

Got Talent?

Rosemount Business Appreciation Luncheon

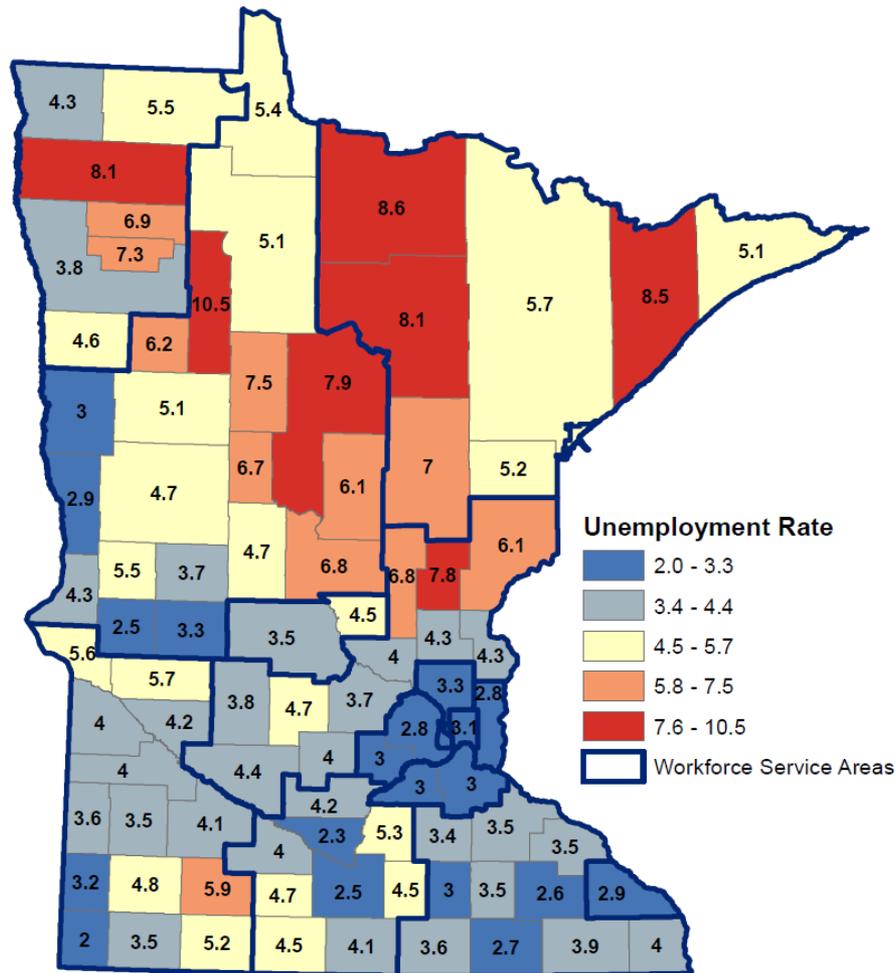
Feb. 10, 2016

Today

