TWIN CITIES METRO AREA

ECONOMIC DEVELOPMENT REGION 11

Covers counties:

Anoka, Carver, Dakota, Hennepin, Ramsey Scott, and Washington

2024 REGIONAL PROFILE

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DEMOGRAPHICS

POPULATION CHANGE

The Twin Cities Metro Area planning region includes a total of seven counties, covering one Economic Development Region (EDR 11) and six Workforce Development Boards (WDBs). In sum, the Metro Area was home to just over 3,160,000 people in 2023, comprising 55.1% of the state's total population. Recently, the region's population declined by 0.1% between 2020 and 2023, losing just over 2,600 people. In comparison, the State of Minnesota witnessed a 0.6% population gain. The regional population loss was experienced solely within Hennepin and Ramsey counties, with all other Metro Area counties experiencing significant population gains. Population growth between 2020 and 2023 was especially rapid in Washington County (+4.2%), Carver County (+3.9%), and Scott County (+3.2%) (Table 1).

Table 1. Population Change 2020-2023

	2020 Population	2023 Estimates	*2020-2023 Change*	
			Number	*Percent*
Metro Area	**3,163,104**	**3,160,476**	***-2,628***	***-0.1%***
Anoka County	363,887	372,441	*+8,554*	*+2.4%*
Carver County	106,922	111,057	*+4,135*	*+3.9%*
Dakota Co.	398,552	447,440	*+7,558*	*+1.7%*
Hennepin Co.	1,152,425	1,258,713	*-22,852*	*-1.8%*
Ramsey Co.	552,352	536,075	*-16,277*	*-2.9%*
Scott Co.	150,928	155,814	*+4,886*	*+3.2%*
Washington County	267,568	278,936	*+11,368*	*+4.2%*
State of Minnesota	**5,303,925**	**5,737,915**	***+31,421***	***+0.6%***

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

Overall, the Metro Area has witnessed population growth over longer periods of time. For example, the region's population grew by 11.1% between 2011 and 2022, adding just over 315,200 people. In another example, the region's population grew by 19.6% between 2000 and 2023, adding over 518,400 people.

COMPONENTS OF POPULATION CHANGE

The Twin Cities Metro Area experienced a natural increase – more births than deaths – of over 38,200 people between 2020 and 2023. It should be noted, however, that the average annual number of deaths during this period (26,576) were significantly higher than the average annual number of deaths between 2010 and 2019 (19,975). This is likely due to both an aging population and the impacts of COVID-19. The average annual number of births between 2020 and 2022 (39,338) were about even with the annual average between 2010 and 2019 (40,377). While the Metro Area did see a natural increase in population between 2020 and 2023, there was a significant drop in net migration (-42,490 people). This was solely due to a loss of 66,814 people to domestic migration patterns. The region did witness nearly 25,000 additional international immigrants during this period. Historically, the region gained about 9,500 international immigrants per year between 2010 and 2019 (Table 2).

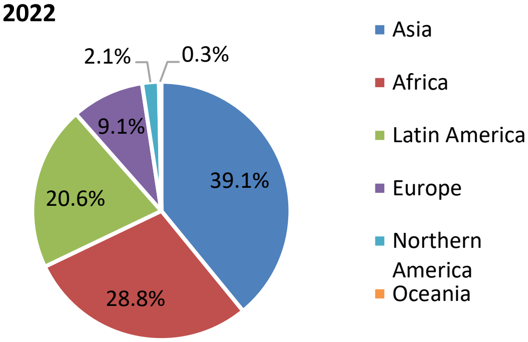
Table 2. Estimates of the Components of Population Change, 2020-2023

	Total Change	*Natural Increase*	Vital Events		Net Migration		
			Births	**Deaths**	***Total***	***Inter-national***	**Domestic**
Metro Area	*-2,624*	*+38,285*	118,014	79,729	*-42,324*	*+24,490*	*-66,814*
Minnesota	*+31,111*	*+40,368*	207,857	167,489	*-11,352*	*+34,624*	*-45,976*

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

As of 2022, the Metro Area had over 377,700 foreign-born residents, making up approximately 12.0% of the region's total population. Over three-quarters (78.4%) of the state's foreign-born population lives in the Metro Area. The largest shares of foreign-born persons in the Metro Area are originally from Asia (39.1%), Africa (28.8%), and Latin America (20.6%) (Figure 1). Over the past decade, between 2010 and 2022, the region's foreign-born population increased by 85,641 people (+29.3%). The most significant growth came with residents from eastern Africa (+31,226 people), south central Asia (+15,883 people), western Africa (+13,571 people), and southeastern Asia (+11,423 people).

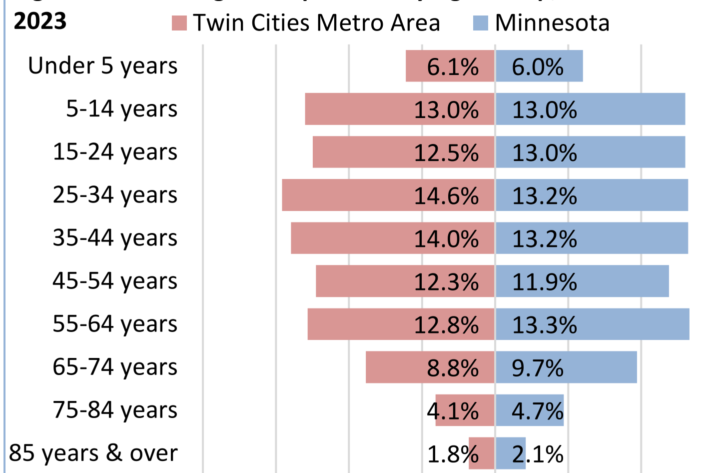
Figure 1. Place of Birth for the Foreign Born Population in the Metro Area, 2022



POPULATION BY AGE GROUP

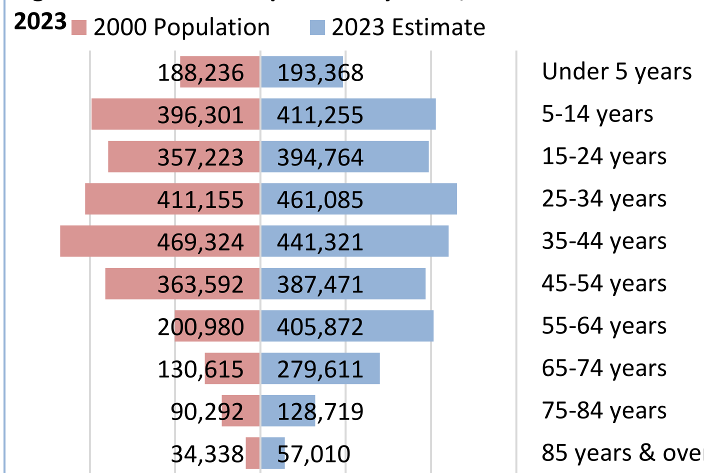
Overall, the Twin Cities Metro Area has a slightly younger population than the rest of the state, with just 14.7% of residents aged 65 years and over, compared to 16.5% statewide. Consequently, the Metro Area has a higher percentage of people in the 25- to 54-year-old age group, typically considered the "prime working years." The share of school-aged children in the Metro Area and Minnesota is similar (Figure 2).

Figure 2. Percentage of Population by Age Group, 2023



Source: 2023 Population Estimates

Figure 3. Twin Cities Population Pyramid, 2000-2023



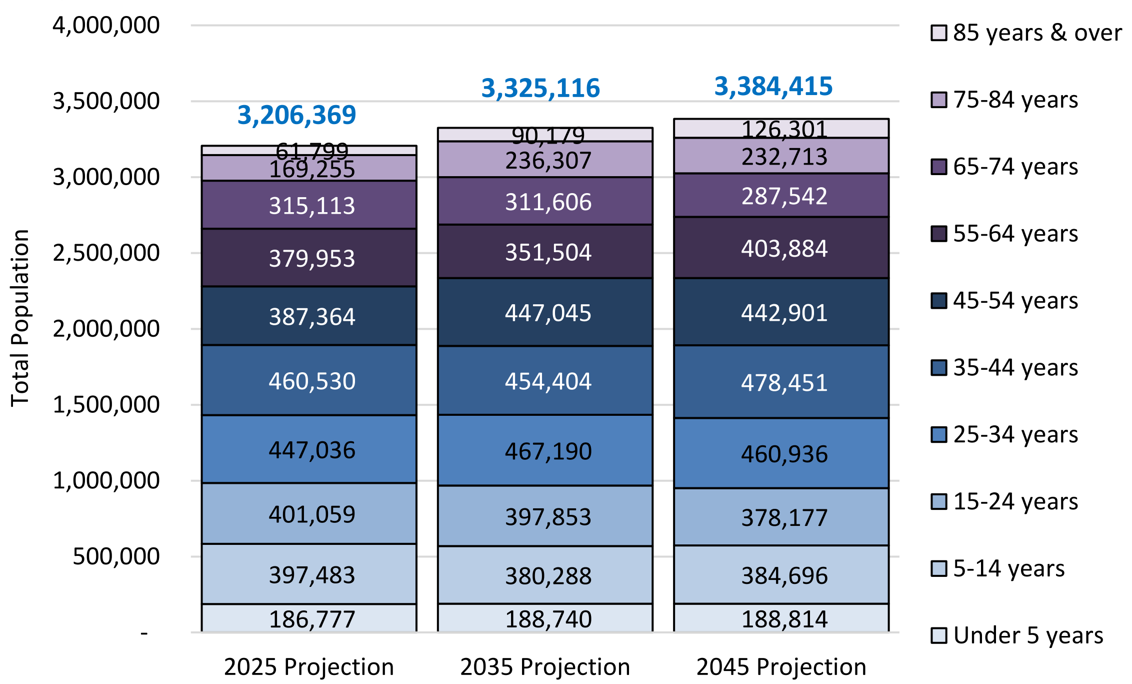
Source: 2023 Population Estimates

A large portion of the region's population is a part of the Baby Boomer generation, or those people born between 1946 and 1964, which is creating a significant shift in the population over time. Where the number of residents between the ages of 35 and 44 years declined between 2000 and 2023 (-28,000; -6.0%), the number of residents aged 55 years and over increased dramatically (+415,000; +91.0%) (Figure 3).

POPULATION PROJECTIONS BY AGE

According to population projections from the [State Demographic Center](), the Twin Cities Metro Area is expected to gain an estimated 178,000 residents between 2025 and 2045, a 5.6% increase (Figure 4). This projected gain is slightly higher than the state's, which is projected to grow by 5.5% during that time. Rapid growth is expected for older age cohorts in the region and state.

