

ANOKA COUNTY WORKFORCE DEVELOPMENT BOARD

**Thursday, November 1, 2018
7:30 A.M.**

**ANOKA COUNTY HUMAN SERVICE CENTER
1201 89TH AVENUE NORTHEAST
BLAINE, MN 55434
SUITE 202**

*** * * A G E N D A * * ***

- I. ROLL CALL**
- II. APPROVE ADOPTION OF THE AGENDA**
- III. APPROVE September 6, 2018 MEETING MINUTES (Attached)**
- IV. SPRING LAKE PARK HIGH SCHOOL CAREER PATHWAYS – Melissa Olson,
Career & College Pathways Project Lead**
- V. MINNESOTA WORKFORCE COUNCIL ASSOCIATION LEGISLATIVE
PLATFORM 2019 SESSION – Anne Kilzer, Director - MWCA**
- VI. LABOR MARKET ANALYSIS – OLDER WORKERS – Tim O’Neill - DEED**
- VII. PY 18/19 PERFORMANCE STANDARDS WIOA YOUTH, ADULT & DISLOCATED
WORKER PROGRAMS – Nicole Swanson – Job Training Center**
- VIII. OTHER BUSINESS**
 - **Regional Update – Commissioner Sivarajah**
 - **Grant Updates – Nicole**
 - **Apprenticeship Summit – November 14, 2018 – Maria Lourey-Bowen, JTC
Workforce Development Specialist**

INFORMATIONAL ITEMS:

- **LAUS Update**

**WORKFORCE DEVELOPMENT BOARD MEETING
ANOKA COUNTY
September 6, 2018**

The Anoka County Workforce Development Board Meeting was called to order by Chair Barnes at 7:30 a.m.

I. ROLL CALL

MEMBERS PRESENT: Shirley Barnes, Elaina Bleifield, Terry Hart, Becky Johnson, Paul Johnson, Jessica Lipa, Patrick McFarland, Jerry Miller, Jim Nimlos, Jamie Swenson, Michael Thews, Erik Thorvig, Theresa Zingery

NON-MEMBERS PRESENT: Commissioner Rhonda Sivarajah, Commissioner Julie Braastad, Brad Thiel, Becky White, Jody Schanilec, Liz Jennings, Tim O'Neill, Jeanna Fortney, Jacquell Hajder, ABE Representative, Adesewa Adesiji, and Nicole Swanson

II. APPROVE ADOPTION OF THE AGENDA

MOTION by Erik Thorvig to adopt the agenda as presented. Seconded by Elaina Bleifield.

UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED UNANIMOUSLY

III. APPROVE June 7, 2018 MEETING MINUTES

Elaina Bleifield noted that she did not motion to adjourn the meeting as she was not at the meeting.

MOTION by to Elaina Bleifield approve the minutes with the correction of adjournment. Seconded by Jim Nimlos.

UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED UNANIMOUSLY

IV. Elections of the Workforce Development Board Chair and Vice Chair

MOTION by Terry Hart to nominate Shirley Barnes as Chair. Seconded by Elaina Bleifield.

UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED UNANIMOUSLY

MOTION by Shirley Barnes to nominate Terry Hart as Vice Chair. Seconded by Elaina Bleifield.

UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED UNANIMOUSLY

V. Approve PY18 Supplemental Nutrition Assistance Program Employment Service Plan

Jody Schanilec stated that the SNAP Employment and Training Program (SNAP E&T) is a federally funded program which serves able-bodied adults 18 - 50 years of age without dependent children residing in Anoka County. Minnesota currently operates a mandatory program which means that all able-bodied adults are required to participate in employment and training services; however, state planning is underway to convert to a voluntary program effective Fall 2018.

Jody said that the Department of Human Services continues to implement a five-year statewide strategic plan (2017-2022) that includes the building of a diverse network of SNAP E&T training providers serving eligible participants across the state. This expanded network includes 50/50 match funding opportunities for counties, along with community-based organizations and community colleges. Anoka County receives an annual allocation or 100% funds to operate SNAP E&T which is expected to decrease through 2022, along with 50/50 match which areas are expected to increase during the same time period. 50/50 match for SNAP E&T can only be generated through using non-federal dollars (as match funding) to serve eligible SNAP recipients and receive a 50 percent reimbursement which comes back to the local area. Reimbursements returning to the local area can be reinvested to expand SNAP E & T providing a wider array of services and serving a larger number of SNAP recipients.

Jody noted that all SNAP recipients are referred to the WorkForce Center by their Economic Assistance Worker to attend a SNAP Employment and Training orientation. At this orientation, they meet with their vocational counselor who facilitates the orientation and conducts a personal assessment and develops an employment plan. This activity is an opportunity for recipients to learn more about the program and available resources that can assist them in their job search. Participants are required to participate in weekly job search activities at the WorkForce Center. The goal is to serve 500 over the course of the program year. The assessment includes a review of their work history, skills, transportation needs, housing and other issues that could pose as a barrier to finding and maintaining employment. Based upon the individual assessment results, each participant develops an employment plan outlining their goals and activities.

Jim Nimlos asked if the 60% no high school education meant they didn't have a GED either.

Jody replied yes.

Commissioner Sivarajah asked why this was shifting to a voluntary program; if it was a state or federal decision.

Jody replied that it was a state decision because of the expanded network inclusive of community-based organizations. The state doesn't have enough funds and organizations can generate their own dollars to operate the program.

Commissioner Sivarajah noted that this program has never had full funding and helps people who need additional assistance finding a job.

Jim thought it was a national requirement to participate.

Jody said that the state strategic plan says it will have voluntary participation.

MOTION by Elaina Bleifield to approve the PY18 Supplemental Nutrition Assistance Program Employment Service Plan. Seconded by Jerry Miller.

UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED UNANIMOUSLY

VI. Older Worker Project – Minnesota Legacy

Becky White stated that the Older Worker Project Anoka County will receive \$216,000 in funds to develop a Minnesota Legacy career force program. This is a new program; the Senior Program provides subsidized work and this new program is to offer one-on-one assistance for seniors ages 55+ who have a family income of 125% below federal poverty level. This program will offer on-the-job training, intensive job search, job placement, training workshops and skill development. All of these services are not available in the current senior program. The participants in the Older Worker Project will need to be new participants as they cannot be co-enrolled in other programs. The cost per participant is higher so these funds will serve 25-35 participants. Final approval has not been received from DOL yet and the funding goes through June 30, 2019.

Shirley Barnes asked when the state was expecting approval.

Becky replied any day.

Erik Thorvig asked if staff could provide an update down the road as to how successful this program is.

Nicole Swanson said she would send out information on the current project and another update later for this new project.

VII. CareerForce Update

Jeanna Fortney, Project Manager for DEED, said that CareerForce will be the only unified system driving prosperous outcomes for career seekers, employers, system partners and Minnesota. CareerForce Culture Plan is important, and our reputation is our commitment to prosperity and to support the brand paradigm shift to make the workforce system a resources people want to access vs. one they have to access, they have created four Culture Taskforces:

1. Enhance Service Delivery Taskforce by creating a universal intake form, standardizing CareerForce location workshops and developing seamless customer handoffs among programs and partners.

2. Customer Experience Taskforce will design a welcome protocol for all locations, explore customer-friendly technology, provide coffee and food to create a more welcoming environment and rename and image the Resource Room to something more welcoming.
3. Streamline Business Services Taskforce by developing protocol to ensure baseline business services are provided at all locations and redesigning career fairs to a more engaging and interactive model that meets employer needs.
4. Pro-actively Communicate Taskforce will share and celebrate success stories, create newsletters for the CareerForce community, utilize social media to share information, announce events and engage customers. Events to engage with the community, partners and customers, utilize local media and create local and regional communication plans.

The task forces just kicked off and DEED is asking for recommendations by mid-October to best implement their ideas. CareerForce will launch in 2019 and there will be a phased approach. The launch for staff and internal partners will happen in November and a password and login will be needed to utilize the site.

Commissioner Sivarajah thought that the federal grant expired in October; she asked if an extension was granted to continue with enhancements.

Jeanna replied that the grant time period is from 2015-2019.

Commissioner Sivarajah asked if there would be an issue with new administration coming the first part of the year.

Jeanna thought that whoever was in office will see value in CareerForce and the goals that are set. These services are needed regardless of who is in office. This is great concept and will be very helpful for the state, jobseekers and employers.

Shirley Barnes asked what the reason was for delay.

Jeanna replied that they want the best possible product for the public launch.

Shirley asked who made the decision to delay the launch.

Jeanna replied the CareerForce leadership team, MWCA, GWDB and DEED.

Nicole said that she just shared knowledge about the delay to November and now it has been changed to 2019.

Jeanna replied that the launch in November will be to partners and staff. There is still an aggressive timeline to get it all done by November.

Nicole said that the name change would not take place until the public launch. She asked Jeanna to share a timeline when it is ready.

Jeanna replied that they are working on the timeline now and will share when it is ready.

Jerry Miller asked when partners would be able to view the new website.

Nicole replied that training would take place in the computer lab for the Board.

Shirley checked with Ann Kilzer and her understanding was that CareerForce would launch in November of this year as well. Everyone has been working collaboratively to get CareerForce launched and a lot of work has been put into this. Connie Ireland is no longer with the Governors Workforce Development Board.

MOTION by Jerry Miller to Thank Connie Ireland for her contributions to the Governors Workforce Development Board. Seconded by Elaina Bleifield.

UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED UNANIMOUSLY

VIII. Update on the Anoka County Economic Development Initiative

Jacqueline Hajder, Anoka County Economic Development Specialist, reviewed the overall goals are to address and work to change the perception of Anoka County, among stakeholders, partners, developers and potential talent; clearly define roles within the county, as well as with regional partners, as it relates to economic development marketing, incentives, business retention and expansion and to ensure Anoka County is ready for development from both a talent and product perspective. The target industries are light and heavy-duty manufacturing, distribution and trucking, data centers and back office.

Jacqueline said there is an Executive Committee that includes Connexus, Metro North Chamber, Four City Representatives, three subcommittees, County Commissioners and staff and herself. They have subcommittee reports, discuss action items, economic development strategies and goals and visioning. The three subcommittees include:

- Marketing Subcommittee to tackle perceptions, develop brand and website, create regional profile, develop list of programs, target industry profile, conduct annual business summit and success stories.
- Readiness Subcommittee evaluates and gathers available sites County wide, finds s & B data for source/feed for website, prioritizes sites based on readiness and identifies criteria for ready sites based on target industry.
- Alignment & Regionalism Subcommittee works on capacity building training, facilitates work sessions, creates list of stakeholders and assembles local information for regional benefit.