- The Talent Situation
- Short-term Solutions
- Long-term Solutions

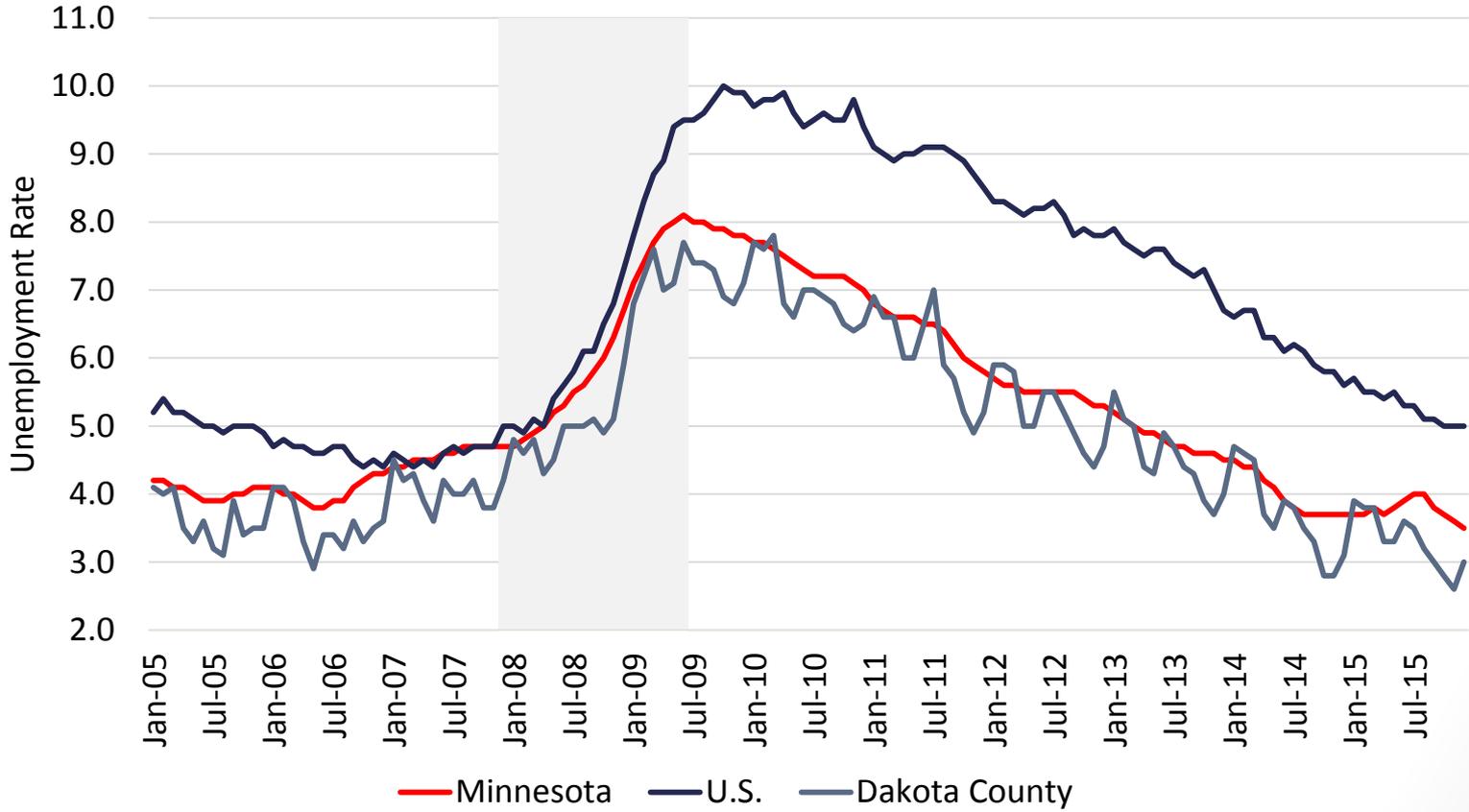
What the Stats Show....

