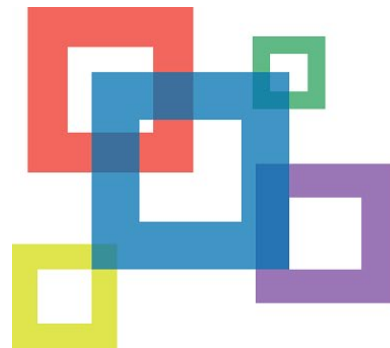


# Executive Roundtable – Workforce

## May 11, 2022



**GREATER  
ST. CLOUD**  
DEVELOPMENT CORPORATION

# GSDC Strategic Imperatives



**1. Engage Leaders**

**2. Expand Talent**

**3. Grow Business**

**4. Shape Tomorrow**

# Executive Roundtable Discussion

## Workforce Solutions

*What workforce solutions will make greater St. Cloud the region of choice?*

# Executive Roundtable Discussion

## TODAY'S AGENDA

- 8:05 Welcome - Patti Gartland – GSDC President
- 8:10 Regional Workforce Statistics - Luke Greiner – DEED Labor Analyst
- 8:20 Moderated Discussion - Luke Riordan – Dayta Marketing Founder
- 9:20 Wrap Up and Next Steps – Gail Cruikshank – GSDC Talent Director and Leslie Dingmann – GSDC Business Development Director

# Executive Roundtable Discussion

## Regional Workforce Statistics

*Luke Greiner – DEED Labor Market Analyst*



## *GSDC Executive Roundtable*

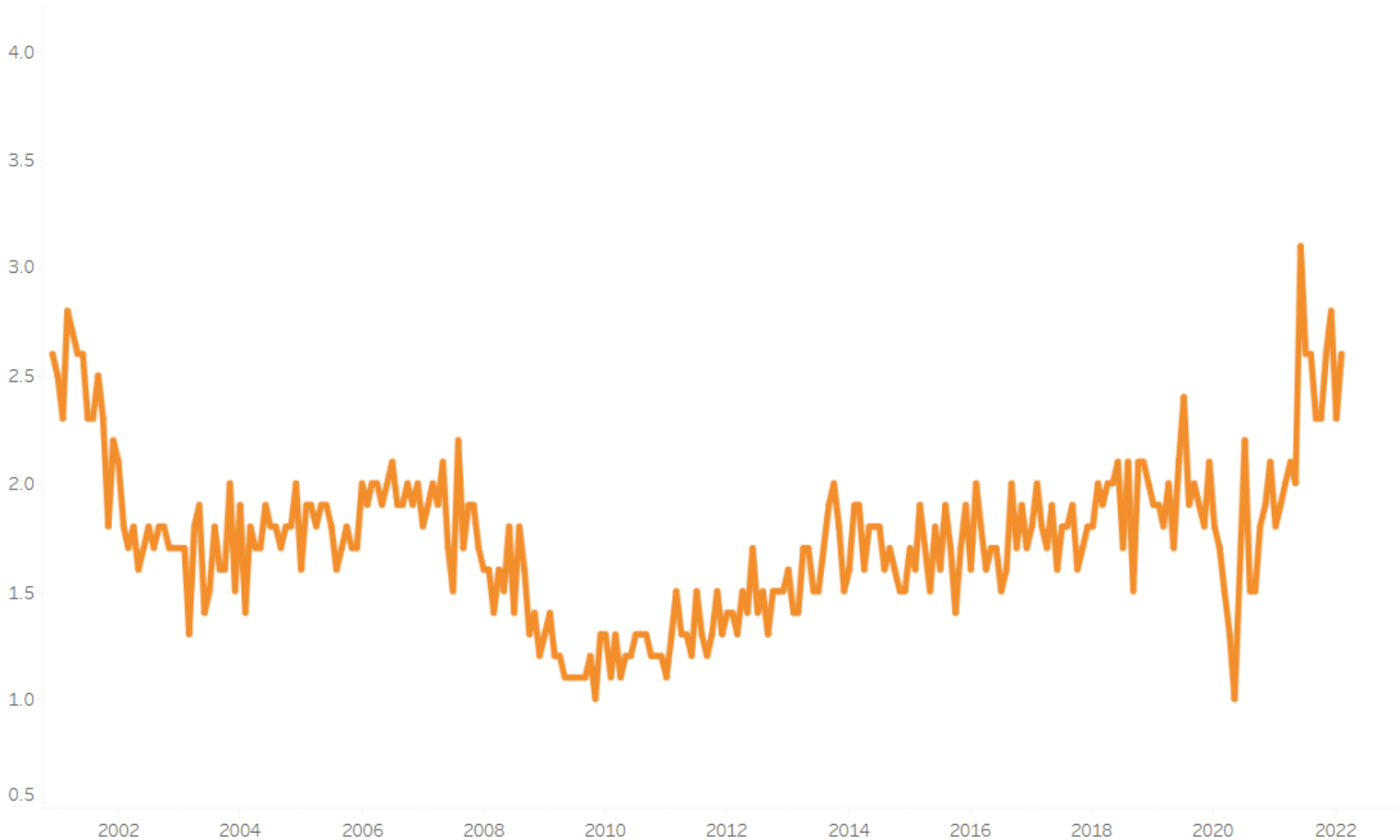
Luke Greiner | *Regional Analysis & Outreach*