The partnerships include Anoka County Regional Development, Anoka County WorkForce Center, Anoka Technical College/Anoka Ramsey Community College, Educational System, Private Entities (developers, brokers, land owners), Cities and Greater MSP, DEED, STATE and Counties.

Jim Nimlos noted that Anoka County is home for a lot of construction workers who would love to work close to home.

Jacqueline replied that would fall under the housing piece and there is great housing in Anoka County that is affordable, attainable and offers a quality of life. It also provides less transient traffic and more people staying in Anoka County.

Erik Thorvig thanked the County Board for committing financially to this new position. The role of this new person will play an important part to attracting new businesses to Anoka County plus supporting the existing businesses. We have a strong workforce community and it is noticed by employers.

Commissioner Sivarajah noted that all 21 communities are engaged and involved in this effort; everyone is on board.

Nicole Swanson intends to bring regular updates to the Board. Connecting with the 21 different communities and townships will help promote CareerForce and the work we do.

IX. OTHER BUSINESS

Regional Update

Commissioner Sivarajah said that the regional board continues to move forward with the sector skills academy. A revised Regional 4 Plan is posted for public comment and the Board is encouraged to share with their networks to get as much feedback as possible to have a strong plan moving forward. The Plan is posted until September 19, 2018. A partnership is being formed with the center for economic inclusion to reach out to underserved populations and work closely with a new formed business talent committee. Scott Peterson, with Schwan Company, is excited about their engagement to get involved in this important work. There is currently a workforce shortage, and something needs to be done about it as many businesses are struggling with the same issues. It's about partners and no one organization can do this alone. This is part of the Greater MSP 2.0 rollout, looking at existing strategic initiatives and new initiatives as well. There is a lot of opportunity for philanthropy to fund efforts and feasibility and engagement of employers within the region. We are excited about this as a potential opportunity.

Nicole Swanson distributed the 2017 JTC Annual Report that highlights the work that was done over the last year. This is an engaging document and important to share what the Workforce Development Board, JTC and the WorkForce Center has done. It isn't only about the work we do as an entity but also about the work we do in collaboration and partnership. We are in the final stages of a job offer for a Workforce Development Specialist who will continue to help build tomorrow's workforce.

Jerry Miller asked how the Annual Plan was distributed.

Nicole replied that it is distributed to the Board and local elected officials first and then it will be available on the website. The Workforce Development Specialist will use this report for employer visits as well.

Nicole noted that DOL has distributed the funding for the National Emergency Grant for Opioids, so DEED was not able to submit a grant. Funding went to New Hampshire, Pennsylvania, Rhode Island, Maryland and Alaska. Additional funding may be released on the future.

Nicole will participate in the interviews for a DEED new manager to replace Erik Aamoth's position, hopefully there will be an announcement by October.

Nicole is negotiating with the state on the performance goals that were released for WIOA, Dislocated Worker and Adult Programs. DEED is putting on pressure to increase performance goals and Anoka County has always exceeded expectations, but this raises concerns. We don't want to put funding at risk if Anoka County doesn't reach their goals. This is happening at the regional level as well.

Elaina Bleifield asked how the Board could support her efforts.

Nicole stated that a support letter from Chair Barnes and Commissioner Sivarajah would help.

Jessica Lipa is seeing higher achieving goals as well.

MOTION by Elaina Bleifield to proceed with a letter of support from the Chair and LEO. Seconded by Jessica Lipa.

UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED UNANIMOUSLY

ADJOURN

MOTION by Michael Thews to adjourn. Seconded by Elaina Bleifield.

UPON A VOICE VOTE, ALL VOTING AYE, CHAIR BARNES DECLARED THE MOTION CARRIED AND THE MEETING ADJOURNED AT 8:56 A.M.

Pathways to Career & College Readiness

Melissa Olson

-Coordinator of Learning for Career & College Pathways



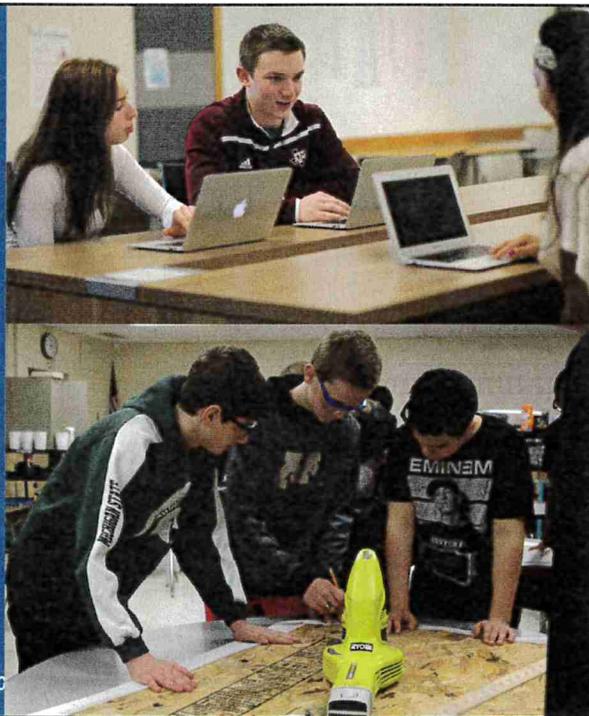
SLP
BLAINE | FRIDLEY
SPRING LAKE PARK
SPRING LAKE PARK SCHOOLS

Three Pathways

1. Business & Entrepreneurship
2. Technology, Engineering & Design
3. Health & Human Services

-Options to move across pathways

-Exploratory and deep courses



SLP
SPRING LAKE PARK SCHOOLS

Technology, Engineering & Design

- Global Technology Communications
- Intro to Engineering Design
- Intro to Coding
- How to Make Almost Anything
- Computer Science in the 21st Century



SLP SPRING LAKE PARK SCHOOLS

Global Technology Communication

Ready to Thrive in the Digital Age + AP Computer Science Principles

- Students learned about skills needed in program developers on a site visit to Infinite Campus
- SLP's Brandon Taitt provided guest instruction on networking and routers



SLP SPRING LAKE PARK SCHOOLS | High expectations. High achievement for all. No excuses.



Engineering & Design

Courses *Most Anything & Project Lead the Way*

Students are using 3D Printers, vinyl cutters and soon-to-be-installed laser engravers as they design solutions to real-world, everyday problems for a variety of users. Engineering students have moved into their second unit on technical sketching and drawing. Drawing in 3D is challenging!

Approx



SLP **SPRING LAKE PARK SCHOOLS** | High expectations. High achievement for all.
No excuses.

Health & Human Services

- Teacher Education
- Emergency Medical Responder/Emergency Medical Technician
- Nursing Assistant
- Early Childhood I/II
- First Aid/CPR
- Medical Internship



SLP **SPRING LAKE PARK SCHOOLS**



Teacher Education

College in the Schools course through University of Minnesota



Students are paired with mentor teachers at Park Terrace, Woodcrest, Westwood, and SLPHS for field experience twice a week.



SPRING LAKE PARK SCHOOLS | High expectations. High achievement for all. No excuses.



Opportunities in Emergency

Care EMT, CNA, First Aid



Allina mega-code demonstration to show emergency medical responder students how teamwork is necessary when saving lives



SPRING LAKE PARK SCHOOLS | High expectations. High achievement for all. No excuses.



Opportunities in Emergency Care

EMT, CNA, First Aid

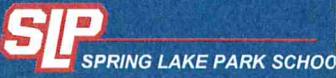


Students in the emergency medical responder course complete skills-testing for clearing an airway



Business & Entrepreneurship

- Business & Innovation
- Personal Money Management
- Intro to Business
- Accounting I/II
- DECA Lab





Business & Innovation

Anoka Ramsey Community College Intro to Communication & Business Entrepreneurship



Human resources panel including industry partners National Sports Center, Chick-fil-A, TME Business Services, and Spring Lake Park Schools, answered student-generated questions

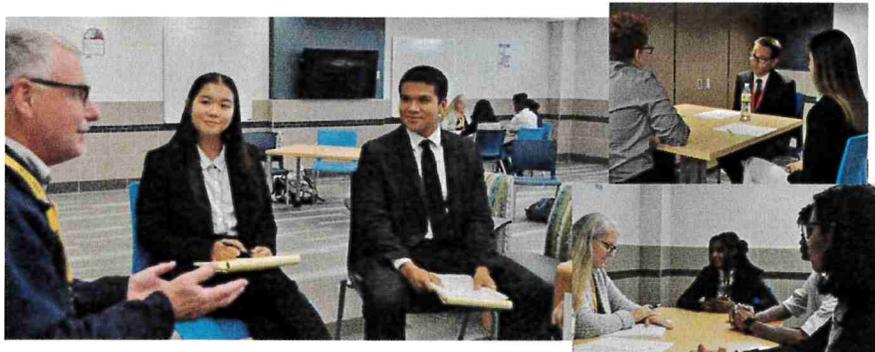


SPRING LAKE PARK SCHOOLS | High expectations. High achievement for all.
No excuses.



Business & Innovation

Anoka Ramsey Community College Intro to Communication & Business Entrepreneurship



Following the panel, students met in small groups to mock-interview and receive coaching from industry mentors



SPRING LAKE PARK SCHOOLS | High expectations. High achievement for all.
No excuses.



Business & Innovation

Projects sponsored by industry leaders

Chick-fil-A

- To increase brand awareness of the Northtown Chick-fil-A



Infinite Campus

- To make checking grades in Campus Student and Campus Parent work the way students and parents want and need it to work



MetroNorth Chamber of Commerce

- To analyze the current Cardinal Connection and Panther Student Recruiter Programs and recommend feasibility for scaling similar programs





SPRING LAKE PARK SCHOOLS | High expectations. High achievement for all.
No excuses.



Business & Innovation

Projects sponsored by industry leaders

National Sports Center

- To test methods of communication and make recommendations for platform communication



Rise

- To gather research on the varying responsibilities of DSPs. Recommend a system and design to aid individuals who hope to pursue a career as a DSP that fits their unique needs.



Urban Air

- To increase brand awareness in the teen market and develop marketing ideas and materials to promote bi-weekly teen event.





SPRING LAKE PARK SCHOOLS | High expectations. High achievement for all.
No excuses.



Future Courses??



SPRING LAKE PARK SCHOOLS | High expectations. High achievement for all.
No excuses.

mn EMPLOYMENT AND ECONOMIC DEVELOPMENT

Understanding Anoka County's Labor Market

Labor Market Information Office – <http://mn.gov/deed/data>

Labor market information office

- Each state produces employment and economic statistics in cooperation with U.S. Department of Labor's Bureau of Labor Statistics
- LMI includes employment statistics, unemployment rates, wages and salaries, job projections and more
- LMI is the foundation for informed, market-responsive planning



mn EMPLOYMENT AND ECONOMIC DEVELOPMENT

DEED's Regional Analysts

We've got you covered...