Figure 4. Twin Cities Population Projections by Age Group, 2025-2045



Source: Minnesota State Demographic Center

POPULATION BY RACE

The Twin Cities Metro Area has a much more diverse population than the state overall, and it continues to become more diverse over time. In 2022, 72.5% of the region's residents reported white alone as their race, compared to 79.7% of residents statewide. The region had especially higher concentrations of those reporting as Black or African American and Asian or Other Pacific Islander than the state overall. Beyond a smaller share of those reporting as white alone, the Metro Area also had a slightly smaller share of those reporting as American Indian or Alaska Native than the state (Table 3). Since 2011, those reporting Two or More Races and Some Other Race had the most rapid growth.

Table 3. Race and Hispanic Origin, 2022	Metro Area				Minnesota	
	Number	Percent	*Change from 2011-2022* *Numeric*	Percent	Percent	*Change from 2011-2022*
Total	**3,148,367**	**100.0%**	***+315,217***	***+11.1%***	**100.0%**	***+7.9%***
White	2,283,001	72.5%	*+8,949*	*+0.4%*	79.7%	*-0.4%*
Black or African American	316,468	10.1%	*+86,734*	*+37.8%*	6.7%	*+44.3%*
American Indian & Alaska Native	15,906	0.5%	*-3,163*	*-16.6%*	0.9%	*-10.2%*
Asian & Other Pac. Islander	246,972	7.8%	*+67,313*	*+37.5%*	5.1%	*+37.1%*
Some Other Race	91,227	2.9%	*+39,446*	*+76.2%*	2.3%	*+84.7%*
Two or More Races	194,793	6.2%	*+115,938*	*+147.0%*	5.3%	*+159.6%*
Hispanic or Latino origin	210,024	6.7%	*+47,809*	*+29.5%*	5.7%	*+34.6%*

Source: U.S. Census Bureau, 2018-2022 American Community Survey

EDUCATIONAL ATTAINMENT

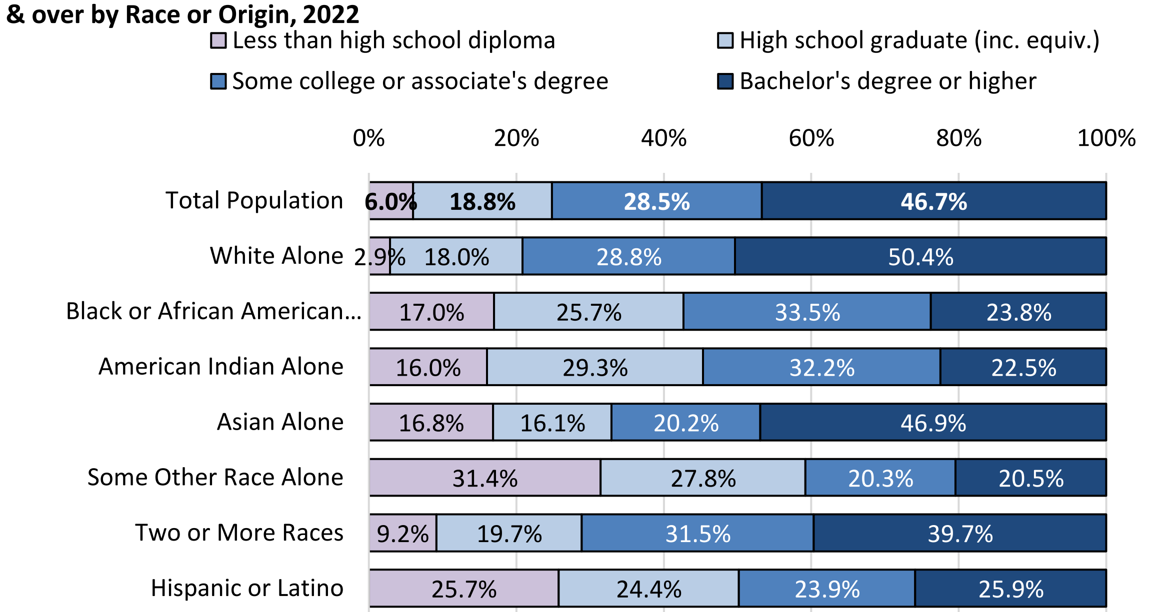
The Twin Cities Metro Area has more residents with higher educational attainment than the state overall. For example, 73.3% of those living in the Metro Area (that are 18 years of age and older) have attended a post-secondary institution or have obtained a degree. That includes 43.6% of the region's population with a bachelor's degree or more. Comparatively, 68.5% of the state's total population 18 years of age and older have attended a post-secondary institution, with 35.5% having a bachelor's degree or more (Table 4).

Table 4. Educational Attainment for the Adult Population, 2022	Metro Area		Minnesota
	Number	Percent	Percent
Total, 18 years & over	**2,422,397**	**100.0%**	**100.0%**
Less than high school	162,283	6.7%	7.0%
High school graduate (incl. equiv.)	483,634	20.0%	24.5%
Some college, no degree	490,519	20.2%	22.0%
Associate degree	229,259	9.5%	11.1%
Bachelor's degree	697,030	28.8%	23.7%
Advanced degree	359,672	14.8%	11.8%

Source: U.S. Census Bureau, 2018-2022 American Community Survey

Educational attainment varied significantly by race and ethnicity in the Metro Area. For example, where 97.1% of the white alone population 25 years and over reported having at least a high school diploma or equivalent, such figures were 68.6% for those reporting as some other race and 74.3% for those reporting Hispanic or Latino origins (Figure 5).

Figure 5. Twin Cities Educational Attainment for the population aged 25 years & over by Race or Origin, 2022



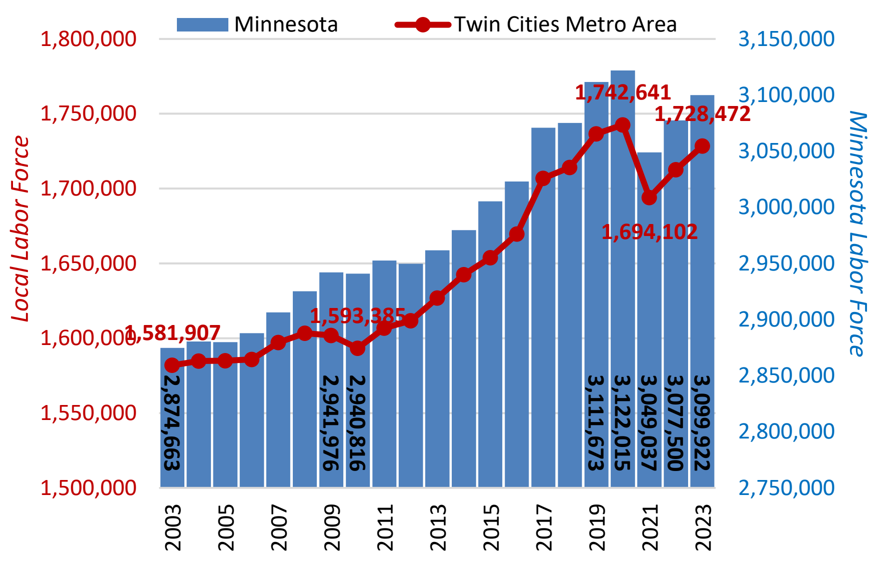
Source: 2018-2022 American Community Survey

LABOR FORCE

LABOR FORCE CHANGE

According to data from DEED's Local Area Unemployment Statistics program, the Twin Cities Metro Area's labor force has responded dramatically to the COVID-19 pandemic and recovery. After adding nearly 149,300 people (0.9% average annual growth) between 2010 and 2020, the region's labor force dropped by over 48,500 people (2.8%) between 2020 and 2021. The region's labor force rebounded by nearly 34,400 people (2.0%) between 2021 and 2023. As such, however, the region's labor force is still down by nearly 14,200 people between 2020 and 2023 (-0.8%).

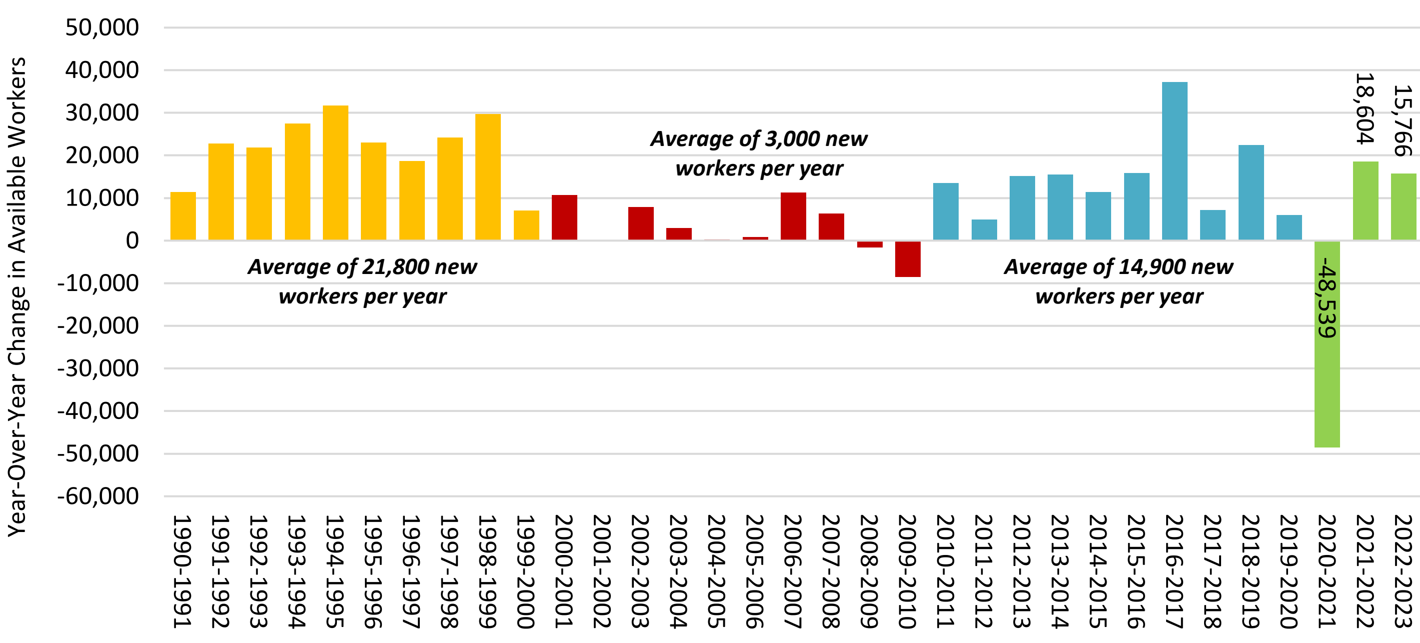
Figure 6. Annual Labor Force Estimates, 2003-2023



Source: DEED Local Area Unemployment Statistics (LAUS) program

Looking back over the past three decades, the Metro Area's labor force has witnessed longer-term expansions and contractions. Between 1990 and 2000, for example, the region's labor force added an average of nearly 21,800 people per year (1.6% average annual growth rate). Between 2000 and 2010, labor force growth barely managed 3,000 per year (0.2% average annual growth rate). Between 2010 and 2020, labor force growth has picked up again, adding an average of about 14,900 people per year (0.9% average annual growth). Finally, between 2020 and 2023, the region's labor force declined by an average of 4,700 people per year (-0.3% average annual change) (Figure 6 and Figure 7).