*Labor Market Information Office (<http://mn.gov/deed/data>)*

# Quits Rate

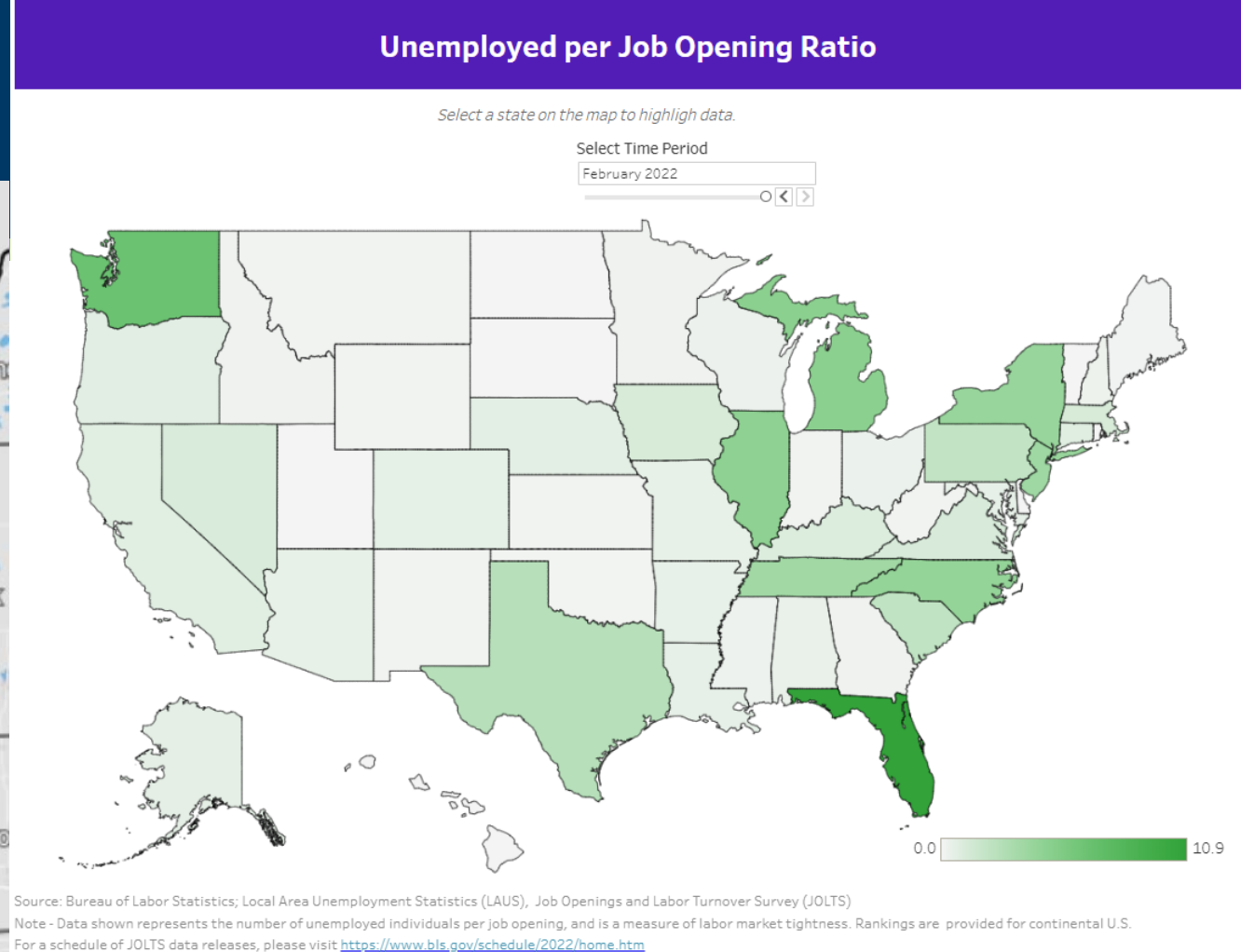
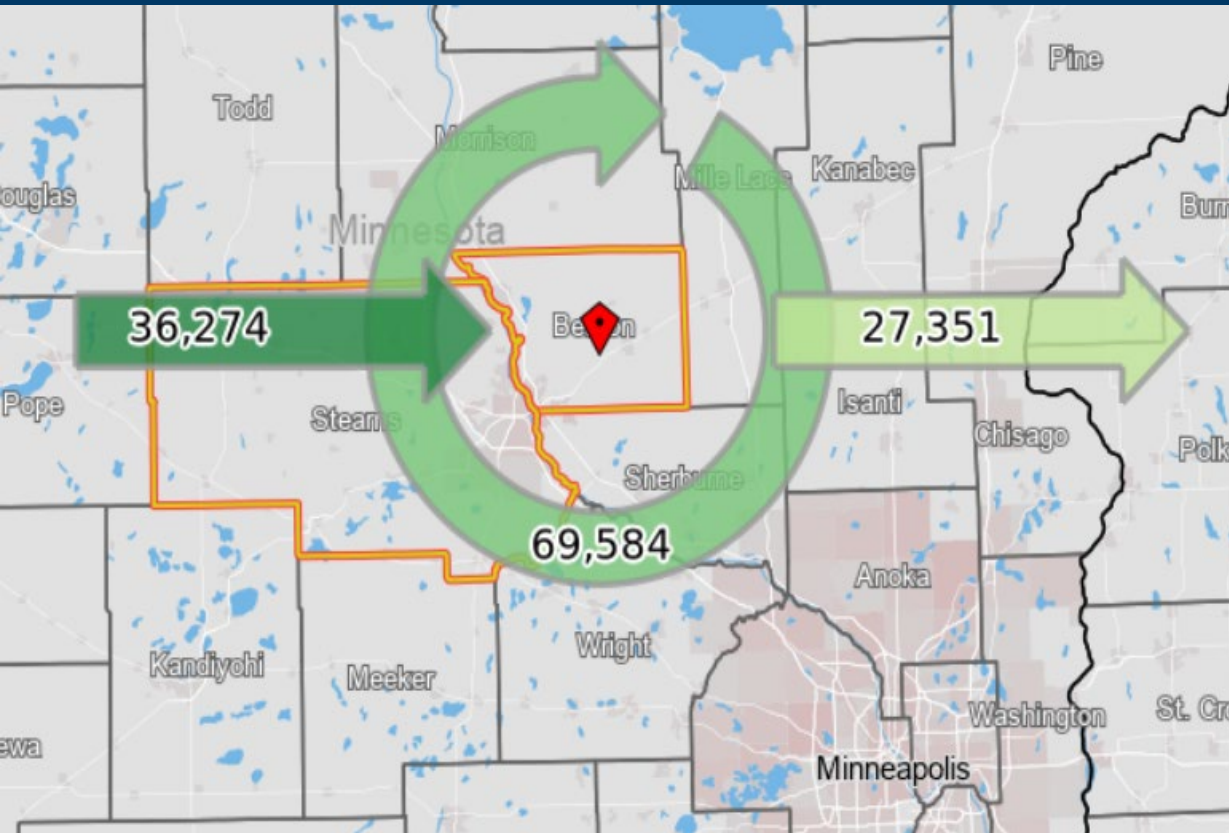
I Quit,  
Everybody is  
doing it

Select State(s)  State(s) Shown  Minnesota



- More workers than ever are quitting their job.
- Are they quitting their occupation or your company?
- What do you make of quits? Is it a bad thing?