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WSA 1

Northwest MN
WSA 3

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City of Duluth
WSA 4

Stearns-Benton ETC
WSA 17

Luke Greiner
Central & Southwest
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Central MN
WSA 5

Anoka County
WSA 12

Tim O'Neill
Twin Cities
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Ramsey County
WSA 15

Washington County
WSA 16

City of Minneapolis
WSA 10

Southwest MN PIC
WSA 6

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South Central
WSA 7

Dakota-Scott
WSA 14

Southeastern MN
WSA 8

Winona Co
WSA 18

mn EMPLOYMENT AND ECONOMIC DEVELOPMENT

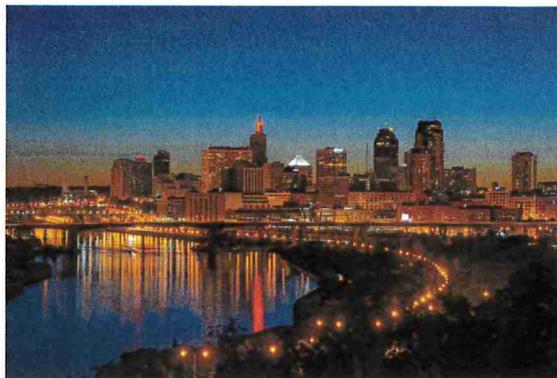
JOB MARKET

Local ads in print and online

How is the job market doing?

U.S. and Minnesota labor market situations

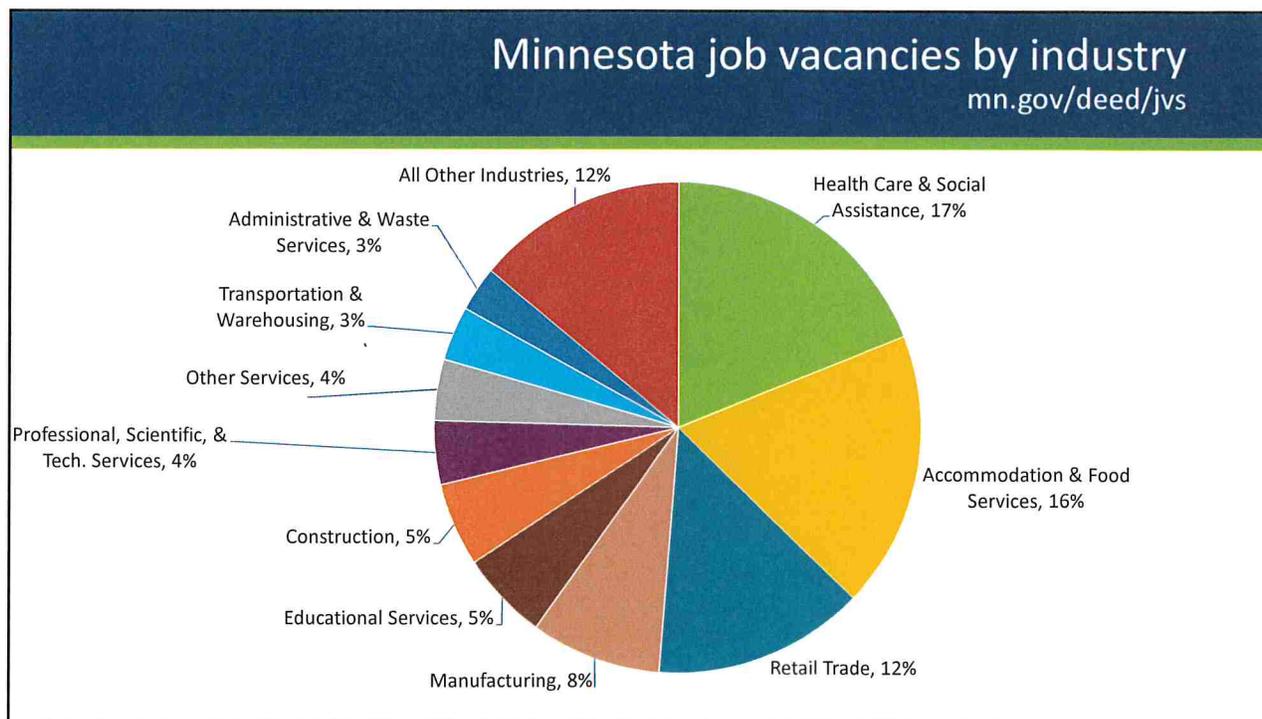
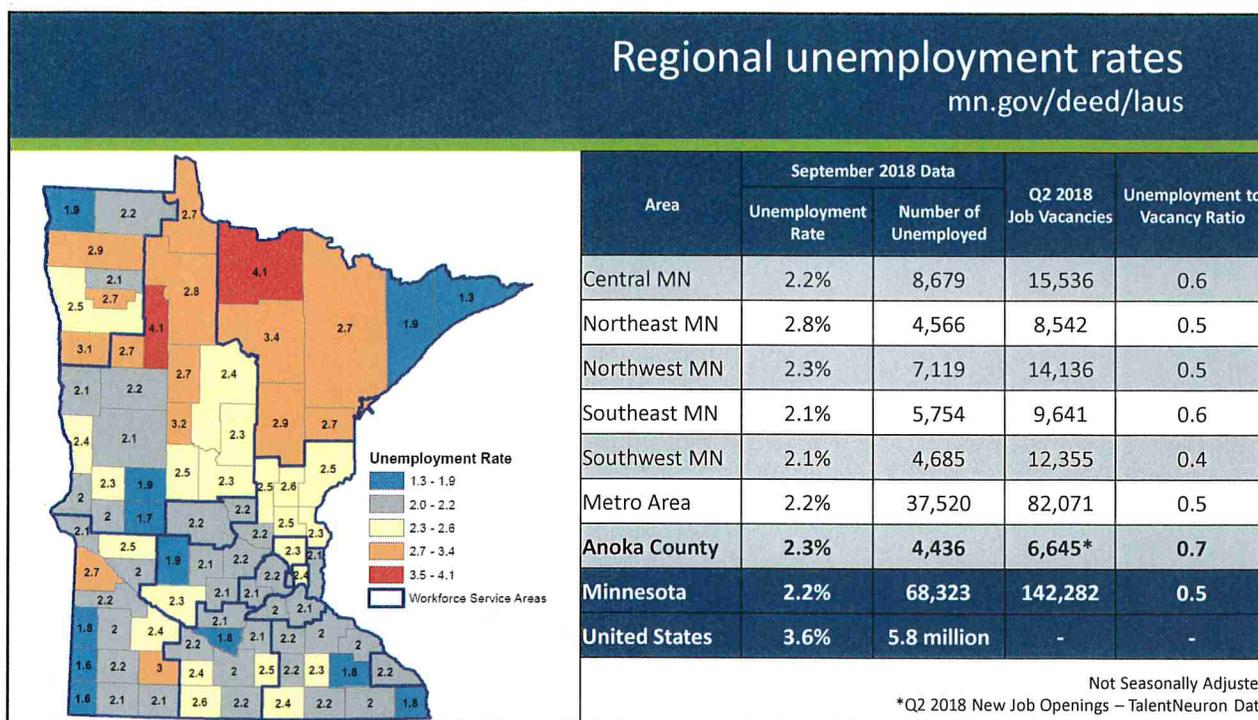
- Recent employment trends
- Longer-term trends
- Unemployment situation
- Labor force participation rates
- Wage growth



Minnesota's tight labor market

mn.gov/deed/jvs





Minnesota job vacancies by occupation

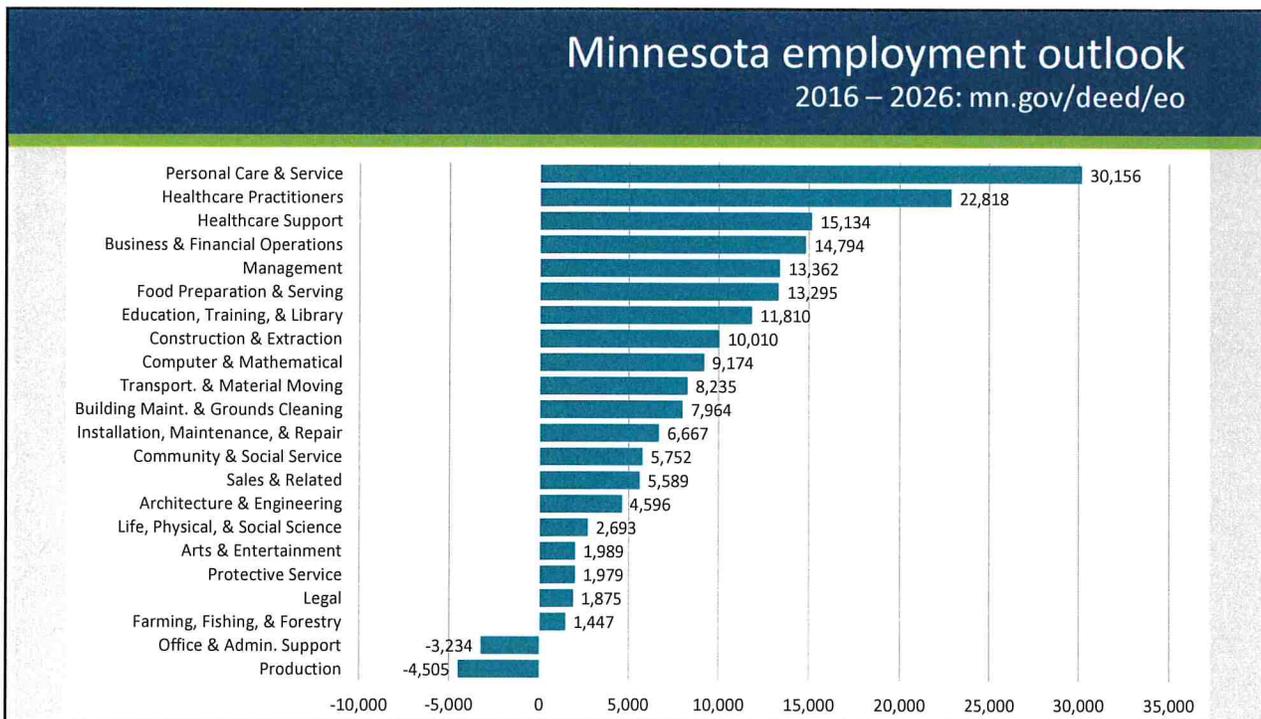
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- | | |
|-------------------------------------------------|-------------------------------------------------------|
| 1. Combined food prep and serving workers | 11. Nursing assistants |
| 2. Retail salespersons | 12. Heavy and tractor-trailer truck drivers |
| 3. Personal care aides | 13. Maids and housekeeping cleaners |
| 4. Supervisors of retail sales workers | 14. Farmworkers and laborers |
| 5. Cashiers | 15. Licensed practical and licensed vocational nurses |
| 6. Cooks, restaurant | 16. Stock clerks and order fillers |
| 7. Waiters and waitresses | 17. Teacher assistants |
| 8. Janitors and cleaners | 18. Counter attendants, cafeteria and food concession |
| 9. Supervisors of food prep and serving workers | 19. Recreation workers |
| 10. Registered nurses | 20. Bus drivers, school or special client |