Regional Unemployment Rates



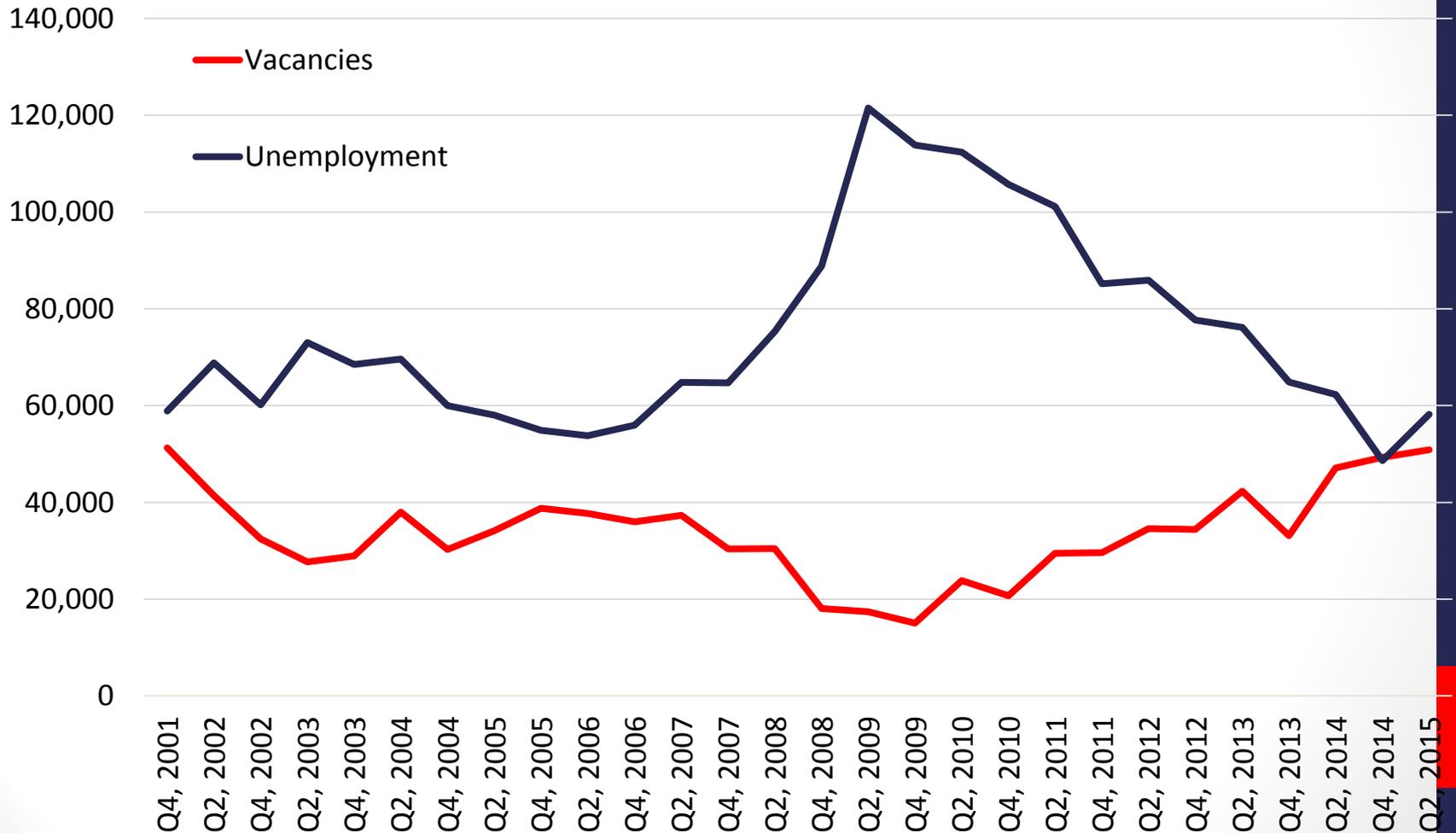
County	Dec. 2015 Unemployment Rate
Anoka	3.3%
Carver	3.0%
Dakota	3.0%
Goodhue	3.5%
Rice	3.4%
Scott	3.0%
Washington	2.8%
Metro Area	2.9%
Minnesota	3.6%
Not Seasonally Adjusted	

Unemployment Rates



Source: DEED Local Area Unemployment Statistics (LAUS)