Figure 7. Twin Cities Annual Change in Labor Force, 1990-2023



Source: DEED Local Area Unemployment Statistics (LAUS)

LABOR FORCE PROJECTIONS

If the Twin Cities Metro Area's population changes at the projected rates shown in Figure 4 above, the region would be expected to see a moderate increase in the labor force over the next decade. Applying current labor force participation rates to future population projections by age group creates labor force projections for the region, which show a steady 2.8% increase in workforce numbers between 2025 and 2035 (Table 5). This assumes the region's continued recovery from COVID-19's impact on its labor force size (Figure 6). In addition to the overall increase, the labor force will also see a significant shift over time, with large percentage gains in the number of workers aged 75 years and over. These gains will come as the share of workers between 55 and 74 years is anticipated to decrease. At the other end of the age spectrum, the region is expected to see significant gains in the number of workers between the ages of 25 and 54 years old. Currently, those workers between the ages of 25 and 54, or those in their "prime-working years" make up 64.4% of the Metro Area's total labor force. By 2035, this age cohort will account for about 66.2% of the region's total labor force. Employers in the area will need to respond to such shifts creatively.

Table 5. Metro Area Labor Force Projections

	2025 Labor Force Estimate	2035 Labor Force Projection	*2025-2035 Change*	
			Numeric	*Percent*
16 to 19 years	80,902	77,499	*-3,403*	*-4.2%*
20 to 24 years	166,147	170,517	*+4,370*	*+2.6%*
25 to 44 years	811,990	824,541	*+12,551*	*+1.5%*
45 to 54 years	342,316	395,057	*+52,741*	*+15.4%*
55 to 64 years	281,878	260,772	*-21,106*	*-7.5%*
65 to 74 years	91,843	90,821	*-1,022*	*-1.1%*
75 years & over	15,763	22,273	*+6,510*	*+41.3%*
Total Labor Force	**1,790,839**	**1,841,481**	***+50,641***	***+2.8%***

Source: Calculated from Minnesota State Demographic Center population projections and 2018-2022 American Community Survey 5-Year Estimates

EMPLOYMENT CHARACTERISTICS

With 71.0% of the working age population aged 16 years and over in the labor force, the Metro Area had a slightly higher labor force participation rate than the state's 68.7% rate. The labor force participation rate is the share of both the employed and unemployed over the civilian noninstitutional population. In terms of unemployment, the Metro Area's overall rate of 4.0% in 2022 was nearly equal to the state's respective rate of 4.0% (Table 6). At the time, this represented approximately 50,500 unemployed persons in the region. Labor force participation and unemployment varies significantly by age, race and ethnicity, veteran status, disability status, and educational attainment in the Metro Area. For example, labor force participation for teenagers 16 to 19 years old is much lower (50.3%), along with having much higher unemployment (11.8%). Similarly, labor force participation for those with reported disabilities is much lower (55.9%), along with having much higher unemployment (10.7%). With the return of very tight labor market conditions across the region and state, these are two populations that employers can focus on more to fill workforce needs. The same goes for those with less educational attainment, where those with less than a high school diploma have lower labor force participation (67.1%), along with higher unemployment (4.7%). Unemployment is typically higher for populations of color as well.

Table 6. Employment Characteristics, 2022

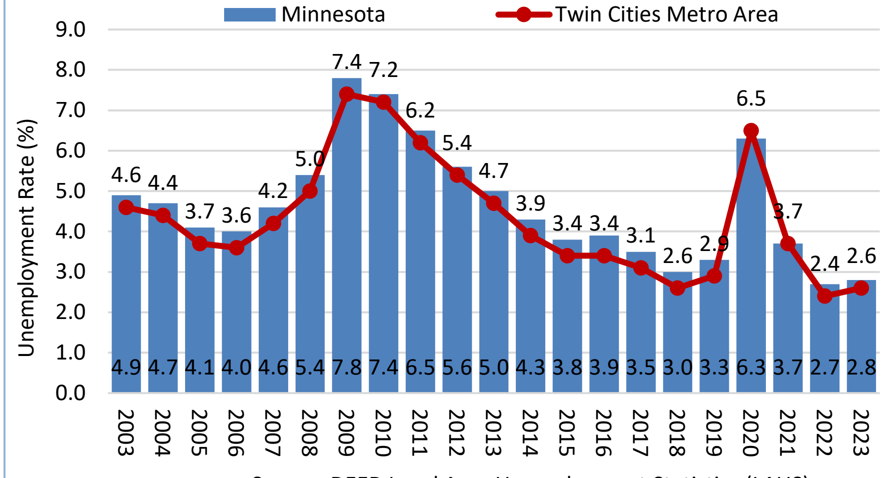
	Twin Cities Metro Area			Minnesota	
	In Labor Force	Labor Force Partic. Rate	Unemp. Rate	Labor Force Partic. Rate	Unemp. Rate
Total Labor Force	**1,778,729**	**71.0%**	**4.0%**	**68.7%**	**4.0%**
16 to 19 years	79,234	50.3%	11.8%	53.0%	9.8%
20 to 24 years	160,616	83.1%	7.5%	83.1%	6.7%
25 to 44 years	804,280	89.5%	3.4%	88.8%	3.5%
45 to 54 years	341,099	88.4%	2.9%	87.8%	2.9%
55 to 64 years	299,953	74.2%	3.4%	72.8%	3.1%
65 to 74 years	81,184	29.1%	3.5%	27.6%	3.3%
75 years & over	12,622	6.8%	4.0%	6.6%	3.2%
Employment Characteristics by Race & Hispanic Origin					
White alone	1,335,828	70.2%	3.3%	67.8%	3.4%
Black or African American	160,952	72.2%	8.2%	71.5%	8.7%
American Indian & Alaska Nat.	7,538	60.0%	8.4%	57.6%	11.9%
Asian or Other Pac. Islanders	138,158	74.4%	3.6%	73.9%	3.6%
Some Other Race	50,174	76.6%	6.5%	76.1%	6.1%
Two or More Races	86,493	76.1%	6.7%	74.3%	6.6%
Hispanic or Latino	111,508	77.9%	5.9%	77.0%	6.3%
Employment Characteristics by Veteran Status					
Veterans, 18 to 64 years	49,303	83.9%	3.9%	81.1%	4.0%
Employment Characteristics by Disability					
With Any Disability	88,243	55.9%	10.7%	54.4%	10.2%
Employment Characteristics by Educational Attainment					
Population, 25 to 64 years	1,445,140	85.5%	3.3%	84.4%	3.3%
Less than H.S. Diploma	66,254	67.1%	4.7%	67.2%	4.6%
H.S. Diploma or Equivalent	219,641	77.4%	2.9%	76.8%	2.5%
Some College or Assoc. Deg.	407,537	85.3%	4.0%	85.1%	3.6%
Bachelor's Degree or Higher	751,704	90.7%	2.1%	90.3%	2.0%

Source: 2018-2022 American Community Survey, 5-Year Estimates

UNEMPLOYMENT RATES

According to Local Area Unemployment Statistics, the Metro Area has had a historically lower unemployment rate than Minnesota and the nation, regardless of the state of the economy. As of annual 2023, the Metro Area's unemployment rate stood at 2.6%, which represented approximately 44,900 unemployed persons. Minnesota's unemployment rate of 2.8% during that time represented approximately 87,200 people (Figure 8). As such, just over half of the state's unemployed persons resided within the Twin Cities Metro Area in 2023. On a monthly basis, the Metro Area's unemployment rate spiked during the COVID-19 pandemic at 12.1% in May 2020. This represented approximately 205,300 unemployed persons. Unemployment since that time has gradually declined, reaching historic lows in the spring months of 2022. In April 2022, for example, the unemployment rate in the region dropped to 1.9%, which represented approximately 32,300 unemployed persons. This was the lowest unemployment the region has experienced since 1998, when the labor force size was about 166,600 persons smaller.

Figure 8. Unemployment Rates, 2003-2023

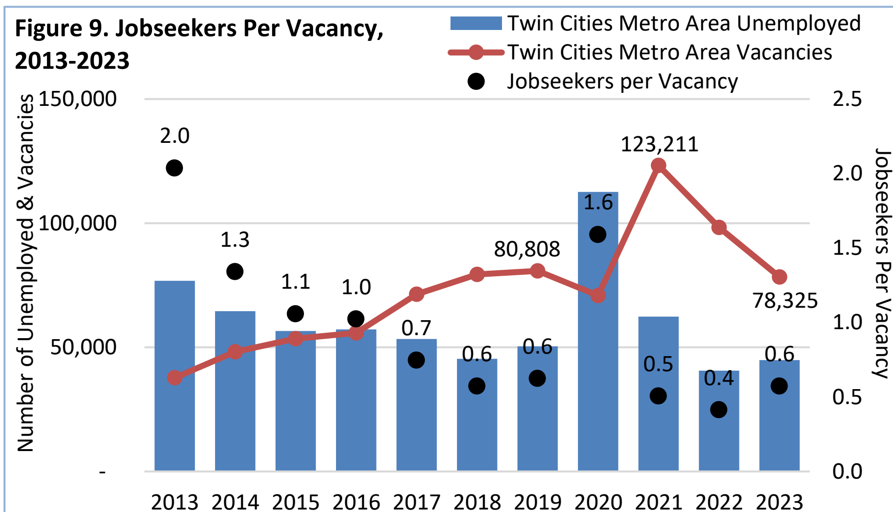


Source: DEED Local Area Unemployment Statistics (LAUS) program

JOBSEEKERS PER VACANCY

Recovering from the impacts of COVID-19, the Metro Area's labor market continues to tighten. One clear demonstration of this was how the region quickly reverted to 0.5 unemployed persons per job vacancy during Q2 2021 after spiking to 2.7 unemployed persons per job vacancy during Q2 2020. Job vacancies have declined between 2021 and 2023, dropping from a high of 123,211 in 2021 to a pre-pandemic level of 78,325 vacancies in 2023. The number of unemployed persons per job vacancy remained low, at 0.4 to 0.6 (Figure 9).