High demand & high wage

mn.gov/deed/oid

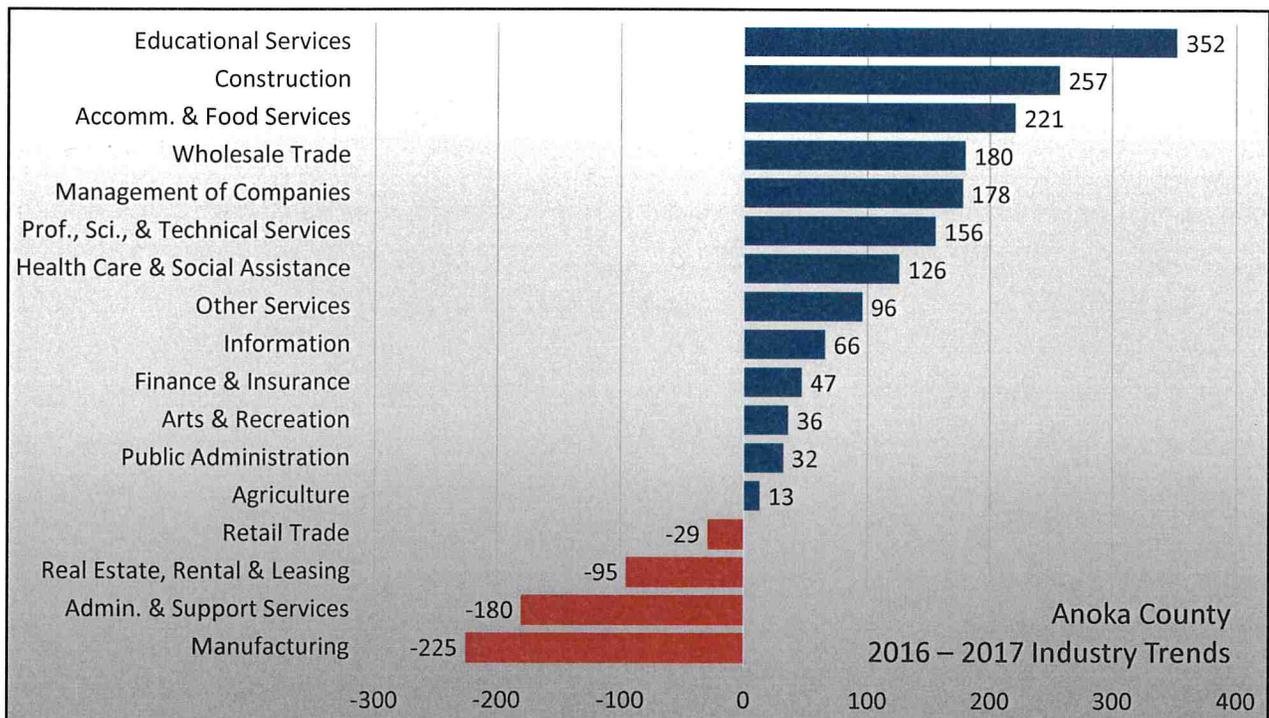
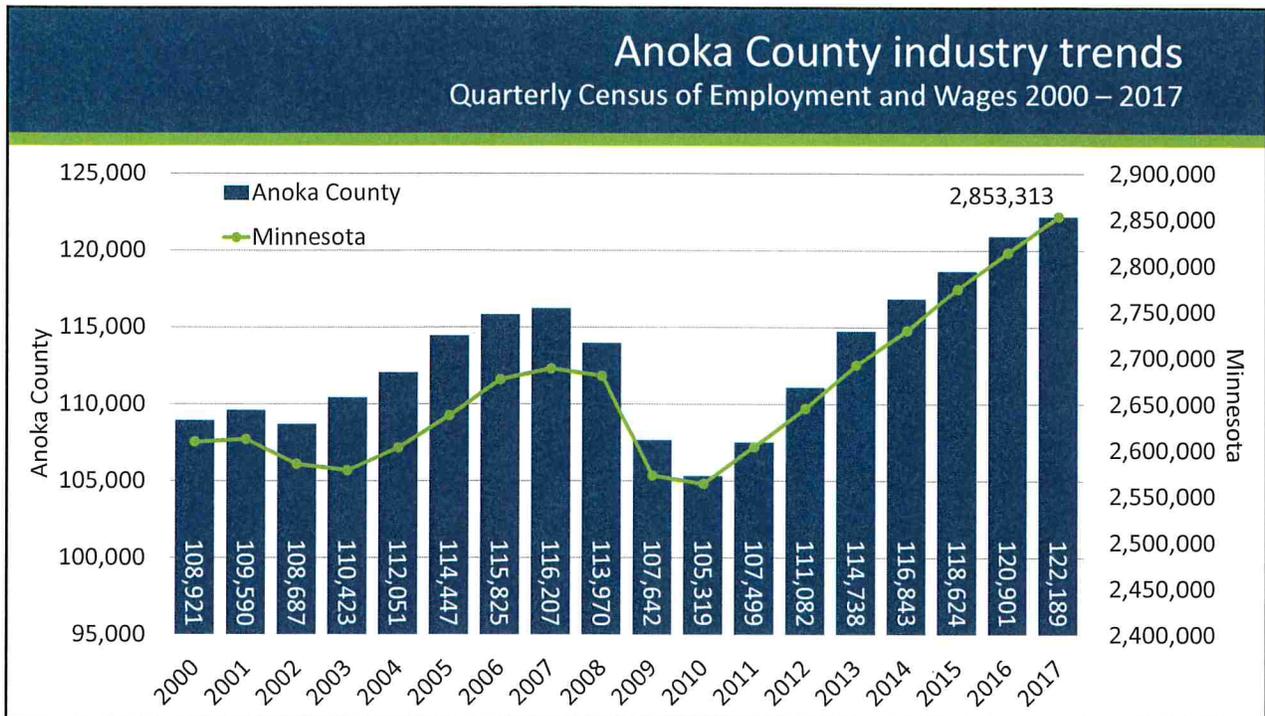
High School Diploma or less	Postsecondary Award or Associate's Degree	Bachelor's Degree or higher
Plumbers (\$69,888)	Registered Nurses (\$78,354)	Financial Managers (\$120,931)
Supervisors of Construction Trades Workers (\$72,634)	Dental Assistants (\$48,734)	Sales Managers (\$121,701)
Insurance Sales Agents (\$62,941)	Web Developers (\$73,549)	Software Developers, Applications (\$90,834)
Electricians (\$71,136)	Radiologic Technicians (\$64,709)	Computer Systems Analysts (\$88,858)
Sales Representatives, Wholesale and Mfg. (\$64,646)	Industrial Engineering Technicians (\$51,397)	Accountants & Auditors (\$65,707)
Carpenters (\$49,442)	Computer Network Support Specialists (\$58,510)	Nurse Practitioners (\$112,778)

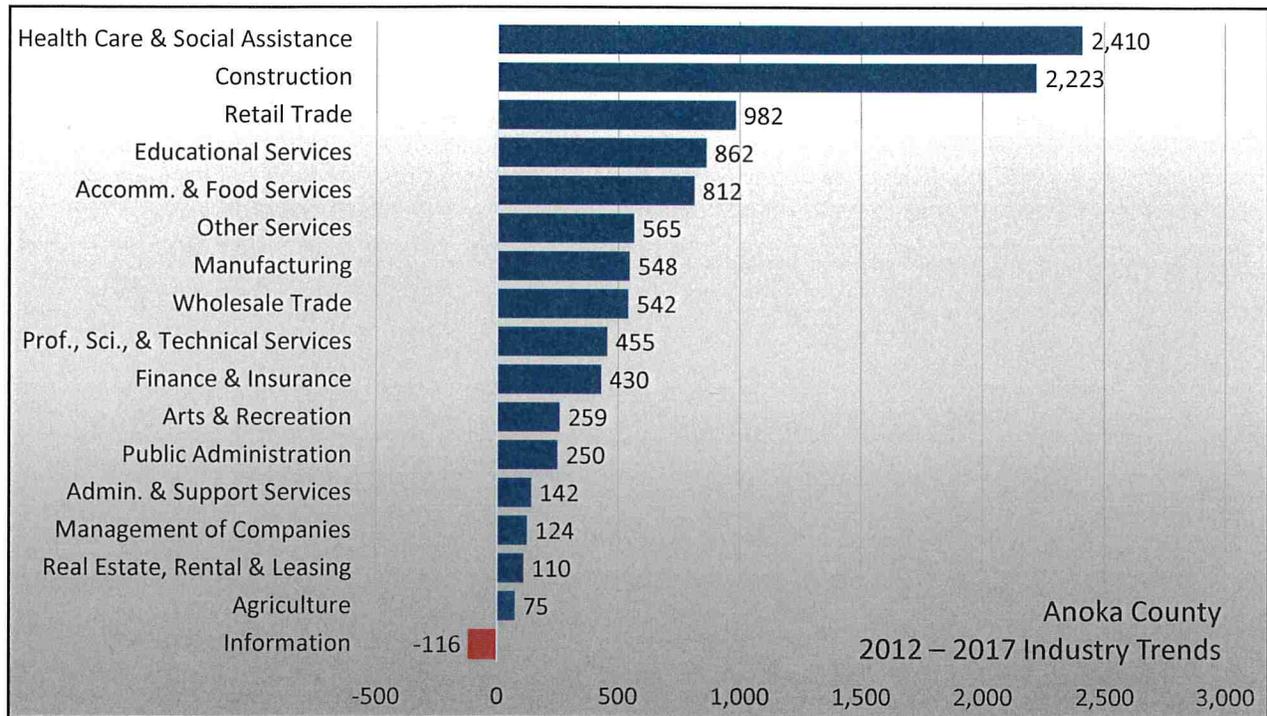


Minnesota employment outlook 2016 – 2026 total change: mn.gov/deed/eo

- | | |
|---------------------------------------------------|---------------------------------------------------------------|
| 1. Personal care aides (33.5% growth rate) | 11. Medical assistants (25.3%) |
| 2. Combined food prep and serving workers (11.9%) | 12. Heavy and tractor-trailer truck drivers (6.4%) |
| 3. Home health aides (30.6%) | 13. Childcare workers (8.5%) |
| 4. Registered nurses (11.0%) | 14. Teacher assistants (6.7%) |
| 5. Janitors and cleaners (8.1%) | 15. LPNs (12.2%) |
| 6. Software developers, applications (23.7%) | 16. Laborers and freight, stock, and material movers (5.5%) |
| 7. General and operations managers (7.3%) | 17. Business operations specialists (7.8%) |
| 8. Market research analysts (20.0%) | 18. Sales representatives, wholesale and manufacturing (5.7%) |
| 9. Accountants and auditors (9.3%) | 19. Nursing assistants (5.7%) |
| 10. Financial managers (16.7%) | 20. Cooks, restaurant (7.1%) |







