



“STATE OF THE STATE - 2016”

MSFCA Strategic Long Range Plan

Background Research

What are the current “hot issues” affecting the Minnesota Fire Service in 2016.
Includes numerous reports/references.
See appendix A, B, C

T.Zikmund

EMPTY BOOTS, QUIET SIRENS: The State of Non-Career Firefighting in Minnesota

By Humphrey School of Public Affairs

Purpose “...to determine the nature, scope and magnitude of the problems facing the recruitment and retention of Minnesota’s non-career firefighters...”

Staff necessary to adequately protect people, property and environment

Factors affecting recruitment and retention

Best practices

US 87% staffed by volunteers - annual savings of \$46.6 billion

MN 98.3% staffed by volunteers - annual savings of \$742 million (2nd highest % in the nation)

Fewest career firefighters per 10,000 people in the US at 3.57

Ranks 21st in non-career firefighters per 10,000 people at 32.89

684 relief associations

National Recruitment and Retention Issue Underlying Factors:

More demands on people time

More stringent training requirements

Population shifts from smaller towns to urban centers

Changes in the nature of small town industry

Internal Leadership problems

Decline in the sense of civic responsibility

10 Common Factors Impacting Recruitment and Retention in Minnesota

Increased Demands

More Time Demands on Firefighters

More Stringent Training Requirements

Increased Call Volume

Expanding Role

Stricter Federal Legislation

Local Management

Leadership Challenges

Internal Conflict

Changing Communities

Changing Demographics

In 2020 there will be more over the age of 65 than under 18

One in five over the age of 65 by 2035

Increase demand for services, leadership gap

In 2012 , 22% of MN active non-career wer over 50, 46% were 35-49

Changing Sociological Conditions

“Me” Generation, urban , seasonal tourism, corp farms and stores

Housing Costs

“If you’ve seen one fire department you’ve seen one fire department”

Recommendations:

Conduct an annual fire chief survey

Develop a statewide information sharing system on non-career firefighters

Enhance leadership development for fire chiefs and officers

Develop a state grant system to implement recruitment and retention strategies

Increase the diversity of the firefighting force to reflect MN changing population

FIRE IN MINNESOTA 2013

By State Fire Marshal Office

44 fire deaths last year – a 12 % decrease from 50 deaths in 2012

Careless smoking and cooking were the most common causes of fatal fires

Cooking, heating and open flame were the most common causes of structure fires

73 percent of fatal fires occurred where people generally feel safest – at home

Cooking fires are the number one cause, accounting for nearly half of MN Structure fires

785 Fire Departments

Key points:

Local control dominates firefighting policy in MN

Local Management

Leadership Challenges:

Leadership is a critical ingredient for retaining non-career

Baker Crude Concerns

Auto Accidents

Issues:

Retention

Recruitment

Mutual Aid

Regionalized Services

More demand on people time?

More stringent training required

Pop Shifts: Rural to Metro

Decline in sense of civic responsibility

Internal Leadership Issues

Changes in the Nature of Small Town Industry

Data Analysis:

- MSFCA
- MN Dept of Revenue
- NFPA
- MN State Demographer's Office
- MN Office of the State Auditor
- MN State Fire Marshal Office
- United States Census
- USFA

Additional Information Needed:

- Per Study:
 - Gender/Race of Firefighters
 - How many open positions statewide?
 - Statewide Best Practices on Recruitment and Retention
- Other:
 - Rural vs Metro Migration
 - Birthrates / Population / Age
 - HS / vs VoTech / vs College
 - Additional Interviews

Minnesota State Demographic Center

Minnesota's population grows to 5.46 million in 2014; Minnesota's numeric growth highest among all Midwest states

December 31, 2014

Minnesota's population increased by 35,113 people between July 1, 2013, and July 1, 2014, bringing its resident population to 5,457,173. The U.S. Census Bureau released this figure as part of its 2014 [national and state population estimates](#) on December 23, 2014.

Minnesota's population increased by 0.6 percent from 2013 to 2014 and by 2.9 percent since April 1, 2010, the date of the 2010 Census. Since then, Minnesota has added about 153,200 residents. Most of this growth (about 123,500 people) is due to "natural increase," meaning more births occurred than deaths. Net migration has added about 31,100 additional people. Minnesota had a net loss of 25,100 people to other states, but this net domestic out-migration was more than offset by net international in-migration of 56,200 people.

In 2014, Minnesota ranked 21st in total population among the states and 16th in numeric growth since 2013. Among states in the Midwest, Minnesota ranked first in the number of people added since the 2010 Census, although North Dakota, South Dakota and Nebraska all had higher rates of population growth. North Dakota has been the fastest-growing state in the nation since the 2010 Census.

Migration On The Move: Migration Patterns & Implications

By Minnesota State Demographic Center

Minnesota is entering a new demographic era, when the three components of population change—births, deaths and migration—will change in their relative influence. Within the next three decades, the number of births in Minnesota will be eclipsed by the number of deaths—for the first time in our state's history. When that occurs, by the early 2040s, if our state is to experience any population growth at all, it will necessarily be from migration. Over these same coming decades, the Baby Boomer generation will continue to exit the labor force, and overall labor force growth will slow nearly to a halt. Thus, our state will experience a heightened need for migration to grow at all, but especially to shore up its labor force needs.