Figure 9. Jobseekers Per Vacancy, 2013-2023



Source: DEED Job Vacancy Survey, LAUS program

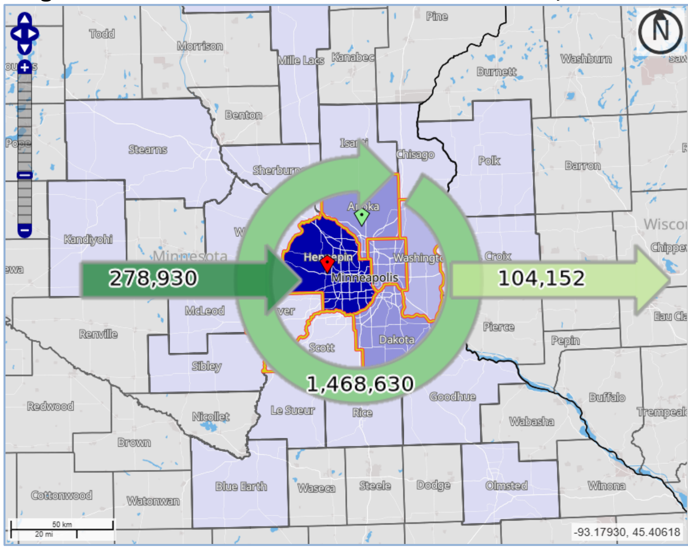
COMMUTE SHED AND LABOR SHED, 2022

According to commuting data from the U.S. Census Bureau, the vast majority – about 93% – of workers who live in the Twin Cities Metro Area also work within the region. There is no doubt that the Metro Area is a net importer of labor, having more jobs than available workers. In sum, about 1,468,600 workers both lived and worked in the Metro Area in 2022, while over 278,900 workers drove into the region for work, compared to about 104,200 workers who lived in the region but drove to surrounding counties for work (Table 7 and Figure 10).

Table 7. Metro Area Inflow/Outflow Job Counts (All Jobs), 2022	2022	
	Count	Share
Employed in the Selection Area	1,747,560	100.0%
Employed in the Selection Area but Living Outside	278,930	16.0%
Employed and Living in the Selection Area	1,468,630	84.0%
Living in the Selection Area	1,572,782	100.0%
Living in the Selection Area but Employed Outside	104,152	6.6%
Living and Employed in the Selection Area	1,468,630	93.4%

Source: U.S. Census Bureau, OnTheMap

Figure 10. Metro Area Labor and Commute Shed, 2022



Job Counts by Counties Where Workers Live - All Jobs

	2022 Count	2022 Share
All Counties	1,747,560	100.0%
Hennepin County, MN	592,471	33.9%
Ramsey County, MN	238,536	13.6%
Dakota County, MN	204,910	11.7%
Anoka County, MN	175,754	10.1%
Washington County, MN	129,398	7.4%
Scott County, MN	74,939	4.3%
Carver County, MN	52,622	3.0%
Wright County, MN	44,075	2.5%
Sherburne County, MN	27,535	1.6%
St. Croix County, WI	20,179	1.2%
Chisago County, MN	18,888	1.1%
Rice County, MN	12,524	0.7%
Isanti County, MN	11,778	0.7%
Stearns County, MN	9,307	0.5%
Olmsted County, MN	8,621	0.5%
St. Louis County, MN	8,037	0.5%
Goodhue County, MN	7,433	0.4%
Le Sueur County, MN	6,471	0.4%
Polk County, WI	5,574	0.3%
McLeod County, MN	5,286	0.3%
Crow Wing County, MN	4,218	0.2%
Blue Earth County, MN	3,948	0.2%
Sibley County, MN	2,691	0.2%
Mille Lacs County, MN	2,616	0.1%
Kandiyohi County, MN	2,542	0.1%
All Other Locations	77,207	4.4%

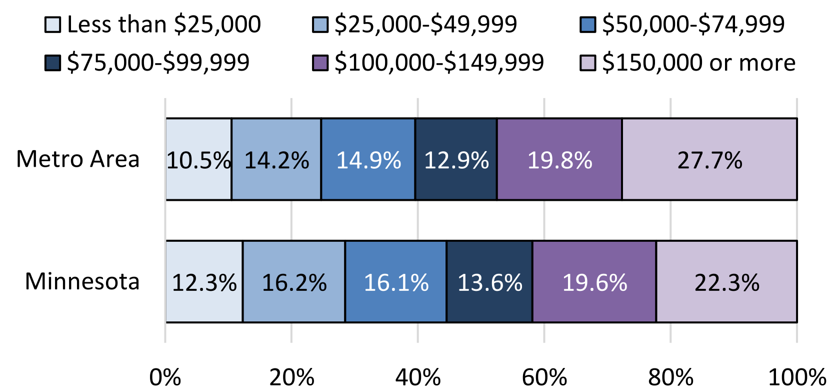
For those living in the Twin Cities Metro Area, top work destinations include Minneapolis, St. Paul, Bloomington, Eden Prairie, Minnetonka, Plymouth, Eagan, Edina, St. Louis Park, and Maple Grove. Nearly one-in-five Metro Area residents work in Minneapolis alone, with about one-in-ten working in St. Paul. Zooming out, just over half (50.4%) of Twin Cities' residents work in Hennepin County, with nearly one-fifth (17.7%) working in Ramsey County (Figure 10). For those outside residents commuting into the region for work, top origins include Wright Co., St. Louis Co., and Olmsted Co.

INCOMES, WAGES AND OCCUPATIONS

HOUSEHOLD INCOMES

As of 2022, household incomes were significantly higher in the Twin Cities Metro Area than they were for the rest of the state. The median household income in the Metro Area was $94,934 in 2022, which was 12.6% higher than Minnesota's median household income of $84,313. Even so, about one-quarter (24.7%) of the households in the region had incomes below $50,000 in 2022, compared to 28.5% of such households statewide (Figure 11). Median household incomes ranged from $78,108 in Ramsey County to over $110,000 in Washington, Carver, and Scott counties.

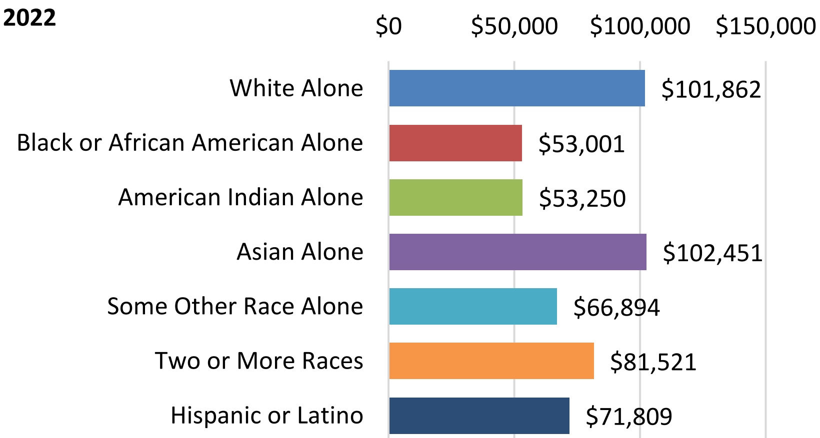
Figure 11. Household Incomes, 2022



Source: 2018-2022 American Community Survey 5-Year Estimates

Median household incomes varied significantly by race and ethnicity in the region. Black or African American households reported the lowest incomes in the Metro Area, with a median household income ($53,001) that was about $48,900 lower than the respective median household income for white households ($101,862) (Figure 12). Only those reporting as white or Asian had median household incomes close to or above the median household income for the total of all households in the Twin Cities Metro Area. Households of other races saw much lower incomes.

Figure 12. Metro Area Median Household Income by Race, 2022



Source: 2018-2022 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 two adults and one child, with one full-time and one part-time worker) was $67,320 in 2023. The cost of living for a similar family in the Twin Cities Metro Area was about $72,444 – which was the highest of the six planning regions in the state. The highest monthly costs were for housing, food, and transportation, with housing, childcare, and taxes significantly higher than the rest of the state. To meet the basic cost of living for the region, each worker in the family scenario described would need to earn $23.22 per hour, again one working part-time and one working full time.

DEED's Cost of Living tool provides different estimates for household compositions including single people, partnered couples, and up to four children. For a single person living alone and working full-time, the estimated yearly cost in the Metro Area would be about $37,368 which would require an hourly wage of $17.97 to meet the basic needs standard of living (Table 8).

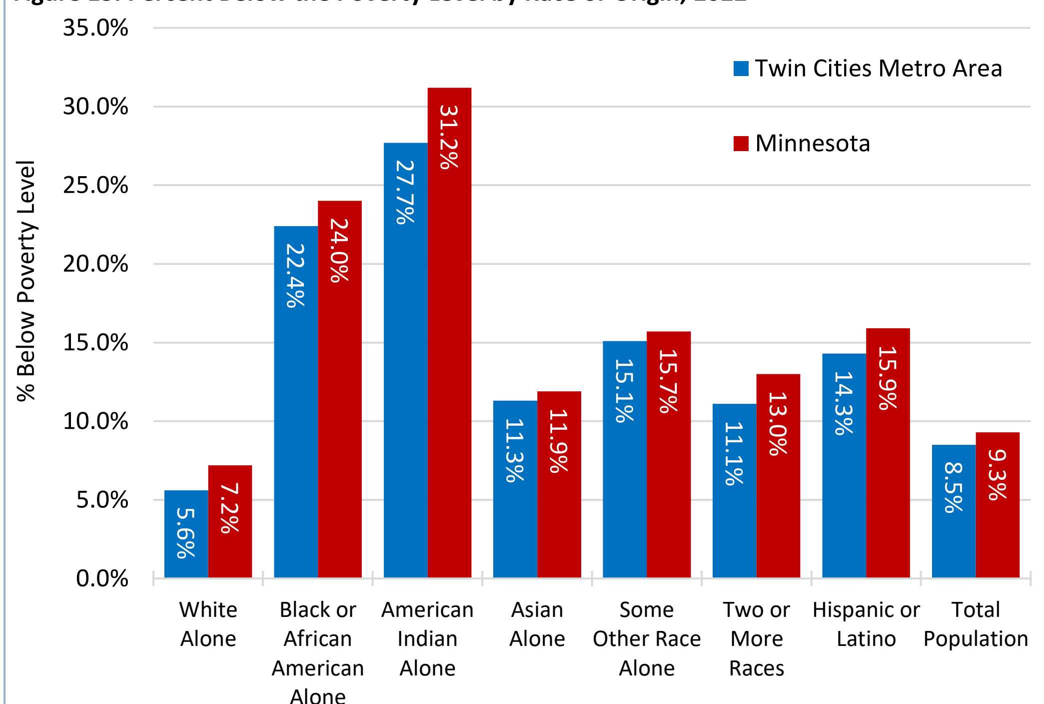
Table 8. Family Yearly Cost, Worker Hourly Wage, and Family Monthly Costs, 2023