# Shifting Labor Shed

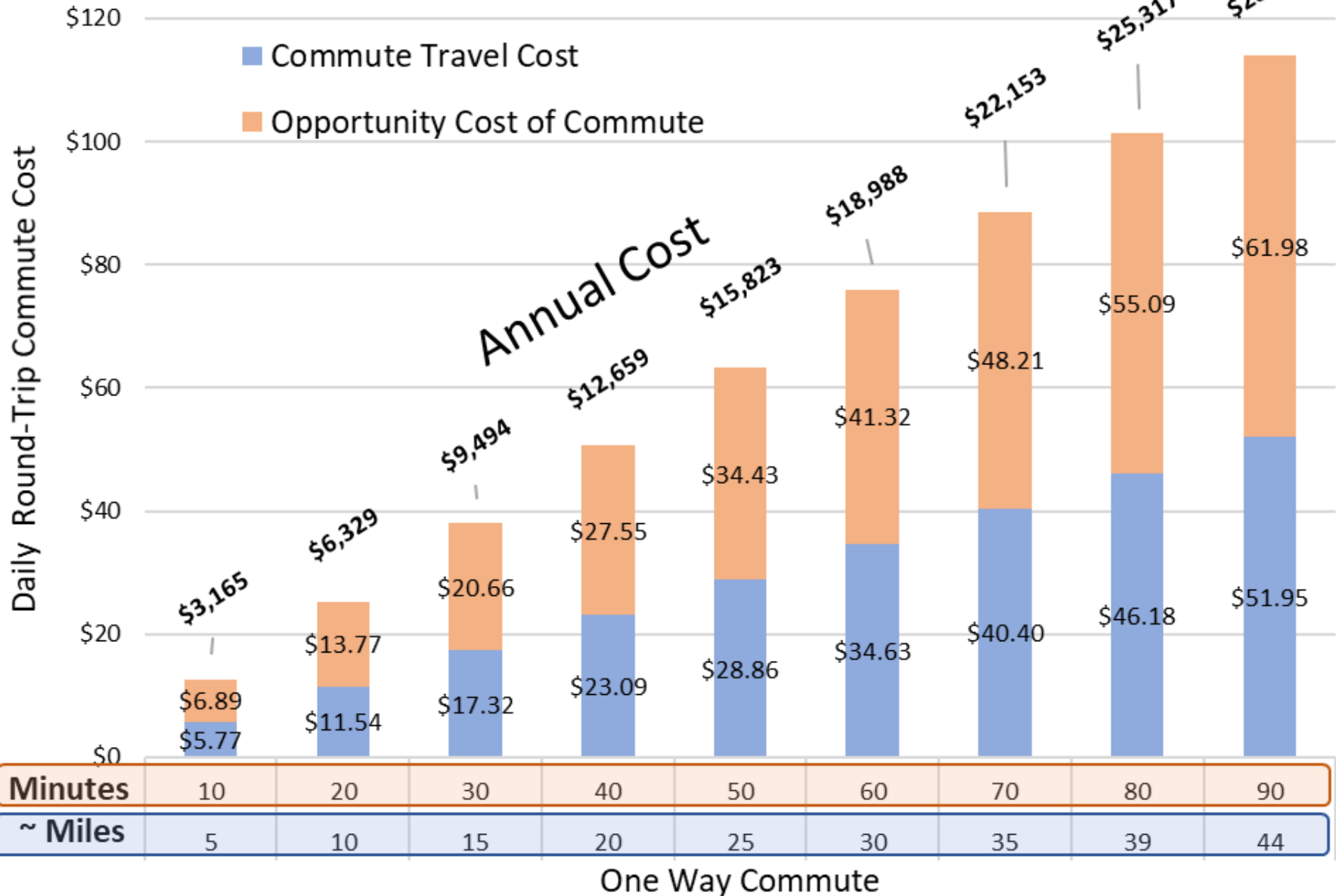


- 3 years ago, employers were concerned about the 28% of workers leaving the region for work
- Today, our labor shed is nearly global, and the entire country is in a similar labor market
- What about the 34% of jobs held by workers who commute into the region and work here?



# Highway to Hell?

Figure 4. Cost of Commuting in Central Minnesota



- Commuting is expensive, is it necessary anymore?
- Gallup estimates 45% of full-time workers were working partly or fully from home as of September 2021, down from 69% in May of 2020.