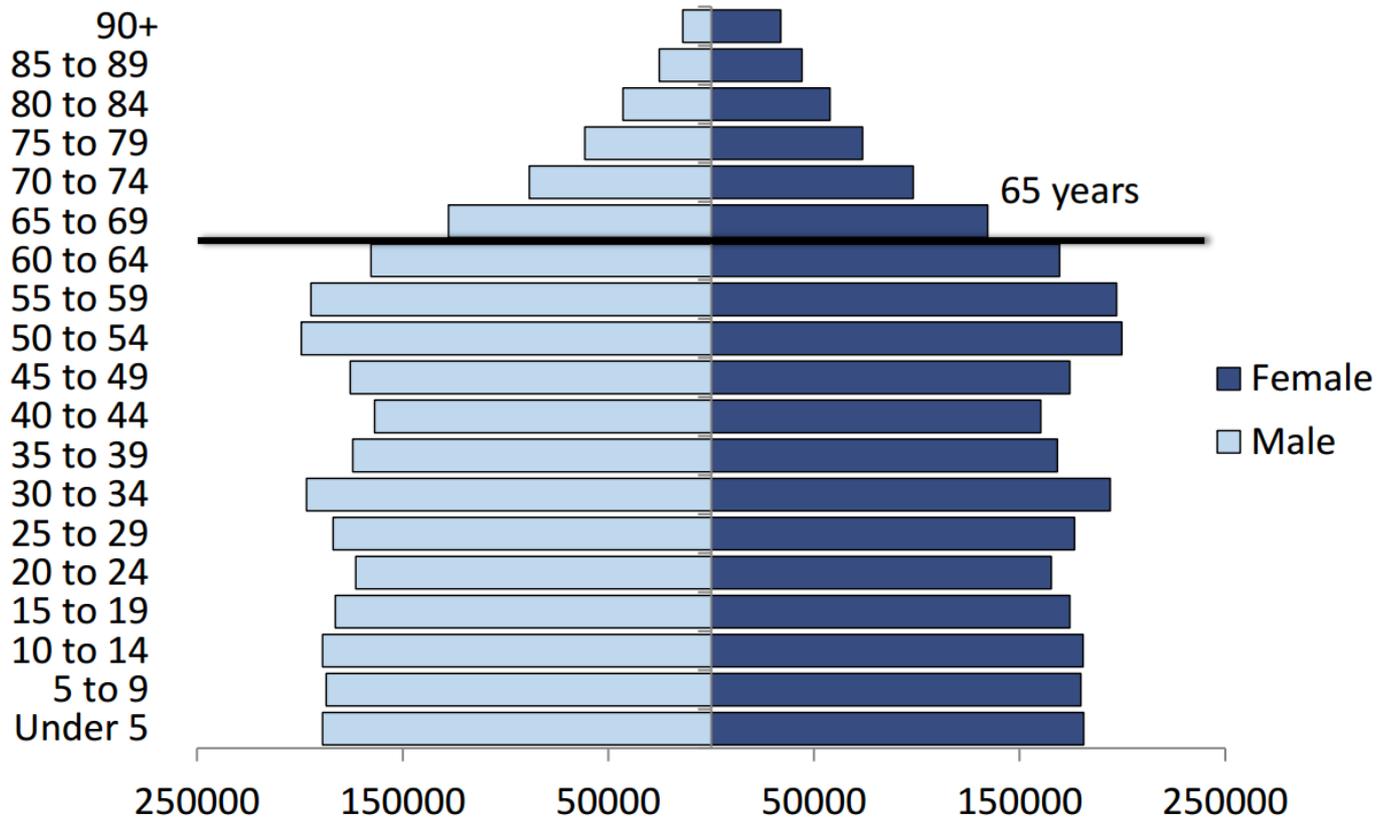
Job Opening Ratios



Source: MN Dept of Employment & Economic Development

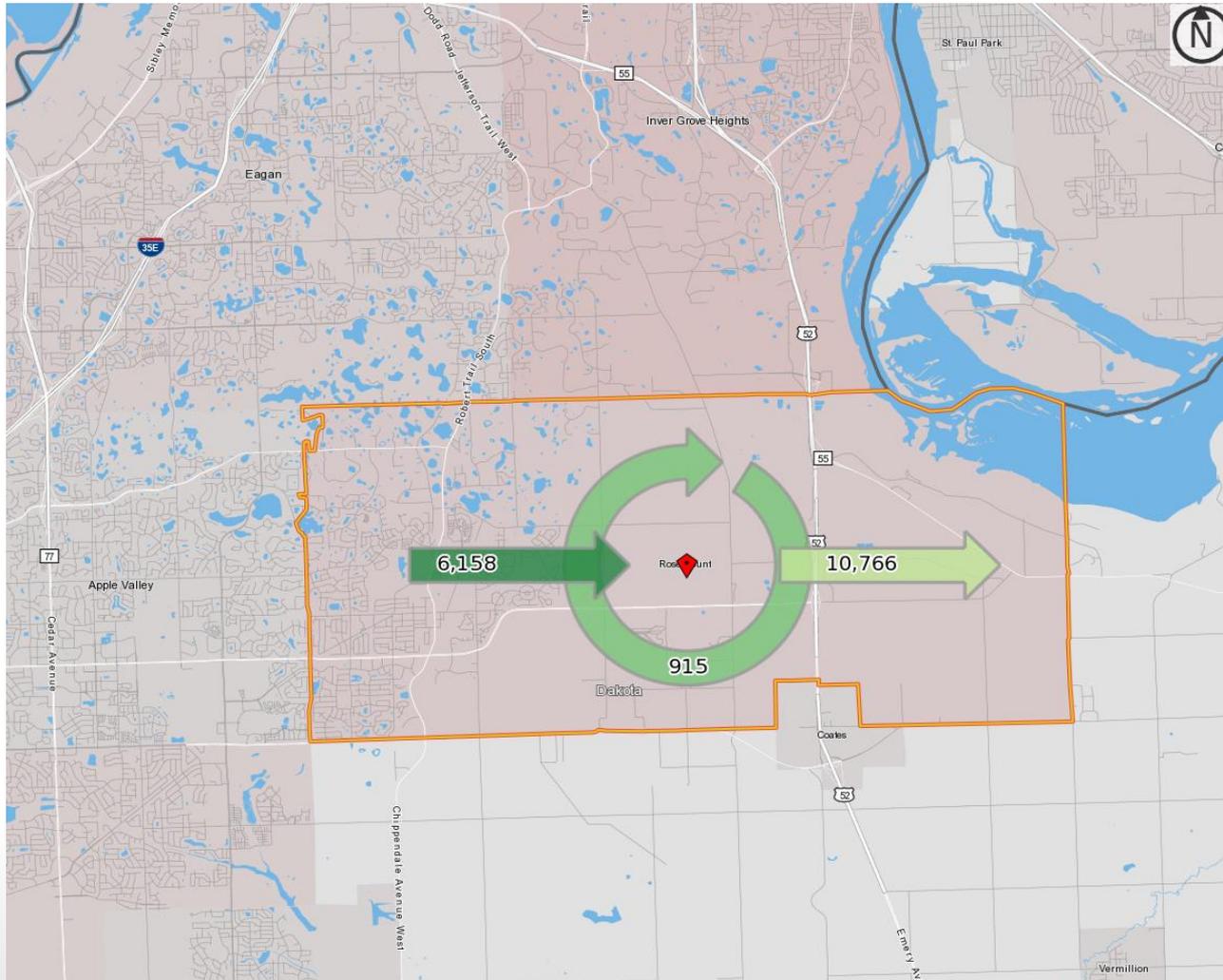
Aging

Population by age and sex
Minnesota, 2015

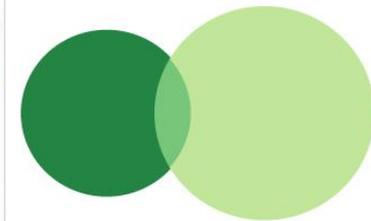


Rosemount Commute & Labor Sheds

2013



Inflow/Outflow Job Counts in 2013



- 6,158 - Employed in Selection Area, Live Outside
- 10,766 - Live in Selection Area, Employed Outside
- 915 - Employed and Live in Selection Area

Inflow/Outflow Job Counts (All Jobs)

	2013	
	Count	Share
Employed in the Selection Area	7,073	100.0%
Employed in the Selection Area but Living Outside	6,158	87.1%
Employed and Living in the Selection Area	915	12.9%
Living in the Selection Area	11,681	100.0%
Living in the Selection Area but Employed Outside	10,766	92.2%
Living and Employed in the Selection Area	915	7.8%

[Reset Highlighting](#)

