it had in 2007. The region was hit harder during the recession than the state, experiencing severe job declines from 2007 to 2010. Since then, Region 7E has seen a steady but slightly slower recovery than the rest of the state, which gained jobs at a 5.9 percent clip from 2012 to 2017, compared to a 7.9 percent increase in the region. Region 7E finally regained all of the jobs lost during the recession in 2015, while the state reached breakeven in 2013 (see Figure 14).

Figure 14. Industry Employment Statistics, 2007-2017



Source: DEED QCEW program

According to DEED's [Quarterly Census of Employment & Wages (QCEW) program](), Region 7E was home to 3,513 business establishments providing 48,134 covered jobs through 2017, with a total payroll of just over $1.8 billion. That was about 1.7 percent of total employment in the state of Minnesota, making it the fourth smallest of the 13 EDRs in the state. Average annual wages were $38,322 in the region, which was about $18,000 lower than the state's average annual wage, and the third lowest of the 13 EDRs.

Chisago County is the largest employment center in the region, with 15,407 jobs at 1,105 firms; accounting for 32 percent of the region's jobs. Isanti County was the next largest, with 10,849 jobs at 783 firms, followed by Mille Lacs County with 686 firms and 9,633 jobs and Pine County with 8,336 jobs at 629 firms. Kanabec County was the smallest economy in the region, with 310 firms and 3,909 jobs. Though all five counties added jobs, the region recovered more slowly than the state over the past five years; with Chisago, Isanti and Kanabec County seeing the biggest gains. In contrast, Isanti County shed jobs over the last year. Mille Lacs and Pine County grew more than 1.5 percent from 2016 to 2017, which was faster than the rest of the state (see Table 13).

Table 13. Region 7E Industry Employment Statistics, 2017				Average Annual Wage	*2012-2017*		*2016-2017*	
Geography	Number of Firms	Number of Jobs	Total Payroll		*Change in Jobs*	*Percent Change*	*Change in Jobs*	*Percent Change*
Region 7E	**3,513**	**48,134**	**$1,844,590,825**	**$38,322**	***+2,671***	***+5.9%***	***+369***	***+0.8%***
Chisago Co.	1,105	15,407	$667,163,537	$43,303	*+1,551*	*+11.2%*	*+81*	*+0.5%*
Isanti Co.	783	10,849	$434,599,314	$40,059	*+529*	*+5.1%*	*-19*	*-0.2%*
Kanabec Co.	310	3,909	$146,796,204	$37,553	*+241*	*+6.6%*	*+10*	*+0.3%*
Mille Lacs Co.	686	9,633	$336,462,696	$34,928	*+158*	*+1.7%*	*+178*	*+1.9%*
Pine Co.	629	8,336	$259,569,074	$31,138	*+193*	*+2.4%*	*+121*	*+1.5%*
State of Minnesota	**167,485**	**2,853,730**	**$160,254,656,806**	**$56,156**	***+208,795***	***+7.9%***	***+39,728***	***+1.4%***

Source: [DEED Quarterly Census of Employment & Wages (QCEW)]()

With 9,923 jobs at 317 firms, health care and social assistance is the largest employing industry in Region 7E, accounting for 20.6 percent of total jobs in the region. Due to the region's older population, the largest sector was nursing and residential care facilities, which had 4,108 jobs. However, the region's fastest growing health care sector was ambulatory health care services, including clinics and offices of doctors, dentists, and other health care practitioners; as well as home health care services.

Accommodation and food services is the next largest industry in Region 7E, with 6,521 jobs at 288 firms, accounting for 13.5 percent of total jobs in the region. The related arts, entertainment, and recreation industry also provides 788 jobs at 78 locations, after seeing a shift of jobs between the two industries due to a classification change. Retail Trade is the third largest industry with 5,932 jobs at 459 stores. These three industries provide 27.4 percent of the region's jobs, but have relatively low wages.

After regaining 179 jobs, manufacturing is still the fourth largest industry in Region 7E, with 5,143 jobs at 245 firms. Wages in manufacturing were over $9,000 higher than in the total of all industries. Region 7E also has a high concentration of public sector jobs in educational services, with 4,846 jobs at 72 institutions – primarily at elementary and secondary schools, but also at junior colleges – and in public administration.