Family Composition	Number of Workers	Yearly Cost of Living	Hourly Wage Required	Monthly Costs						
				Child Care	Food	Health Care	Housing	Trans-portation	Other	Taxes
Metro Area										
Single, 0 children	1 FT	$37,368	$17.97	$0	$426	$158	$1,178	$558	$384	$410
Single, 1 child	1 FT	$67,068	$32.24	$1,324	$626	$382	$1,468	$562	$501	$726
2 parents, 1 child	**1 FT, 1 PT**	**$72,444**	**$23.22**	**$662**	**$970**	**$572**	**$1,468**	**$942**	**$584**	**$839**
2 parents, 2 children	2 FT	$91,284	$29.26	$976	$1,263	$580	$1,995	$977	$780	$1,036
State of Minnesota										
Single, 0 children	1 FT	$34,704	$16.68	$0	$419	$160	$1,021	$572	$345	$375
2 parents, 1 child	**1 FT, 1 PT**	**$67,320**	**$21.58**	**$544**	**$955**	**$574**	**$1,285**	**$977**	**$536**	**$739**

Source: DEED Cost of Living tool

Overall, the Metro Area's poverty rate was 8.5% in 2022, which was slightly below the statewide rate of 9.3%. Like incomes, poverty levels varied widely by race and origin. It was estimated that 27.7% of the region's American Indian or Alaska Native population was below the poverty level in 2022, compared to just 5.6% of the white population. About one-in-five (22.4%) of Black or African Americans in the region lived below the poverty level. Such levels were also higher for those reporting Some Other Race (15.1%), Hispanic or Latino origins (14.3%), Asian (11.3%), and Two or More Races (11.1%). In all cases, the region's poverty rate was lower than the state's poverty rate (Figure 13). The respective share of the population below the poverty level by county ranged from 3.8% in Carver County, 4.7% in Washington County, and 5.0% in Scott County to 12.9% in Ramsey County and 9.8% in Hennepin County.

Figure 13. Percent Below the Poverty Level by Race or Origin, 2022



Source: 2018-2022 American Community Survey

WAGES AND OCCUPATIONS

According to DEED's Occupational Employment Statistics program, the median hourly wage for all occupations in the Twin Cities Metro Area was $27.78 in the first quarter of 2024, which was the highest wage level of the six planning regions in the state. The Metro Area's median hourly wage was $2.56 above the state's median hourly wage, equaling about 110.2% of the statewide wage rate. Working full-time and year-round, a worker earning the median wage in the Metro Area would earn about $5,300 more than a worker earning the median wage in the state overall (Table 9). Zooming out, half of workers in the Metro Area earn between $19.13 and $41.79 per hour.

Table 9. Occupational Employment Statistics by Region, 1st Qtr. 2024	Median Hourly Wage	Estimated Regional Employment
Metro Area	**$27.78**	**1,743,500**
Central Minnesota	$23.55	274,190
Southeast Minnesota	$24.26	240,340
Northwest Minnesota	$22.77	219,910
Southwest Minnesota	$22.98	169,300
Northeast Minnesota	$23.41	138,010
State of Minnesota	**$25.22**	**2,881,100**

Source: DEED Occupational Employment & Wage Statistics

The top three-employing occupational groups in the Metro Area, being Office & Administrative Support Occupations, Business & Financial Operations Occupations, and Sales & Related Occupations, account for 29.0% of the region's total 1,743,500 jobs. With the impacts of COVID-19, Food Preparation & Serving Related Occupations dropped from the third largest-employing occupational group to the fourth. The region stands out for having higher concentrations of Business & Financial Operations; Legal; Computer & Mathematical; Architecture & Engineering; and Arts, Design, Entertainment, & Media workers. When analyzing occupational data in Table 10, location quotients measure employment concentration within a specific area over a base economy, in this case the Metro Area over the State of Minnesota.

Table 10. Metro Area Occupational Employment Statistics, 1st Qtr. 2024

	Metro Area				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	**$27.78**	**1,743,500**	***100.0%***	***1.0***	**$25.22**	**2,881,100**	***100.0%***
Office & Administrative Support	$24.47	215,890	*12.4%*	*1.0*	$23.86	352,250	*12.2%*
Business & Financial Operations	$40.39	148,630	*8.5%*	*1.2*	$39.26	202,700	*7.0%*
Sales & Related	$21.35	141,920	*8.1%*	*1.0*	$18.82	242,440	*8.4%*
Food Preparation & Serving Related	$15.60	136,270	*7.8%*	*1.0*	$15.07	232,190	*8.1%*
Management	$63.50	132,050	*7.6%*	*1.1*	$57.75	201,710	*7.0%*
Transportation & Material Moving	$23.46	129,950	*7.5%*	*1.0*	$22.86	225,820	*7.8%*
Healthcare Support	$17.87	104,830	*6.0%*	*1.0*	$18.07	169,580	*5.9%*
Production	$23.44	104,740	*6.0%*	*0.8*	$23.05	203,810	*7.1%*
Healthcare Practitioners & Technical	$46.47	100,690	*5.8%*	*0.9*	$43.01	184,410	*6.4%*
Education, Training & Library	$29.07	93,160	*5.3%*	*0.9*	$28.22	163,340	*5.7%*
Computer & Mathematical	$52.09	76,680	*4.4%*	*1.3*	$50.83	98,240	*3.4%*
Construction & Extraction	$37.81	58,530	*3.4%*	*0.9*	$32.44	110,960	*3.9%*
Installation, Maintenance & Repair	$30.28	55,220	*3.2%*	*0.9*	$29.54	104,530	*3.6%*
Building, Grounds Cleaning & Maintenance	$19.14	45,450	*2.6%*	*0.9*	$18.83	79,660	*2.8%*
Architecture & Engineering	$46.98	41,270	*2.4%*	*1.2*	$42.97	58,320	*2.0%*
Personal Care & Service	$17.78	37,880	*2.2%*	*1.1*	$17.60	59,420	*2.1%*
Community & Social Service	$27.89	33,430	*1.9%*	*1.0*	$27.92	57,930	*2.0%*
Protective Service	$29.48	26,960	*1.5%*	*1.0*	$28.87	45,860	*1.6%*
Arts, Design, Entertainment & Media	$30.84	24,370	*1.4%*	*1.1*	$29.01	36,160	*1.3%*
Life, Physical & Social Science	$42.20	19,390	*1.1%*	*1.1*	$39.93	29,220	*1.0%*
Legal	$55.72	15,120	*0.9%*	*1.3*	$51.15	19,040	*0.7%*
Farming, Fishing & Forestry	$21.98	1,050	*0.1%*	*0.5*	$22.13	3,520	*0.1%*

Source: DEED Occupational Employment & Wage Statistics, Qtr. 1 2024

When analyzing occupational groups by wage, the lowest-paying jobs are concentrated in Food Preparation & Serving; Building, Grounds Cleaning & Maintenance; Sales & Related; Personal Care & Service; and Healthcare Support, which tend to have lower educational and training requirements. In contrast, the highest paying jobs are found in Management; Computer & Mathematical; Legal; Architecture & Engineering; Healthcare Practitioners; Business & Financial Operations; and Life, Physical, & Social Science 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 (Table 10).

JOB VACANCY SURVEY

Employers in Twin Cities Metro Area reported 78,325 job vacancies during 2023, which accounted for over half (56.3%) of the state's total 139,059 job vacancies. After dropping to about 65,900 job vacancies during the second quarter of 2020, job vacancies quickly rebounded during the fourth quarter of that year and beyond. While the region did witness a 36.4% decrease in the number of job vacancies from the average annual number in 2021, the 78,325 job vacancies in 2023 represented the 6th-most job vacancies in the region since the survey began in 2001. The median hourly wage offer was $20.47 across all occupations but ranged from a low of $15.82 per hour for Food Preparation & Serving workers, to $40.00 per hour or more for Management, Legal, and Computer & Mathematical workers.

The largest number of vacancies were in Food Preparation & Serving Occupations, followed by Sales & Related Occupations, Healthcare Practitioners & Technical Occupations, Healthcare Support Occupations, and Office & Administrative Support Occupations. More than half (52.8%) of the vacancies in the region were in these five occupational groups. Overall, 27% of the openings were for part-time work, 39% required postsecondary education, and 50% required a year or more of experience (Table 11). It should be noted that the share of total job vacancies being for part-time work has dropped from 41% of total vacancies in 2017. This reveals that more and more employers are taking advantage of their current workforce and setting them up with full-time work.

Table 11. Metro Area Job Vacancy Survey Results, 2023

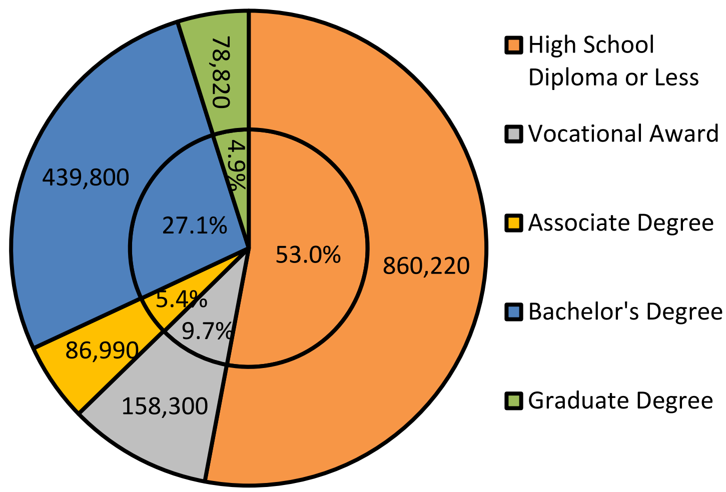
Occupational Group	Number of Total Vacancies	Percent Part-time	Percent Temporary or Seasonal	Requiring Post-Secondary Education	Requiring 1 or More Years of Experience	Requiring Certificate or License	Median Hourly Wage Offer
Total, All Occupations	**78,325**	**27%**	**5%**	**39%**	**50%**	**43%**	**$20.47**
Food Preparation & Serving Related	11,217	36%	3%	1%	31%	8%	$15.82
Sales & Related	10,128	37%	5%	9%	36%	15%	$16.42
Healthcare Practitioners & Technical	8,747	30%	1%	92%	67%	97%	$34.12
Healthcare Support	6,088	37%	1%	27%	28%	69%	$17.84
Office & Administrative Support	5,147	26%	3%	17%	60%	15%	$19.56
Business & Financial Operations	4,811	12%	1%	73%	81%	30%	$32.10
Transportation & Material Moving	4,595	30%	3%	9%	29%	59%	$19.23
Education, Training & Library	3,316	40%	14%	67%	44%	72%	$20.62
Production	3,134	4%	0%	20%	40%	7%	$19.51
Community & Social Service	2,921	29%	2%	63%	67%	70%	$22.27
Management	2,679	2%	3%	80%	92%	44%	$45.27
Installation, Maintenance & Repair	2,642	4%	2%	23%	55%	67%	$23.56
Computer & Mathematical	2,240	2%	1%	76%	90%	34%	$42.30
Architecture & Engineering	1,868	0%	1%	84%	82%	43%	$35.64
Personal Care & Service	1,554	51%	16%	44%	30%	65%	$16.62
Building, Grounds Cleaning & Maint.	1,458	41%	21%	4%	30%	28%	$17.19
Arts, Design, Entertainment & Media	1,175	40%	28%	57%	56%	28%	$23.50
Construction & Extraction	1,016	2%	4%	22%	58%	53%	$21.42
Protective Service	903	45%	4%	21%	35%	76%	$19.01
Life, Physical & Social Sciences	702	13%	2%	85%	77%	70%	$30.28
Legal	417	1%	1%	94%	97%	73%	$42.01

Source: DEED Job Vacancy Survey, 2023

EDUCATIONAL REQUIREMENTS

Typically, DEED's Job Vacancy Survey shows that about 40% of job vacancies in the Twin Cities Metro Area require some level of post-secondary education. This is similar to the share of jobs requiring post-secondary education as highlighted by DEED's Occupational Employment Statistics program. As of 2023, this program showed that 47% of all jobs in the region required post-secondary edcuation (Figure 14). In other words, the majority of jobs in the Metro Area, 53%, required a high school diploma or less.