Minnesota's largest-growing industries

QCEW 2012 – 2017

Industry Title	2017 Jobs	Job Growth	Percent
Professional, Scientific, & Technical Services	160,011	28,625	21.8%
Ambulatory Health Care Services	152,364	21,183	16.1%
Social Assistance	96,766	19,328	25.0%
Specialty Trade Contractors	77,332	17,466	29.2%
Food Services & Drinking Places	196,833	16,256	9.0%
Educational Services	228,707	12,613	5.8%
Credit Intermediation & Related Activities	63,250	9,639	18.0%
Public Administration	132,003	9,630	7.9%
Hospitals	126,863	7,642	6.4%
Food & Beverage Stores	56,521	6,151	12.2%

Anoka County's largest-growing industries

QCEW 2012 – 2017

Industry Title	2017 Jobs	Job Growth	Percent
Specialty Trade Contractors	6,021	1,811	43.0%
Social Assistance	4,042	1,278	46.2%
Educational Services	10,099	862	9.3%
Ambulatory Health Care Services	6,115	830	15.7%
Computer & Electronic Product Manufacturing	5,561	825	17.4%
Food Services and Drinking Places	10,135	818	8.8%
Performing Arts & Spectator Sports	785	670	582.6%
Merchant Wholesalers, Durable Goods	3,870	598	18.3%
Professional, Scientific, & Technical Services	3,687	455	14.1%
Construction of Buildings	1,484	381	34.5%



Metro Area's distinguishing industries

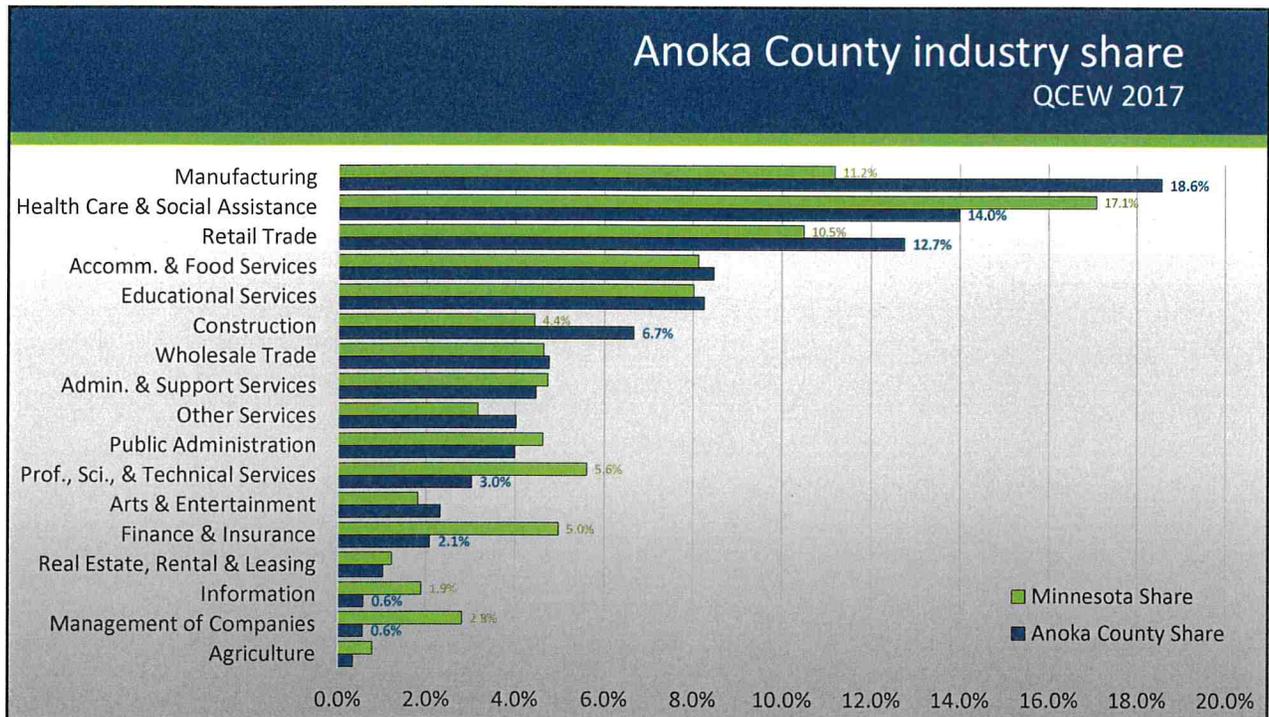
Sorted by Location Quotient

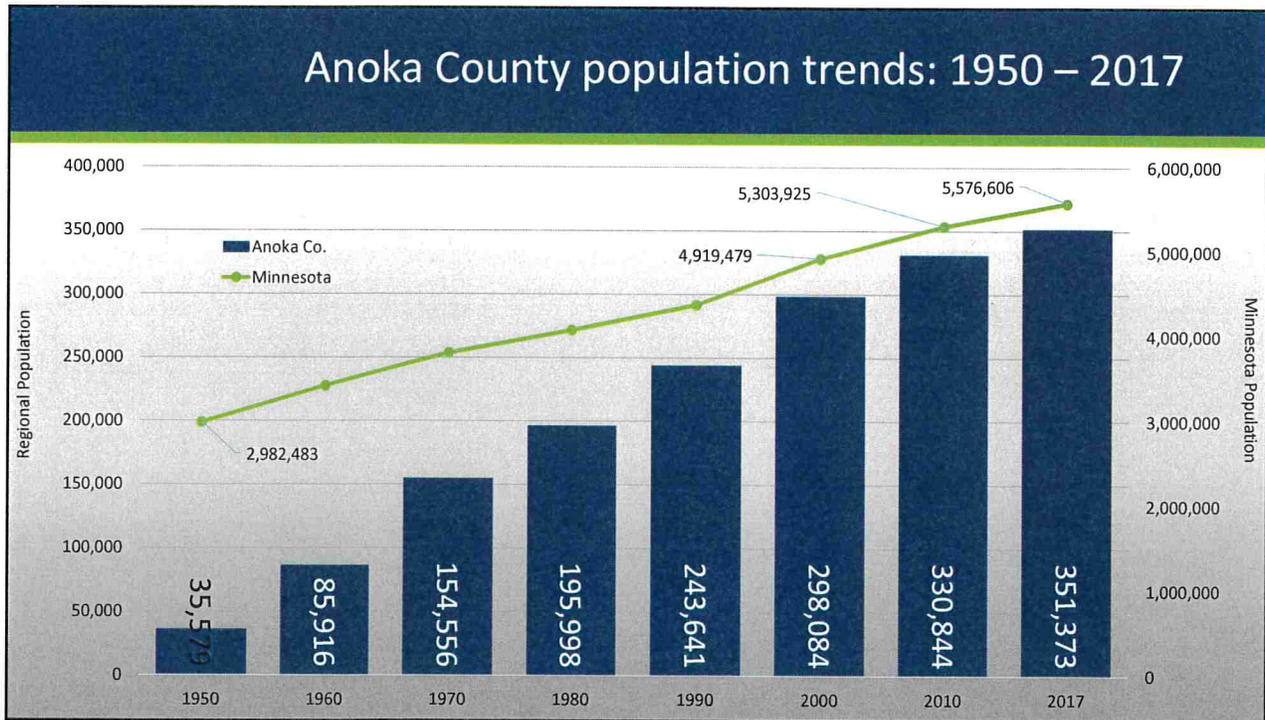
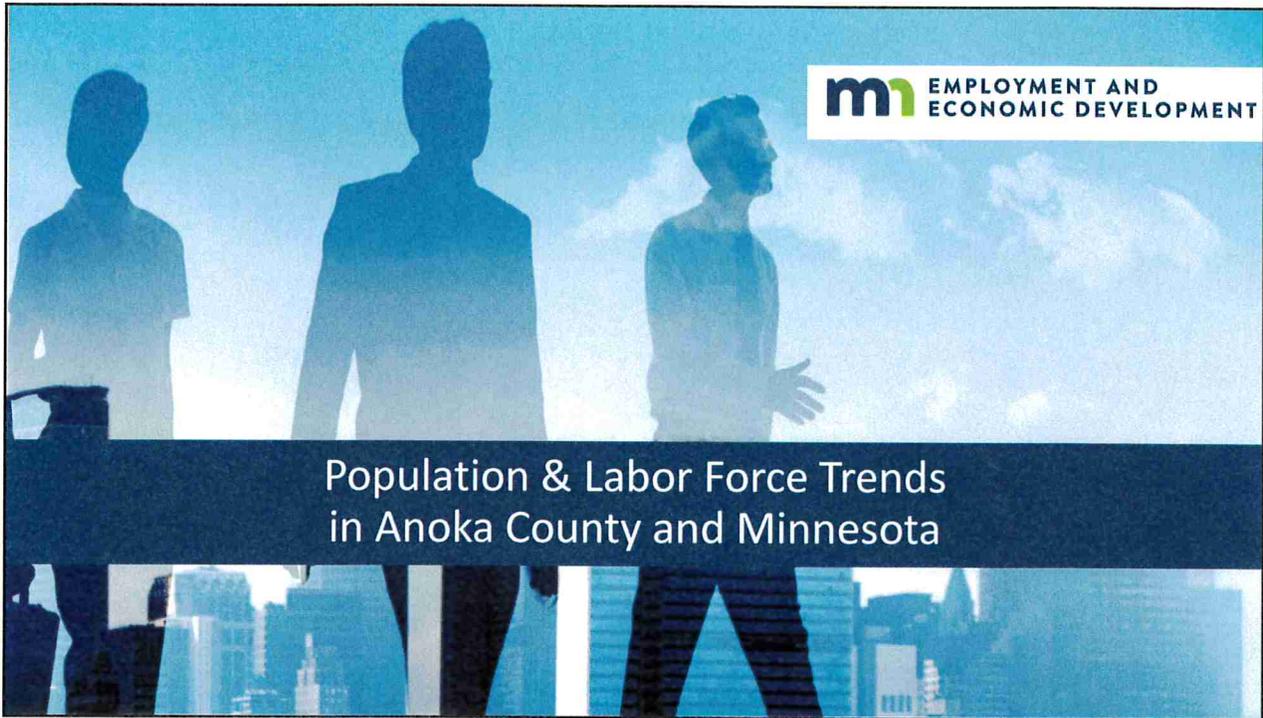
Industry Title	Number of Jobs	Share of MN Jobs	LQ
Air Transportation	14,002	94.4%	1.6
Management of Companies	71,555	89.4%	1.5
Securities, Commodity Contracts, & Related Activities	16,771	85.9%	1.4
Computer & Electronic Product Manufacturing	35,756	79.3%	1.3
Professional, Scientific, & Technical Services	124,798	78.0%	1.3
Insurance Carriers & Related Activities	44,315	76.4%	1.3
Miscellaneous Manufacturing	18,599	75.2%	1.2
Real Estate	20,634	75.0%	1.2
Administrative & Support Services	92,599	72.1%	1.2
Personal & Laundry Services	21,147	72.0%	1.2