Source: Author Calculations of U.S. Census 2020 ACS, IRS Standard Mileage Rate, NHTS, DEED OEWS

# Gallup remote-work-persisting-trending-permanent

- Their report signals that remote work trends have been holding steady and trending permanent. The Gallup Survey reveals that “91% of workers in the U.S. working at least some of their hours remotely are hoping their ability to work at home persists after the pandemic”.
- According to the Gallup study the key reason why so many workers are hoping to continue remote working is **time preservation**. More specifically, *not having to commute, needing flexibility to balance work and personal obligations, and improved wellbeing (which likely results from having more time) are the top-cited reasons for preferring remote work.*

# Current Labor Market Can Change

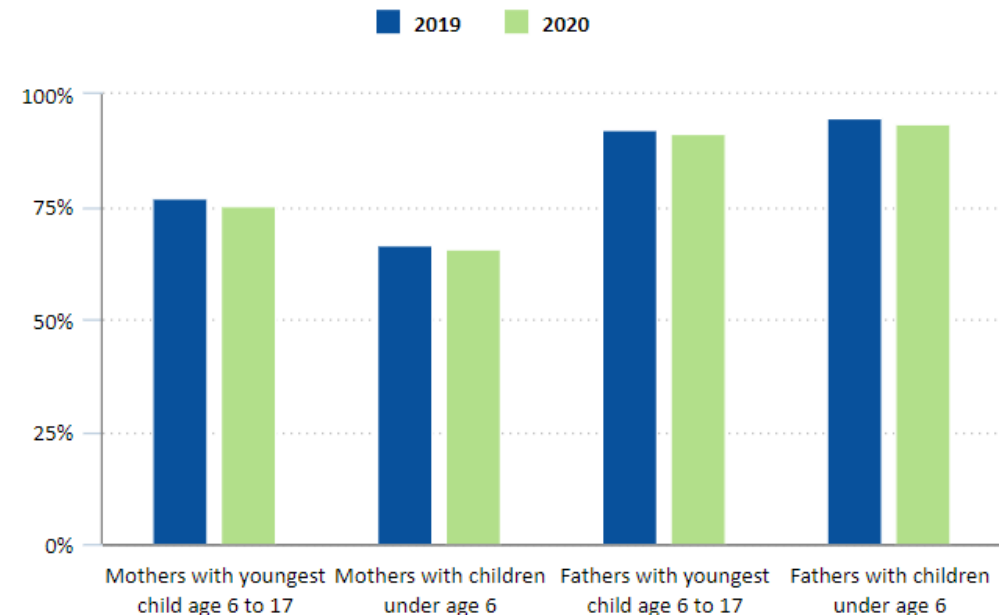
- Yet it's unlikely we will unravel the work changes experienced in the past 2 years
- Roughly 31% of households in Stearns, Benton, and Sherburne Counties have children under 18, many of those are under 6
- We have roughly 100k fewer workers in Minnesota

## We have Winners and Losers

Work was easier for some

Work was harder for others

Labor force participation rates of mothers and fathers, by age of youngest child, 2019 and 2020



# Un-Retiring and Young Workers



- Teenagers are participating in the labor force at rates not seen in decades. Do they like what they see?
- Older workers left the labor force at rates never seen before. Is their prior work experience keeping them away?

# Labor market publications and assistance

- **Minnesota Economic Trends:** <http://mn.gov/deed/trends>
  - Quarterly magazine on economic topics
  - Subscriptions available free of charge or on-line
- **Minnesota Employment Review:** <http://mn.gov/deed/review>
  - Monthly magazine on economic data and regional trends
  - Includes Minnesota business development
  - Available exclusively on-line



**Luke Greiner**

Regional Labor Market Analyst

Central Minnesota: <https://mn.gov/deed/data/regional-lmi/central-lmi.jsp>

Southwest Minnesota: <https://mn.gov/deed/data/regional-lmi/southwest-lmi.jsp>

[Luke.greiner@state.mn.us](mailto:Luke.greiner@state.mn.us)



# Executive Roundtable Discussion

## Moderated Discussion

*Luke Riordan - DAYTA Marketing Founder*

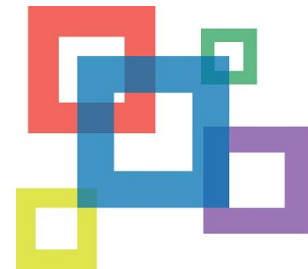
# Executive Roundtable Discussion

## Next Steps

*Together we can accomplish  
so much more*



**Thank you!**



**GREATER  
ST. CLOUD**  
DEVELOPMENT CORPORATION