Other important industries in Region 7E include construction, other services, professional and technical services, transportation and warehousing, administrative support and waste management services, and finance and insurance. Eighteen of the 20 main industries in the region added jobs since 2012, with professional and technical services growing by more than 50 percent. Substantial growth also occurred in construction, retail trade, and health care and social assistance. In contrast, the region saw job losses in five of the 20 industries in the past year, with a big drop in manufacturing (see Table 14).

Table 14. Region 7E Industry Employment Statistics, 2017

	2017 Annual Data				Avg.	*2012-2017*		*2016-2017*	
NAICS Industry Title	Number of Firms	Number of Jobs	*Percent of Jobs*	Total Payroll ($1000s)	Annual Wage	*Change in Jobs*	*Percent Change*	*Change in Jobs*	*Percent Change*
Total, All Industries	**3,513**	**48,134**	***100.0%***	**$1,844,591**	**$38,322**	***+2,671***	***+5.9%***	***+372***	***+0.8%***
Health Care & Social Assistance	317	9,923	*20.6%*	$413,059	$41,626	*+329*	*+3.4%*	*+49*	*+0.5%*
Accommodation & Food Services	288	6,521	*13.5%*	$125,892	$19,306	*+2,609*	*+66.7%*	*-16*	*-0.2%*
Retail Trade	459	5,932	*12.3%*	$150,779	$25,418	*+396*	*+7.2%*	*-64*	*-1.1%*
Manufacturing	245	5,143	*10.7%*	$245,203	$47,677	*+179*	*+3.6%*	*-212*	*-4.0%*
Educational Services	72	4,846	*10.1%*	$194,580	$40,153	*+229*	*+5.0%*	*+17*	*+0.4%*
Public Administration	153	3,954	*8.2%*	$184,704	$46,713	*+177*	*+4.7%*	*+45*	*+1.2%*
Construction	568	2,671	*5.5%*	$146,565	$54,873	*+712*	*+36.3%*	*+163*	*+6.5%*
Other Services	373	1,469	*3.1%*	$33,873	$23,059	*+143*	*+10.8%*	*+16*	*+1.1%*
Professional & Technical Services	190	1,325	*2.8%*	$100,784	$76,063	*+485*	*+57.7%*	*+47*	*+3.7%*
Transportation & Warehousing	149	1,119	*2.3%*	$42,455	$37,941	*+113*	*+11.2%*	*+16*	*+1.5%*
Admin. Support & Waste Mgmt. Svcs.	145	992	*2.1%*	$43,960	$44,314	*+24*	*+2.5%*	*+3*	*+0.3%*
Finance & Insurance	121	981	*2.0%*	$47,155	$48,068	*+3*	*+0.3%*	*+18*	*+1.9%*
Arts, Entertainment, & Recreation	78	788	*1.6%*	$11,412	$14,482	*-2,859*	*-78.4%*	*+54*	*+7.4%*
Wholesale Trade	117	756	*1.6%*	$31,533	$41,711	*-2*	*-0.3%*	*+80*	*+11.8%*
Information	45	610	*1.3%*	$22,593	$37,037	*+55*	*+10.0%*	*+144*	*+30.9%*
Agriculture, Forestry, Fish & Hunt	55	422	*0.9%*	$12,702	$30,100	*+24*	*+6.0%*	*-8*	*-1.9%*
Real Estate & Rental & Leasing	106	286	*0.6%*	$7,271	$25,424	*+4*	*+1.4%*	*+22*	*+8.3%*
Utilities	21	254	*0.5%*	$21,463	$84,501	*+32*	*+14.4%*	*-4*	*-1.6%*
Management of Companies	8	96	*0.2%*	$6,366	$66,312	*+14*	*+17.1%*	*+1*	*+1.1%*
Mining	7	44	*0.1%*	$2,240	$50,910	*+5*	*+12.8%*	*+2*	*+4.8%*

Source: DEED Quarterly Census of Employment & Wages (QCEW)

Upon request, this information can be made available in alternate formats for people with disabilities by contacting Luke Greiner at 320-308-5378 or at luke.greiner@state.mn.us.