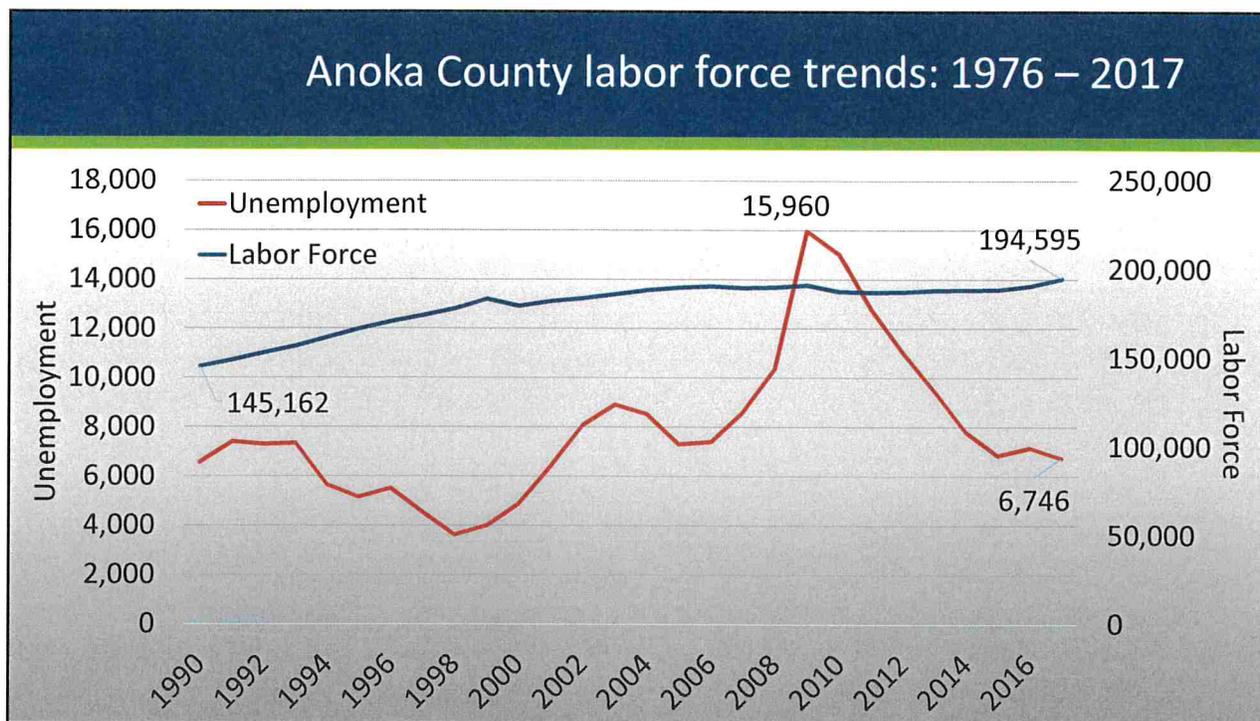
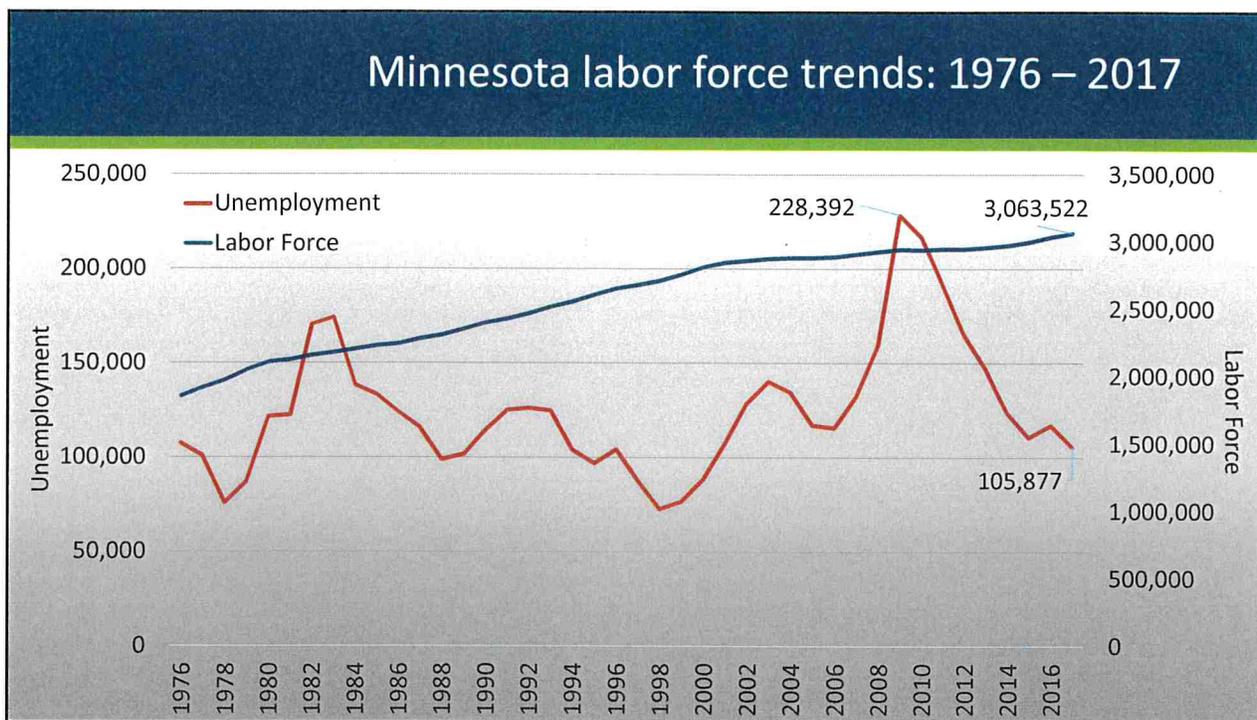
Anoka County's distinguishing industries

Sorted by Location Quotient

Industry Title	Number of Jobs	Share of MN Jobs	LQ
Fabricated Metal Product Manufacturing	8,375	19.8%	4.6
Computer & Electronic Product Manufacturing	5,561	12.3%	2.9
Repair & Maintenance	1,768	8.0%	1.9
Specialty Trade Contractors	6,021	7.8%	1.8
Building Material & Garden Equip. & Supplies Dealers	1,915	7.2%	1.7
General Merchandise Stores	4,111	6.8%	1.6
Truck Transportation	1,682	6.4%	1.5
Transit & Ground Passenger Transportation	1,187	6.0%	1.4
Miscellaneous Manufacturing	1,478	6.0%	1.4
Merchant Wholesalers, Durable Goods	3,870	5.8%	1.3