Figure 14. Metro Area Share of Jobs by Educational Attainment, 2023

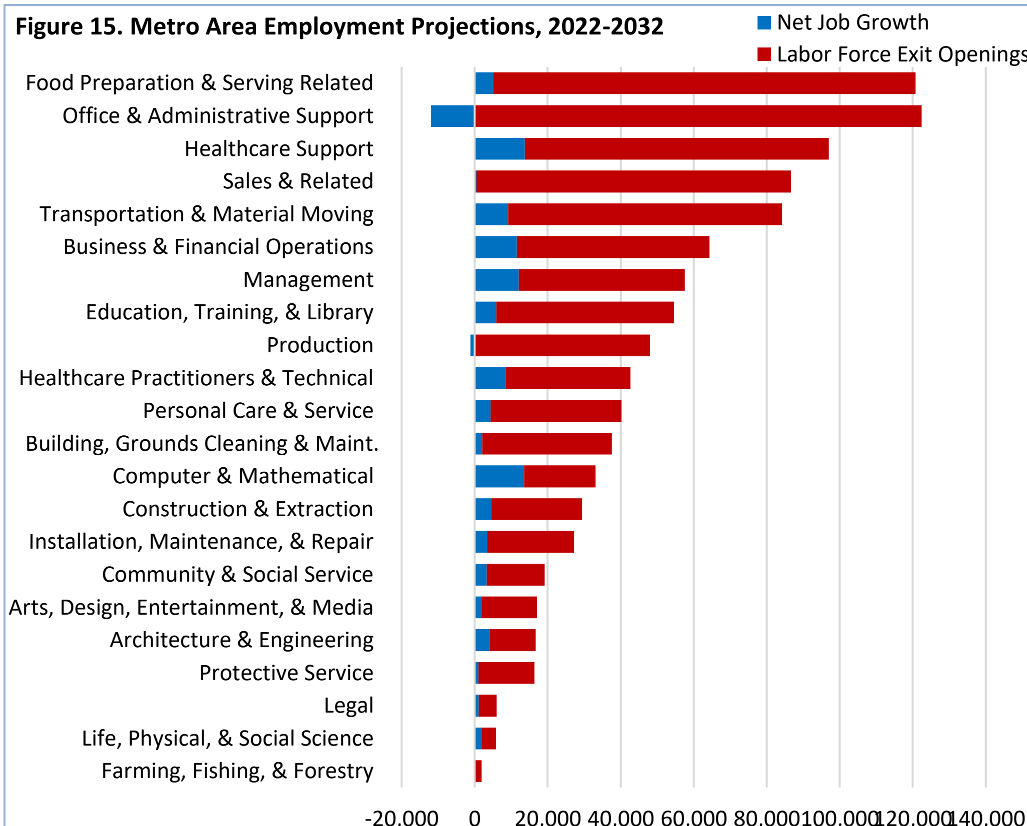


Certain careers – such as Dentists, Lawyers, and Teachers – require a college education, while other jobs – including Cost Estimators, Sales Representatives, and Correctional Officers – do not. College is an excellent way to move up career ladders and open windows of opportunity to fields that would 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. According to the Minnesota Office of Higher Education, average annual expenses for a full-time resident undergrad can range from $20,570 at state colleges to $53,670 at private non-profit colleges. For those who go onto to higher education and college, choice of major matters – different programs lead to different jobs that earn different amounts of money.

EMPLOYMENT PROJECTIONS

Overall, the Metro Area is projected to grow 4.9% from 2022 to 2032, a gain of nearly 94,900 net new jobs. In addition, the region is also expected to need approximately 921,000 replacement openings to fill jobs left vacant by retirements and other career changers. Healthcare Support, Computer & Mathematical, Management, Business & Financial Operations, Transportation & Material Moving, and Healthcare Practitioners occupations are expected to see the most net new growth, but every occupational group will show some future demand either through new jobs or replacement openings (Figure 15).

Figure 15. Metro Area Employment Projections, 2022-2032



Source: DEED Employment Outlook

OCCUPATIONS IN DEMAND

According to DEED's Occupations in Demand tool, there are about 300 distinct 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. These occupations are spread across different sectors but are also concentrated in the region's major industries. For example, Retail Salespersons, Personal Care Aides, Registered Nurses, Software Developers, Accountants, and Heavy and Tractor-Trailer Truck Drivers are among the top occupations in demand based on the consistent need for workers in these fields. Those occupational groups with the most occupations in the top-100 in-demand occupations include Food Preparation & Serving, Management, Office & Administrative Support, Sales & Related, and Transportation & Material Moving (Table 12).

Table 12. Metro Area Occupations in Demand by Education Level, 2023

Less than High School	High School or Equivalent	Some College, Vocational Training, or Assoc. Degree	Bachelor's Degree or Higher
Home Health and Personal Care Aides ($35,514)	Nursing Assistants ($46,080)	Registered Nurses ($103,847)	Software Developers ($131,741)
Retail Salespersons ($36,304)	Heavy and Tractor-Trailer Truck Drivers ($64,047)	Dental Hygienists ($97,477)	Accountants and Auditors ($81,809)
Customer Service Representatives ($49,374)	Substance abuse, behavioral, and mental health counselors ($53,952)	Industrial Engineering Technologists ($69,564)	Market Research Analysts and Marketing Specialists ($83,647)
First-Line Supervisors of Food Prep & Serving Workers ($45,909)	Medical Assistants ($52,350)	Radiologic Technologists and Technicians ($83,266)	Project Management Specialists ($101,095)
Cashiers ($34,855)	Licensed Practical and Licensed Vocational Nurses ($61,708)	Paralegals and Legal Assistants ($66,277)	General and Operations Managers ($106,095)
Stockers and Order Fillers ($39,688)	Bookkeeping, Accounting, and Auditing Clerks ($54,327)	Veterinary Technologists and Technicians ($48,503)	Management Analysts ($100,289)
Laborers and Freight, Stock, and Material Movers, Hand ($47,597)	Automotive Service Technicians and Mechanics ($58,858)	Electrical and Electronic Engineering Technologists and Technicians ($74,713)	Financial Managers ($165,961)
First-Line Supervisors of Retail Sales Workers ($49,788)	Computer User Support Specialists ($66,022)	Surgical Technologists (80,249)	Industrial Engineers ($103,880)
Janitors and Cleaners ($39,304)	Machinists ($63,126)	Police and Sheriff's Patrol Officers (95,455)	Elementary School Teachers ($65,327)
Office Clerks, General ($48,707)	Pharmacy Technicians ($49,721)	Veterinary Assistants & Lab Animal Caretakers ($42,360)	Human Resources Specialists ($79,466)

Source: DEED Occupations in Demand

ECONOMY

INDUSTRY EMPLOYMENT

According to DEED's Quarterly Census of Employment & Wages (QCEW) program, the Metro Area was home to about 94,000 business establishments providing an average of nearly 1.76 million covered jobs through 2023 (Table 13). The average annual wage across all industries was $78,312 in the Twin Cities Metro Area, which was about 9.5% higher than the state's average annual wage across all industries (Table 13).

Table 13. Metro Area Industry Employment Statistics, 2023

Geography	Number of Firms	Number of Jobs	Total Payroll ($1,000s)	Average Annual Wage	2022-2023 Change in Jobs	2022-2023 Percent Change	2019-2023 Change in Jobs	2019-2023 Percent Change
Minnesota	**208,074**	**2,906,616**	**$207,847,572**	**$71,500**	**+50,484**	**+1.8%**	**+4,984**	**+0.2%**
Twin Cities Metro Area	**94,017**	**1,756,720**	**$137,543,437**	**$78,312**	**+26,569**	**+1.5%**	**-19,719**	**-1.1%**
Hennepin County	44,532	915,197	$79,975,283	$87,412	+11,530	+1.3%	-22,571	-2.4%
Ramsey County	15,408	324,839	$24,183,695	$74,464	+5,154	+1.6%	-10,527	-3.1%
Dakota County	11,740	188,208	$13,108,775	$69,628	+2,485	+1.3%	-3,291	-1.7%
Anoka County	8,702	132,413	$8,368,767	$63,180	+2,762	+2.1%	+4,450	+3.5%
Washington County	6,850	93,804	$5,533,232	$59,020	+1,974	+2.1%	+5,361	+6.1%
Scott County	3,932	60,883	$3,608,568	$59,228	+1,786	+3.0%	+6,072	+11.1%
Carver County	2,853	41,375	$2,765,118	$66,820	+878	+2.2%	+788	+1.9%