Rosemount Commute & Labor Sheds 2013

Commute Shed: Where Workers who Live in Rosemount are Employed	Count	Share	Labor Shed: Where Workers Live who are Employed in Rosemount	Count	Share
Total All Jobs	11,681	100.0%	Total All Jobs	7,073	100.0%
Minneapolis	1,493	12.8%	Rosemount	915	12.9%
Eagan	1,211	10.4%	Apple Valley	521	7.4%
St. Paul	1,075	9.2%	Lakeville	485	6.9%
Rosemount	915	7.8%	Eagan	401	5.7%
Apple Valley	908	7.8%	Hastings	361	5.1%
Bloomington	837	7.2%	Farmington	342	4.8%
Burnsville	673	5.8%	Inver Grove Heights	257	3.6%
Lakeville	369	3.2%	St. Paul	235	3.3%
Edina	308	2.6%	Burnsville	195	2.8%
Eden Prairie	232	2.0%	Minneapolis	195	2.8%
All Other Locations	3,660	31.3%	All Other Locations	3,166	44.8%

Forecasting Future Job Trends

- Minnesota's economy will grow by 7%, or 205,000 new jobs, between 2012 and 2022.
 - ❖ *65%, or 132,600 new jobs within the metro region.*
- Over 673,500 new workers will be needed to take jobs left vacant through retirements and replacements.
 - ❖ *399,000 replacement workers will be needed in the metro region.*
- Employment changes depend on the demand for goods and services, productivity advances, technological innovations, and shifts in business practices.

Feel Better?

Short-term Solutions

- Multi-faceted Approach
 - Attraction, Recruitment, Retention
- Marketing
 - Multi-source
 - www.minnesotaworks.net
 - WorkForce Centers
 - Job Fairs
 - Employer of the Day
 - Colleges/Schools
 - Cities
 - Churches
 - Untapped Labor Pool

- Other Resources:
 - Hiring, Training, Data, Start-ups, etc.
- Your Expectations?
 - Education
- What Are Job Seekers Looking For?

Longer-term Solutions

Building the Talent Pipeline

- Talent Attraction From Other Areas (Greater MSP)
- Colleges
 - Internships
 - Classes
- Multitude of Opportunities w/ K-12
 - Career Awareness
 - Internships
 - CEO in Classroom
 - Other

Resources for Employers

Hiring

- Minnesota Job Bank – free resource to post jobs; search resumes
www.minnesotaworks.net
- Business of the Day – booth in WorkForce Center to meet potential candidates.
- Referral of qualified applicants through counselors; exposure through job clubs
- Job fairs – 1,000-3,000 candidates.
 - Specialized
 - General

Training

- MN JobSkills Partnership Program
- GED/Literacy/Adult-based education – English Language Training
- Incumbent worker training programs
- Customized/industry-specific training
- Entrepreneurial training
- Computer training

Employers – *page 2*

Labor Market Information

- Economic data, trends etc.
- Skills of available workforce
- Wage and salary information by area
- Commuting patterns
- Salary surveys
- Wanted Analytics (new)

Business Start-ups/Entrepreneurs

- Open to Business
- Connections to Small Business Administration and Small Business Development Centers
- Workshops – Bob Voss, Dakota County Technical College

Other

- Downsizing/layoff assistance
- Tax credits
- Bonding information
- Business Service Representatives

Resources:

- Customized training – Patrick McQuillan
Patrick.McQuillan@dctc.edu
- Workforce – <http://mn.gov/deed/>
- Business Service Representatives
 - Jody Pepinski, 952-703-3120 jody.pepinski@state.mn.us
- For Business: <http://mn.gov/deed/business/>
- Graduate Outcomes <http://mn.gov/deed/geo>

Thanks!

Kim Budde

Assistant Principal, Rosemount High School

651 423-7509

kimberly.budde@district196.org

Mark Jacobs

Director, Dakota-Scott Workforce Development Board

Workforce Development Director, Dakota County

651 554-5622

mark.jacobs@co.dakota.mn.us