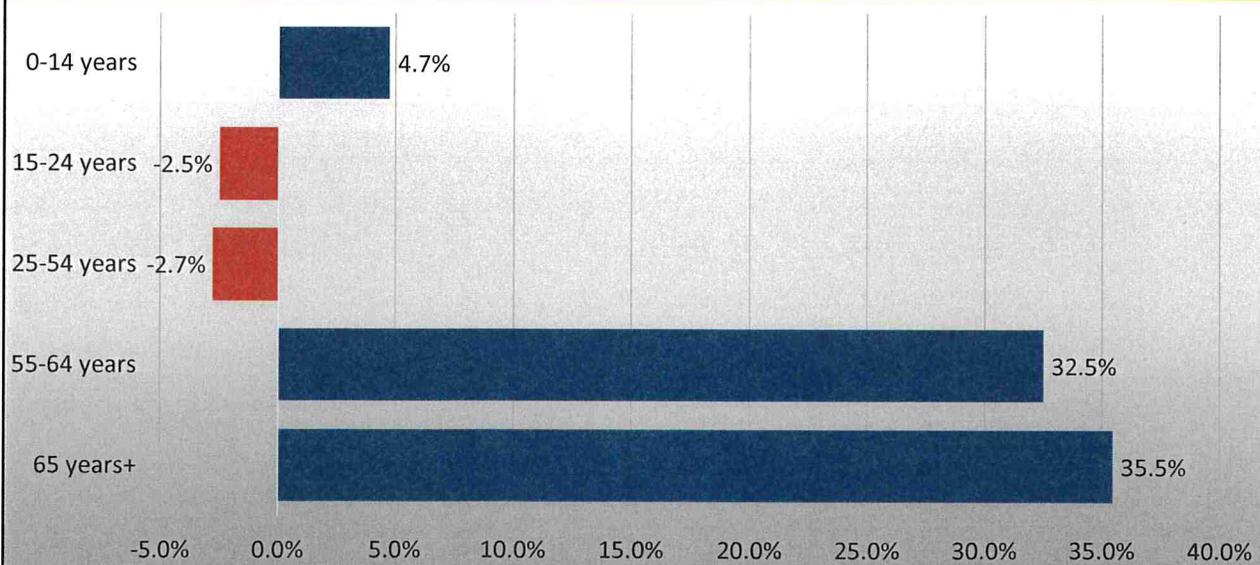


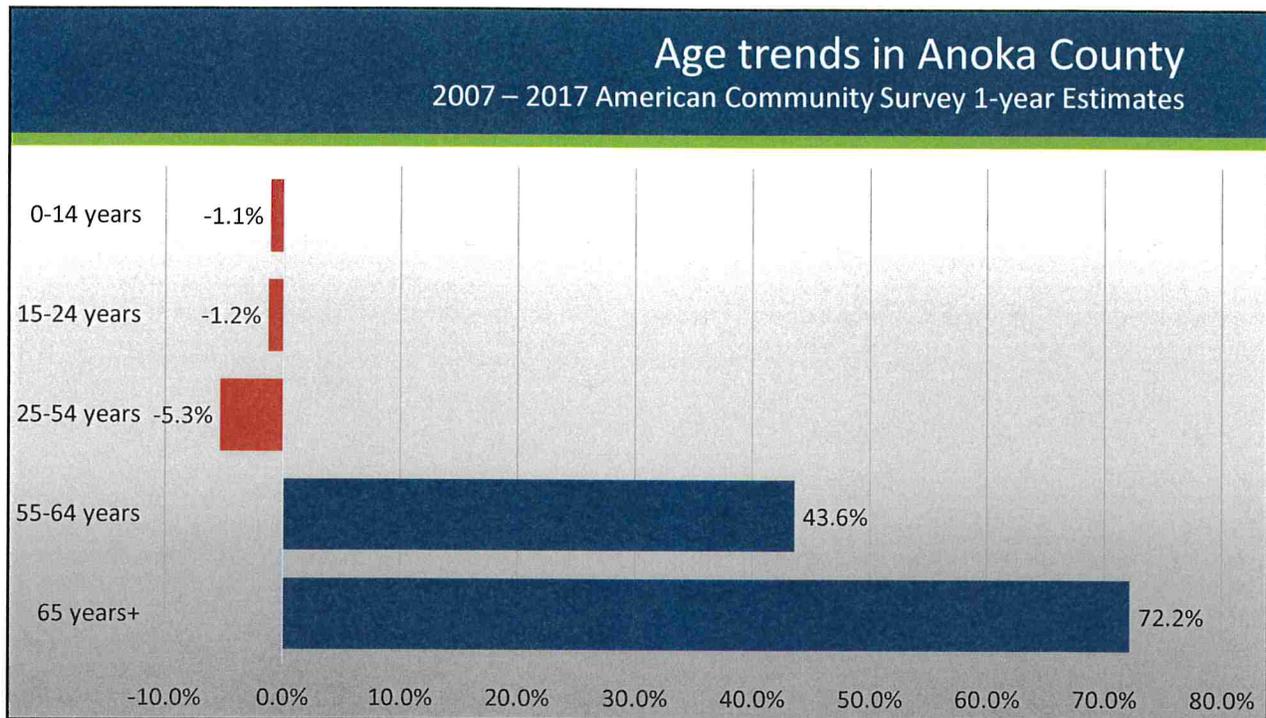
Anoka County labor force trends: 2020-2030

Labor Force Projections, 2020-2030				
Anoka Co.	2020	2030	2020-2030 Change	
	Labor Force Projection	Labor Force Projection	Numeric	Percent
16 to 19 years	10,511	9,861	-650	-6.2%
20 to 24 years	19,940	22,108	2,168	10.9%
25 to 44 years	78,816	83,732	4,916	6.2%
45 to 54 years	43,350	42,902	-449	-1.0%
55 to 64 years	38,685	35,611	-3,073	-7.9%
65 to 74 years	8,129	11,081	2,952	36.3%
75 years & over	1,154	1,634	480	41.5%
Total Labor Force	200,586	206,929	6,343	3.2%

Age trends in Minnesota

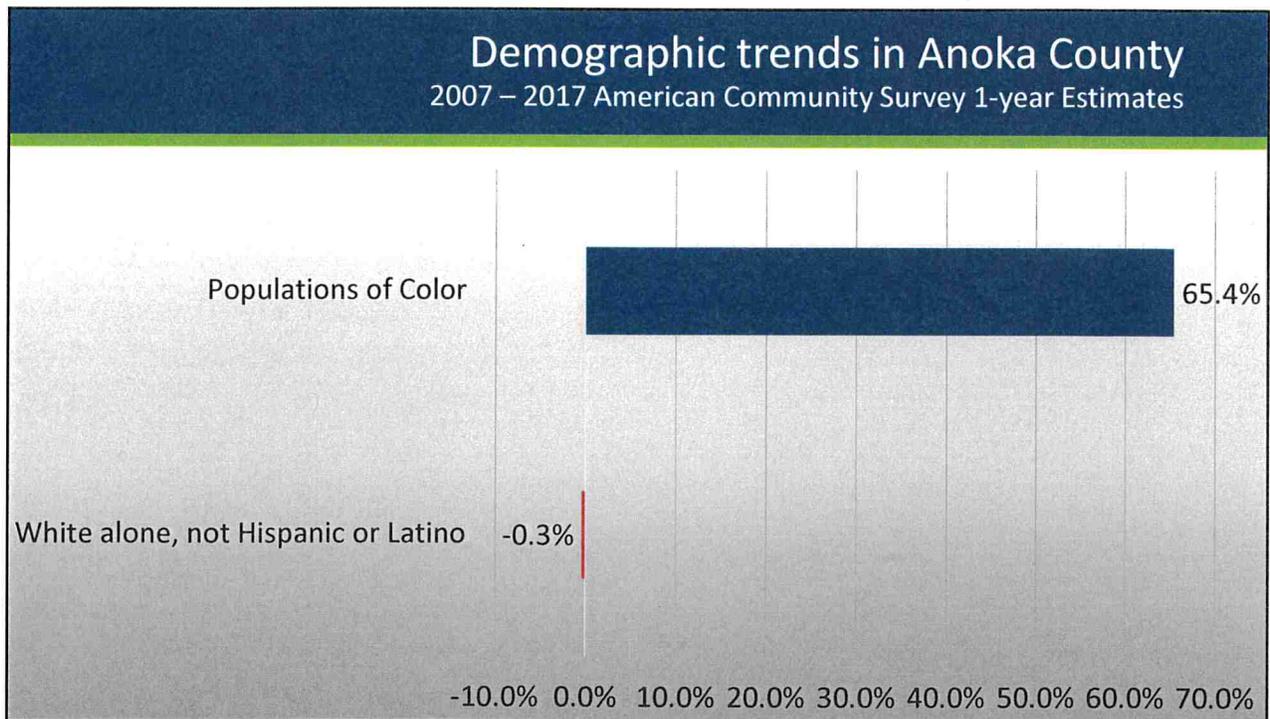
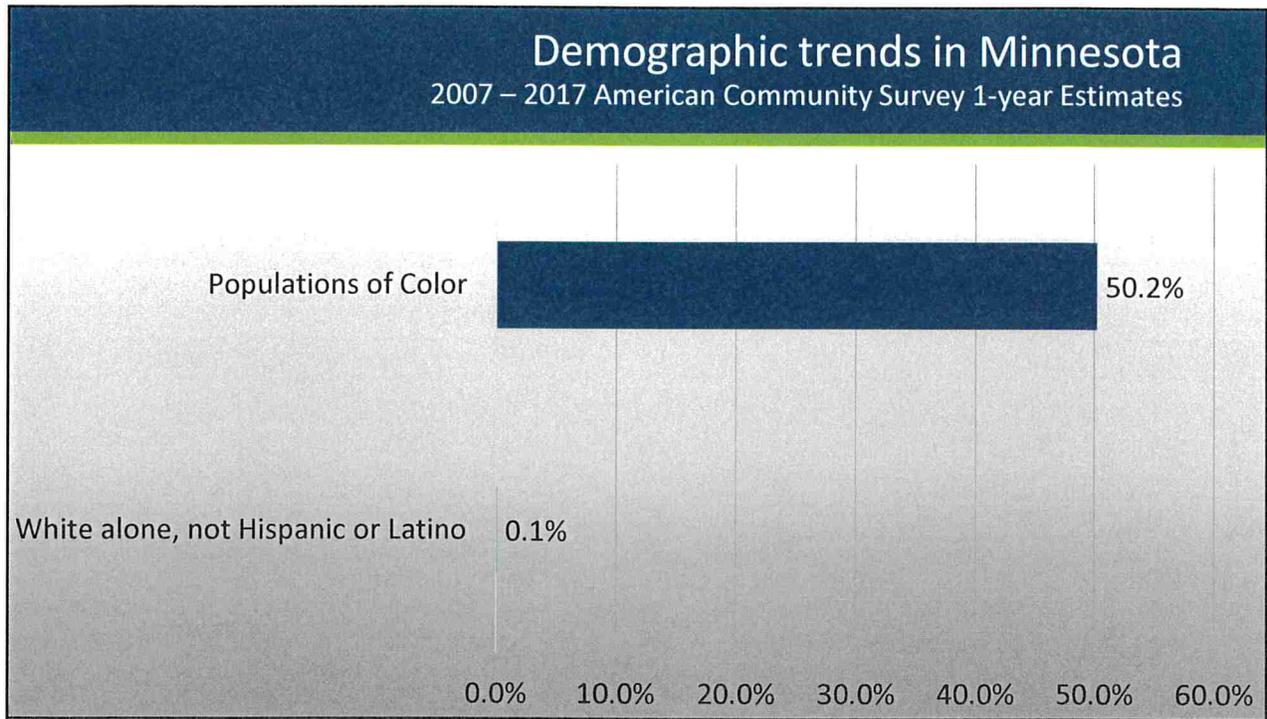
2007 – 2017 American Community Survey 1-year Estimates





Labor force stats by age in Anoka County 2017 American Community Survey 1-year Estimates

Age	In Labor Force	Labor Force Participation Rate	Unemployment Rate
Total, 16+	276,992	71.9%	3.0%
16 to 19 years	18,887	46.2%	12.2%
20 to 24 years	18,981	87.1%	4.5%
25 to 54 years	127,612	89.4%	2.6%
55 to 64 years	37,140	75.5%	1.9%
65 to 74 years	29,224	25.9%	1.9%
75 years+	17,945	9.3%	5.1%



Demographic trends in Anoka County 2000 – 2016 American Community Survey Estimates