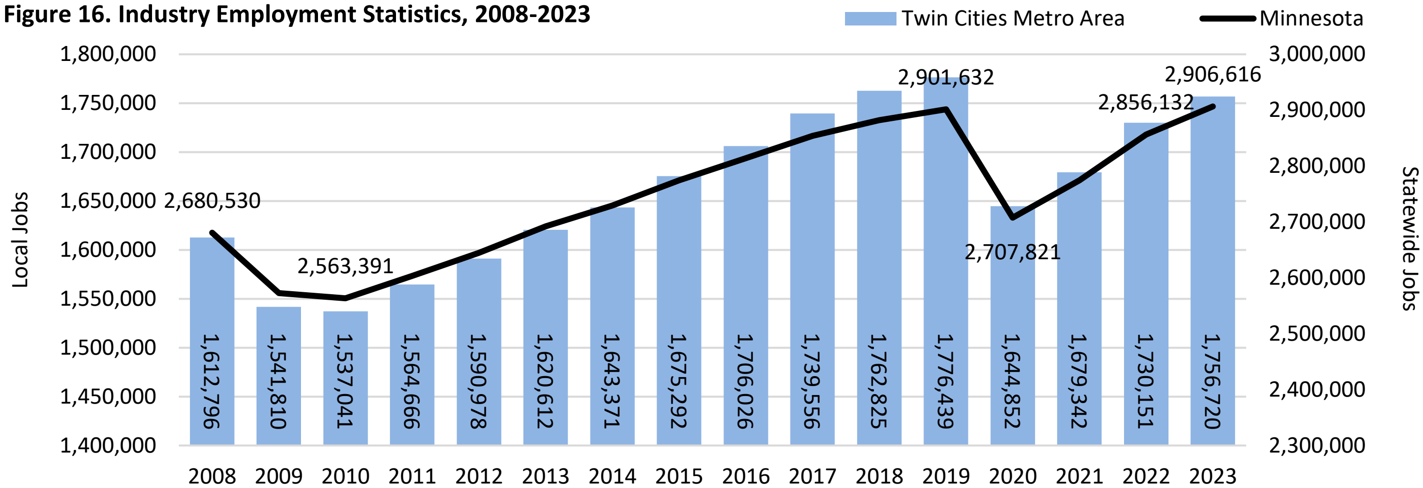
Source: DEED Quarterly Census of Employment & Wages (QCEW)

After losing over 85,600 jobs (-5.3%) during the Great Recession between 2007 and 2010, the Twin Cities Metro Area went on to gain nearly 239,400 jobs (+15.6%) between 2010 and 2019. The regional growth rate of 15.6% outpaced the respective statewide employment growth rate of 13.2% during that period. In fact, where the Metro Area accounted for 61.2% of Minnesota's total employment in 2019, it accounted for 70.8% of the state's total employment growth between 2010 and 2019 (Figure 16).

With the onset of COVID-19 in 2020, however, the Metro Area experienced significant industry employment loss. Between annual 2019 and 2020 the Metro Area's total employment plummeted by nearly 131,600 jobs. This 7.4% drop was slightly more severe than the state's respective 6.7% drop during that period. For the region, such employment loss was much more significant than losses experienced during the Great Recession. Zooming into quarterly trends, employment loss during COVID was most extreme between the second quarters of 2019 and 2020. During that period, Metro Area total employment dropped by 233,435 jobs (-13.1%).

Employment in the Metro Area began its recovery after the second quarter of 2020. Between the second quarters of 2020 and 2021 the Metro Area regained 131,611 jobs, growing by 8.5%. Growth continued through the next year, albeit slower, with the region gaining 56,649 jobs between the second quarters of 2021 and 2022 (+3.4%). Between the second quarters of 2022 and 2023, the region's total employment expanded by 1.6% (+28,468 jobs). Between the second quarters of 2023 and 2024, the region's total employment expanded by 0.2% (+3,390 jobs).

Figure 16. Industry Employment Statistics, 2008-2023



Source: DEED QCEW Program

Between 2019 and 2023, those Metro Area industry sectors losing the most jobs included Finance & Insurance (-11,199 jobs; -9.7%); Retail Trade (-9,748 jobs; -5.9%); Administrative & Support Services (-8,640 jobs; -8.9%); Accommodation & Food Services (-8,136 jobs; -5.8%); and Information (-5,122 jobs; -14.5%). Overall, half of the region's 20 major industries were below their respective 2019 levels of employment in 2023. Among those industries above their respective 2019 levels of employment in 2023 were Health Care & Social Assistance (+12,917 jobs; +4.6%); Construction (+4,439 jobs; +5.9%); Transportation & Warehousing (+4,027 jobs; +5.5%); Manufacturing (+2,851 job; +1.6%); Wholesale Trade (+1,726 jobs; +2.2%); and Public Administration (+1,422 jobs; +1.9%) (Table 14).

More recently, between annual 2022 and 2023, industry growth in the Metro Area was led by Health Care & Social Assistance (+12,332 jobs; +4.4%); Accommodation & Food Services (+5,853 jobs; +4.6%); Educational Services (+3,070 jobs; +2.3%); Public Administration (+2,743 jobs; +3.8%); Other Services (+2,135 jobs; 4.0%); Construction (+1,836 jobs; +2.3%); Arts & Recreation (+1,578 jobs; +4.8%); and Management of Companies (+1,545 jobs; +2.0%). Overall, 15 of the region's 20 major industries added jobs between annual 2022 and 2023. Those five industries losing jobs during that period included Administrative & Support Services (-4,556 jobs; -4.9%); Finance & Insurance (-2,687 jobs; -2.5%); Information (-1,249 jobs; -4.0%); Professional & Technical Services (-657 jobs; -0.5%); and Mining (-37 jobs; -6.1%).

Table 14. Metro Area Industry Employment Statistics, 2023									
NAICS Industry Title	2023 Annual Data				Avg. Annual Wage	*2022-2023*		*2019-2023*	
	Number of Firms	Number of Jobs	Percent of Jobs	Total Payroll ($1,000s)		*Change in Jobs*	*Percent Change*	*Change in Jobs*	*Percent Change*
Total, All Industries	**94,017**	**1,756,720**	**100.0%**	**$137,543,437**	**$78,312**	***+26,569***	***+1.5%***	***-19,719***	***-1.1%***
Health Care & Social Assistance	13,930	291,864	16.6%	$18,813,599	$64,428	*+12,332*	*+4.4%*	*+12,917*	*+4.6%*
Manufacturing	4,037	175,912	10.0%	$15,593,339	$88,660	*+1,239*	*+0.7%*	*+2,851*	*+1.6%*
Retail Trade	8,277	155,034	8.8%	$6,388,521	$41,184	*+1,210*	*+0.8%*	*-9,784*	*-5.9%*
Educational Services	2,422	134,487	7.7%	$8,641,057	$64,116	*+3,070*	*+2.3%*	*-669*	*-0.5%*
Accommodation & Food Services	6,522	132,958	7.6%	$3,872,011	$29,068	*+5,853*	*+4.6%*	*-8,136*	*-5.8%*
Professional & Technical Services	12,339	126,286	7.2%	$15,356,723	$121,628	*-657*	*-0.5%*	*+313*	*+0.2%*
Finance & Insurance	5,092	103,877	5.9%	$14,644,753	$140,920	*-2,687*	*-2.5%*	*-11,199*	*-9.7%*
Admin. & Support Services	4,629	88,645	5.0%	$4,780,915	$53,924	*-4,556*	*-4.9%*	*-8,640*	*-8.9%*
Construction	7,151	80,152	4.6%	$7,350,165	$91,780	*+1,836*	*+2.3%*	*+4,439*	*+5.9%*
Wholesale Trade	5,293	78,857	4.5%	$8,373,009	$106,184	*+666*	*+0.9%*	*+1,726*	*+2.2%*
Transp. & Warehousing	2,182	77,824	4.4%	$5,594,149	$71,864	*+575*	*+0.7%*	*+4,027*	*+5.5%*
Management of Companies	1,042	77,580	4.4%	$11,001,065	$141,804	*+1,545*	*+2.0%*	*-1,328*	*-1.7%*
Public Administration	808	74,527	4.2%	$5,929,738	$79,560	*+2,743*	*+3.8%*	*+1,422*	*+1.9%*
Other Services	11,465	55,711	3.2%	$2,758,430	$49,504	*+2,135*	*+4.0%*	*-1,634*	*-2.8%*
Arts, Entertain., & Recreation	1,886	34,494	2.0%	$1,899,601	$55,328	*+1,578*	*+4.8%*	*-2,033*	*-5.6%*
Information	2,050	30,100	1.7%	$3,400,120	$112,944	*-1,249*	*-4.0%*	*-5,122*	*-14.5%*
Real Estate & Rental & Leasing	4,436	27,293	1.6%	$1,986,032	$72,800	*+421*	*+1.6%*	*-155*	*-0.6%*
Utilities	113	6,933	0.4%	$927,665	$134,056	*+438*	*+6.7%*	*+711*	*+11.4%*
Ag., Forestry, Fishing & Hunting	306	3,613	0.2%	$158,286	$43,992	*+115*	*+3.3%*	*+540*	*+17.6%*
Mining	39	569	0.0%	$74,261	$135,356	*-37*	*-6.1%*	*+36*	*+6.8%*
Source: DEED Quarterly Census of Employment & Wages (QCEW)									

According to DEED's Quarterly Employment Demographics (QED) program, the workforce in the Twin Cities Metro Area has aged over the past 10 years. For example, in 2012, 17.2% of the region's workforce was 55 years of age and older. By 2022, 21.3% of the workforce was 55 years of age and older.

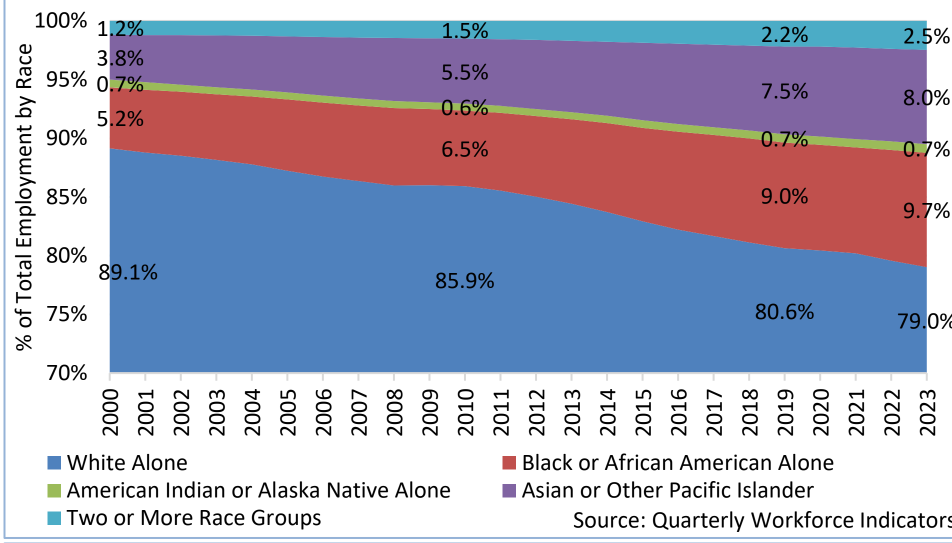
With rising demand and tight labor market conditions, wages have been climbing across the board for all workers. While wages were still lowest for the youngest and oldest workers who tend to fill lower-skilled, less-than-fulltime jobs in industries like Retail Trade and Accommodation and Food Services, these two age groups enjoyed the fastest percentage increase in wages from 2012 to 2022 (Table 15).