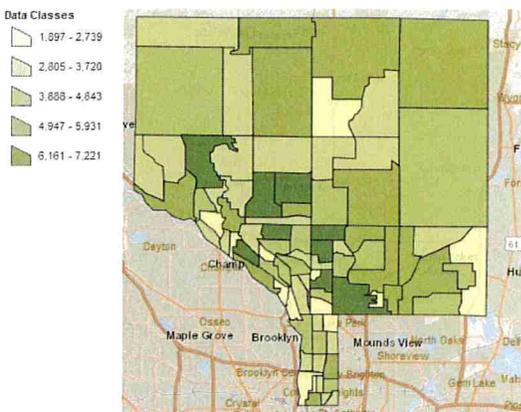
Race and Hispanic Origin, 2016	Anoka Co.				Minnesota	
	Number	Percent	Change from 2000-2016 Numeric Percent		Percent	Change 2000-2016
Total	341,249	100.0%	43,165	14.5%	100.0%	10.8%
White	291,633	85.5%	12,500	4.5%	84.3%	4.5%
Black or African American	17,750	5.2%	12,994	273.2%	5.7%	81.0%
American Indian & Alaska Native	2,246	0.7%	167	8.0%	1.0%	3.5%
Asian & Other Pac. Islander	14,249	4.2%	9,147	179.3%	4.6%	72.8%
Some Other Race	5,092	1.5%	3,162	163.8%	1.6%	34.2%
Two or More Races	10,279	3.0%	5,195	102.2%	2.7%	79.5%
Hispanic or Latino origin	13,847	4.1%	8,886	179.1%	5.1%	92.5%

Race and ethnicity in Anoka County 2016 American Community Survey 5-Year Estimates

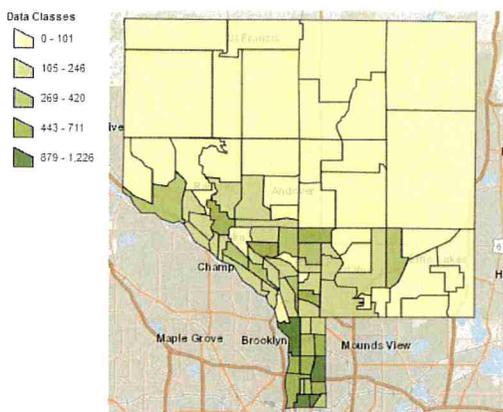
Age	In Labor Force	Labor Force Participation Rate	Unemployment Rate	MN Unemployment Rate
Total Population 16+	194,462	72.7%	4.9%	4.8%
White	171,042	72.8%	4.4%	4.1%
Black or African American	8,527	71.7%	13.1%	12.9%
American Indian	1,088	62.5%	6.9%	14.8%
Asian	7,907	73.8%	3.0%	5.6%
Some Other Race	2,612	77.8%	9.6%	8.4%
Two or More Races	3,467	71.7%	6.3%	10.1%
Hispanic or Latino	6,721	76.0%	6.7%	8.2%

Anoka County population density 2012 – 2016 American Community Survey 5-year estimates

- Total Population

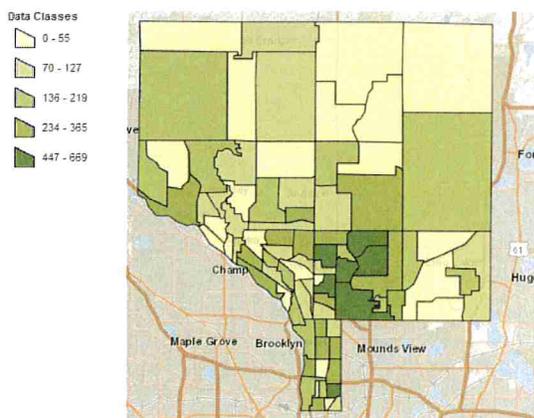


- Black or African American Population

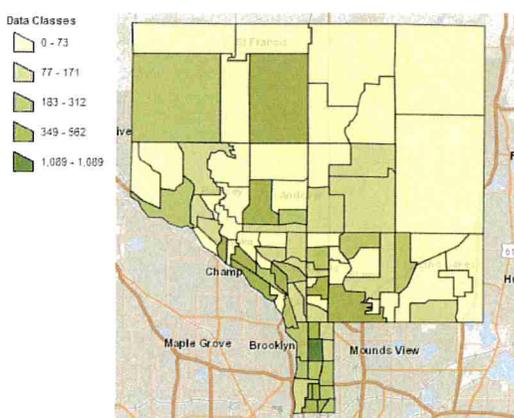


Anoka County population density 2012 – 2016 American Community Survey 5-year estimates

- Asian Population



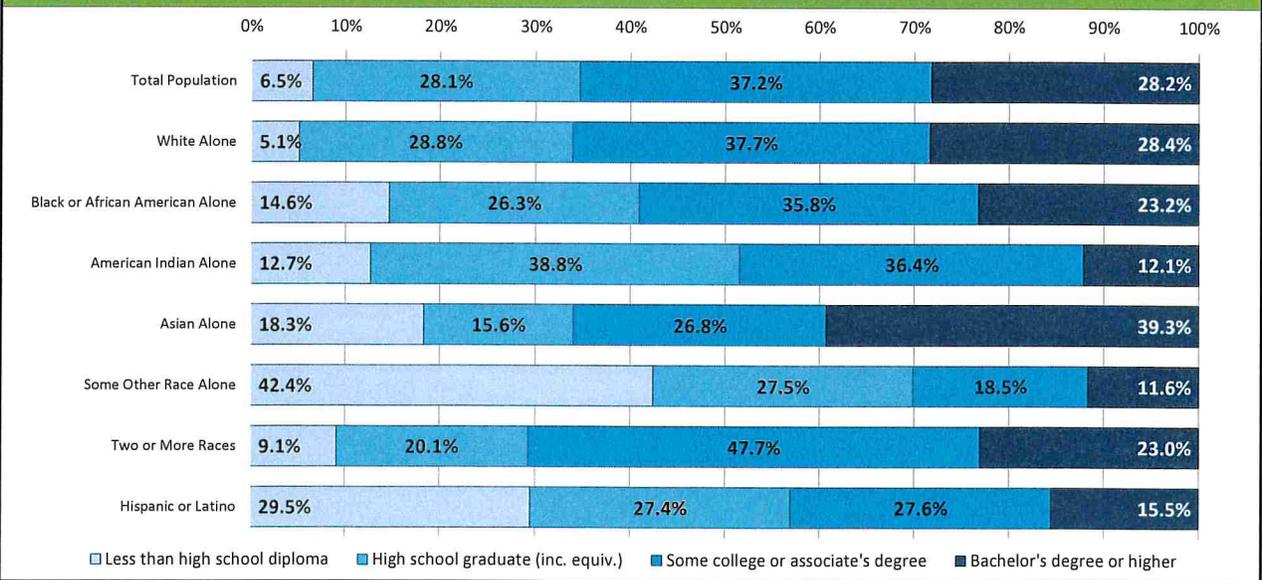
- Hispanic or Latino Population

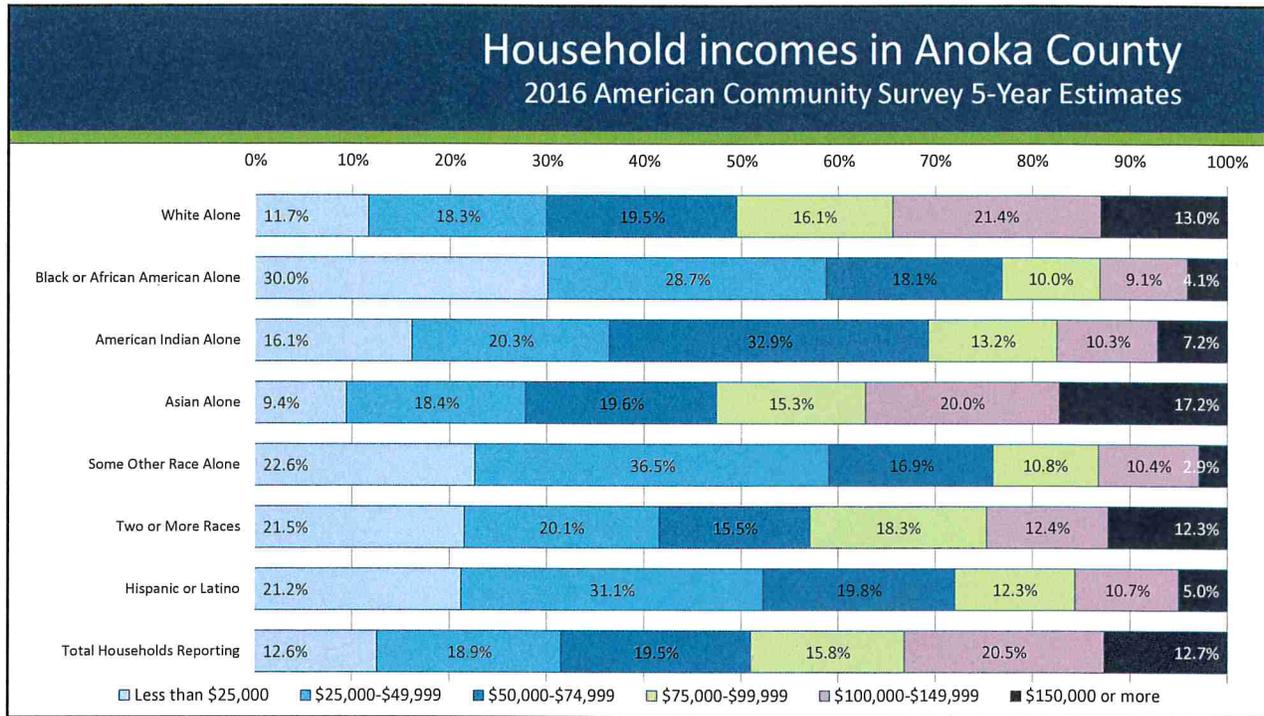


Educational attainment in Anoka County 2016 American Community Survey 5-Year Estimates

Educational Attainment Population Aged 25 years & Over	Anoka Co.		Minnesota
	Number	Percent	Percent
Total, 25 years & over	229,933	100.0%	100.0%
Less than high school	15,002	6.5%	7.4%
High school graduate (incl. equiv.)	64,635	28.1%	25.7%
Some college, no degree	55,937	24.3%	21.7%
Associate's degree	29,459	12.8%	11.0%
Bachelor's degree	46,259	20.1%	22.8%
Advanced degree	18,641	8.1%	11.5%

Educational attainment in Anoka County 2016 American Community Survey 5-Year Estimates – Population 25 Years+





Poverty status in Anoka County 2016 American Community Survey 5-Year Estimates

Total population for whom poverty status is determined	Total Population	Income below the poverty level	Poverty Rate (% below poverty level)	Minnesota Poverty Rate
White Alone	289,276	15,860	5.5%	8.2%
Black or African American Alone	17,272	4,605	26.7%	34.0%
American Indian Alone	2,125	308	14.5%	31.4%
Asian Alone	14,086	1,200	8.5%	16.1%
Some Other Race Alone	4,998	1,206	24.1%	23.7%
Two or More Races	10,053	1,667	16.6%	19.4%
Hispanic or Latino	13,592	2,634	19.4%	22.2%
Total Population	337,810	24,846	7.4%	10.8%