Table 15. Metro Area Workforce Demographics by Age Group and Gender, Total of All Industries, 2012-2022								
Metro Area	Percentage of Workers		Minnesota		Median Hourly Wage		Median Hours Worked (Per Qtr.)	
	2022	2012	2022	2012	2022	2012	2022	2012
Total, all ages	100.0%	100.0%	100.0%	100.0%	$25.54	$18.24	431	442
19 years & under	5.8%	5.3%	6.6%	6.3%	$15.14	$8.03	113	113
20 to 24 years	8.9%	10.9%	9.2%	11.3%	$19.24	$11.09	270	252
25 to 44 years	45.2%	44.4%	43.6%	42.3%	$28.87	$19.96	463	476
45 to 54 years	18.9%	22.2%	18.4%	21.9%	$33.74	$24.28	486	480
55 to 64 years	16.4%	14.1%	16.7%	14.7%	$30.85	$23.41	482	480
65 years & over	4.9%	3.1%	5.4%	3.5%	$21.54	$15.60	297	269
Male	49.0%	49.5%	49.1%	49.1%	$29.17	$20.38	475	480
Female	51.0%	50.5%	50.9%	50.9%	$24.81	$17.31	398	400
Source: DEED Quarterly Employment Demographics								

Employment Diversity

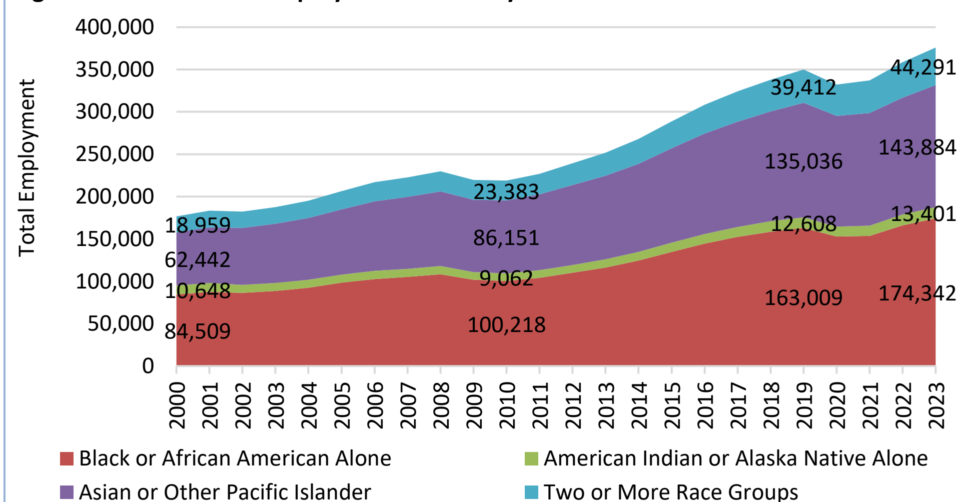
According to the U.S. Census Bureau's American Community Survey and the Quarterly Workforce Indicators program, where those reporting as a race other than white make up 24.9% of the overall labor force in the Metro Area, they held 21.0% of total jobs in the region. Through annual 2023, that equaled 375,918 workers of color, compared to 1,792,052 white alone workers. Workers of color held just 10.9% of total jobs in the region in 2000 (Figure 17). Further, there were over 111,700 workers with Hispanic and Latino origins in the Metro Area in 2023, accounting for 6.2% of the region's total jobs. This was up from 2.9% in 2000.

Figure 17. Metro Area Employment Share Trends by Race



Source: Quarterly Workforce Indicators

Figure 18. Metro Area Employment Trends by Race



Source: Quarterly Workforce Indicators

In sum, workers of color filled an additional 199,360 jobs in the Metro Area between 2000 and 2023, accounting for a growth rate of 112.9%. With 174,342 jobs, Black or African Americans are the largest population of color in the regional economy, gaining 89,833 jobs between 2000 and 2023 (+106.3%). Asian or Other Pacific Islanders in the workforce more than doubled (+81,442 jobs; +130.4%) between 2000 and 2023, accounting for 143,884 jobs in 2023. Workers reporting Two or More Races held 44,291 jobs in 2023, also more than doubling (+25,332 jobs; +133.6%) since 2000. With 13,401 jobs in 2023, American Indian or Alaska Natives added 2,753 jobs (+25.9%) between 2000 and 2023. The white workforce in the region declined by 2.3% (-32,724 jobs) between 2000 and 2023 (Figure 17 and 18).

The Quarterly Workforce Indicators data can reveal more recent employment trends by race and ethnicity. Between annual 2019 and 2020, the region's total employment dropped by 6.0%, or 108,154 jobs. By race, jobs held by American Indian or Alaska Natives declined by 6.9% (-875 jobs), jobs held by Black or African Americans dropped by 6.4% (-10,426 jobs), and jobs held by those reporting Two or More Races dropped by 6.0% (-2,366 jobs). Jobs held by Asian or Other Pacific Islanders dropped by a less severe 3.5% (-4,749 jobs) during that period, while jobs held by White workers dropped by 6.2% (-89,738 jobs). Jobs held by Hispanic or Latino workers decreased by 5.3% (-18,416 jobs).

More recently, between annual 2020 and 2023, total employment in the Metro Area increased by 5.4% (+91,300 jobs). Growth rates by race and origin were as follows: Two or More Races at +19.6% (+7,257 jobs), Black or Aifrcan Americans at +14.0% (+21,394 jobs), American Indian or Alaska Natives at +13.9% (+1,634 jobs), Asian or Other Pacific Islanders at +10.2% (+13,326 jobs), and white at +3.5% (+47,689 jobs). Jobs held by Hispanic or Latino workers increased by 21.8% (+20,017 jobs) during this period.

INDUSTRY PROJECTIONS

Total employment in the Twin Cities Metro Area is anticipated to grow by 4.9% between 2022 and 2032. This is equivalent to approximately 94,900 net new jobs. The most extensive growth is expected to be in Health Care and Social Assistance, where its total employment is projected to increase by over 25,300 net new jobs. The region is also expected to see significant employment growth in Professional and Technical Services (+14,600 jobs), Wholesale Trade (+6,900 jobs), Accommodation & Food Services (+5,700 jobs), and Educational Services (+5,500 jobs). It should be noted that in addition to net new job growth, the Twin Cities region is anticipated to have over 921,000 labor market exit openings between 2022 and 2032. These are job openings largely due to workers leaving an occupation and exiting the labor market entirely (retirements making up the most of these exits). Even industries that are projected to lose total net employment, such as Retail Trade, will still have labor market exit openings (Table 16).

Table 16. Metro Area Industry Projections, 2022-2032

Industry	Estimated Employment 2022	Projected Employment 2032	*Percent Change 2022-2032*	*Numeric Change 2022-2032*
Total, All Industries	**1,927,280**	**2,022,157**	***+4.9%***	***+94,877***
Health Care & Social Assistance	274,229	299,555	*+9.2%*	*+25,326*
Professional & Technical Services	141,207	155,760	*+10.3%*	*+14,553*
Wholesale Trade	88,950	95,889	*+7.8%*	*+6,939*
Accommodation & Food Services	125,007	130,738	*+4.6%*	*+5,731*
Educational Services	140,511	146,053	*+3.9%*	*+5,542*
Management of Companies	78,011	83,498	*+7.0%*	*+5,487*
Transportation & Warehousing	69,046	74,385	*+7.7%*	*+5,339*
Finance & Insurance	125,105	130,193	*+4.1%*	*+5,088*
Construction	76,624	81,639	*+6.5%*	*+5,015*
Arts, Entertain. & Recreation	34,578	38,525	*+11.4%*	*+3,947*
Manufacturing	175,365	178,983	*+2.1%*	*+3,618*
Information	33,947	36,573	*+7.7%*	*+2,626*
Other Services	70,450	72,988	*+3.6%*	*+2,538*
Admin. Support & Waste Mgmt.	103,764	106,039	*+2.2%*	*+2,275*
Public Administration	107,703	109,441	*+1.6%*	*+1,738*
Real Estate & Rental & Leasing	27,845	28,574	*+2.6%*	*+729*
Agriculture, Forestry, Fish & Hunt	3,646	3,746	*+2.7%*	*+100*
Mining	653	571	*+15.0%*	*+98*
Utilities	5,966	5,918	*-0.8%*	*-48*
Retail Trade	155,453	153,000	*-1.6%*	*-2,453*

Source: DEED 2022-2032 Employment Outlook

NONEMPLOYER ESTABLISHMENTS

The Metro Area was home to over 253,800 self-employed businesses or "nonemployers" in 2021, which are defined by the U.S. Census Bureau as "businesses without paid employees that are subject to federal income tax, originating from tax return information of the Internal Revenue Service (IRS)." The region did witness healthy growth in the number of nonemployers over the past decade, with the number of such firms increasing by 15.9% between 2012 and 2021. Most growth was in Hennepin County, with rapid growth in Scott County, Washington County, Dakota County, Anoka County, and Carver County. These non-employers generated sales receipts of nearly $13.8 billion in 2021 (Table 17).

Table 17. Nonemployer Statistics, 2021

	2021		*2012-2021*	
	Number of Firms	Receipts ($1,000s)	*Change in Firms*	*Percent Change*
Metro Area	**253,802**	**$13,763,703**	***+34,787***	***+15.9%***
Anoka Co.	26,071	$1,243,175	*+4,041*	*+18.3%*
Carver Co.	8,908	$499,725	*+1,345*	*+17.8%*
Dakota Co.	33,049	$1,727,067	*+5,334*	*+19.2%*
Hennepin Co.	112,460	$6,598,963	*+14,202*	*+14.5%*
Ramsey Co.	40,273	$1,932,359	*+4,295*	*+11.9%*
Scott Co.	12,310	$688,300	*+2,125*	*+20.9%*
Washington Co.	20,731	$1,074,114	*+3,445*	*+19.9%*
Minnesota	**429,672**	**$22,727,564**	***+41,117***	***+10.6%***

Source: U.S. Census, Nonemployer Statistics program

CENSUS OF AGRICULTURE

Unlike other regions of Minnesota, agriculture is not a key industry in the Metro Area. In fact, of the Metro Area's seven counties, only Dakota County makes it into the top half of the state's 87 counties for the market value of products sold. Despite this, there were over 3,500 farms producing just over $823 million in the market value of products sold in 2022, according to the U.S. Department of Agriculture. Nearly two-thirds of the market value of agricultural products sold in the Metro Area are out of Dakota County and Carver County (Table 18).

Table 18. Census of Agriculture, 2022

	Number of Farms	Market Value of Products Sold	*State Rank*
Metro Area	**3,509**	**$823,270,000**	***5***
Anoka Co.	355	$72,811,000	*67*
Carver Co.	606	$172,878,000	*58*
Dakota Co.	841	$364,822,000	*38*
Hennepin Co.	511	$56,766,000	*71*
Ramsey Co.	47	$3,449,000	*85*
Scott Co.	624	$91,834,000	*65*
Washington Co.	525	$60,710,000	*69*
Minnesota	**65,531**	**$28,482,097,000**	

Source: 2022 Census of Agriculture