Given this rising importance of migration to our state, this report examines the patterns and net movement of people in and out of Minnesota. Importantly, we find that:

▣ Between 1991 and 2001, Minnesota's domestic (state-to-state) net migration was consistently positive. However, each year following 2001, Minnesota has lost more people to other U.S. states than it has gained. Recent estimates put domestic net losses at approximately 7,000 to 12,000 people per year.

▣ Despite these domestic losses, even greater numbers of arriving international residents—including foreign students and work VISA holders, refugees, and other immigrants—have resulted in sustained positive overall migration.

*Each year of the past two decades, Minnesota has gained more people than it has lost to other places. However in the 1990s, migration added more than 15,000 people on average each year from migration, while annual gains have fallen below 9,000 on average each year since 2000.

* The likelihood of moving, both in and out of Minnesota, peaks in the late teens and early 20s, and then tapers gradually into older adulthood. However, net losses to domestic migration are seen among three segments of Minnesotans: age 18-24 (about 9,300 lost annually), age 35-39 (about 1,500 lost annually), and age 60-69 (about 2,200 lost annually).

* While 21,000 young adults move to Minnesota each year to attend college or graduate school, even greater numbers of students (29,000) leave the state each year. In fact, two-thirds of Minnesota's total annual domestic net loss is due to Minnesota students leaving for higher education, and far fewer return in the post-college years. Thus, retaining more of our college-bound young adults at in-state institutions may be a key strategy to long-term population retention and labor force development.

Compared to other Midwestern states (excepting oil-rich outlier North Dakota), Minnesota competes favorably in terms of overall positive net migration. But considering the reversal of domestic migration to a net outflow more than a decade ago, and given our state's near-term labor force challenges with the Boomers' retirement, additional attention to our migration situation is warranted. More than 100,000 people come to Minnesota from other states each year, and an even greater number leave Minnesota for other states. These sizeable flows of people present an opportunity to change the migration equation to better benefit our state. Minnesota should work to stem and reverse domestic losses, redouble efforts to attract and integrate new residents, especially young adults, and seek to retain its current resident population. *The residents of Minnesota today are not the same ones as yesterday, nor tomorrow.

*The composition of our state is being continually transformed by demographic changes—births, deaths, and migration.

* Minnesota is entering a new demographic era, where migration's relative influence on our total population will rise.

*According to our projections, by the early 2040s, if our state is to experience any population growth at all, it will necessarily be from migration.

*Over these same coming decades, the Baby Boomer generation will continue to exit the labor force, and overall labor force growth will slow nearly to a halt.

*Thus, our state will experience a heightened need for migration to grow at all, but especially to shore up its labor force needs.

*While Minnesota has experienced decades of continuous net in-migration from international arrivals, net losses from state-to-state migration have been observed since 2001.

*More than 100,000 people come to Minnesota from other states each year, and an even greater number leave Minnesota for other states.

These sizeable flows of people present an opportunity to change the migration equation to better benefit our state. Minnesota leaders should work to stem and reverse domestic losses, redouble efforts to attract and integrate new residents, especially young adults, and seek to retain its current resident population. Positive migration is key to fueling our economy and maintaining a high quality of living in Minnesota in the years to come.

2013 Census Data Key Findings

- The total population of Minnesota, based upon our 2013 estimates, is 5,417,838. Additionally, there are 2,132,670 households in the state.
- Minnesota's population grew 2.1% between 2010 and 2013, adding 113,913 residents (net).
- In 2013, the five largest counties by population were Hennepin (1,195,058 residents), Ramsey (525,146), Dakota (408,732), Anoka (341,465), and Washington (248,095). The five fastest growing counties by population between 2010 and 2013 were Scott (5.4% increase), Carver (4.9%), Washington (4.2%), Hennepin (3.7%) and Olmsted (3.4%). The five counties that added the most residents between 2010 and 2013 were Hennepin (42,633 net increase), Ramsey (+16,506), Anoka (+10,621), Dakota (+10,180) and Washington (+9,959).
- The five largest cities by population were Minneapolis (400,938 residents), St. Paul (296,542), Rochester (110,393), Duluth (86,139), and Bloomington (85,935). The five cities that added the most residents between 2010 and 2013 were Minneapolis (18,360 net increase), St. Paul (+11,474), Blaine (+4,832), Woodbury (+3,785) and Rochester (+3,624).

Futures:

- Minnesota's total population is estimated to exceed 6 million by 2031, and swell to 6.45 million by 2065.
- The state's 65 and older population will double between 2010 and 2035, at which time Minnesota will have about 1.37 million older adults.
- The under 18 population will grow much more modestly, from 1.28 million in 2010 to 1.35 million by 2035.
- The percent of Minnesota's population that is nonwhite or Latino is projected to grow from 14 percent in 2005 to 25 percent in 2035.

Aging Key Findings

The aging of the Baby Boomer generation is unlike anything our state has previously experienced. Learn how our state is aging and the likely impacts across a variety of topics.

- The number of Minnesotans turning 65 in this decade (about 285,000) will be greater than the past four decades combined.
- Around 2020, Minnesota's 65+ population is expected to eclipse the 5-17 "K-12" population, for the first time in history.
- The total number of older adults (65+) is anticipated to double between 2010 and 2030, according to our projections. By then, more than 1 in 5 Minnesotans will be an older adult, including all the Baby Boomers.

MN Birth Rates Key Findings

Birth cohorts affect the size of the future school population, labor force, and beyond. Just under 70,000 babies are born each year in Minnesota. Learn more about fertility trends.

- In 2012, there were 68,783 babies born to families who lived in Minnesota (even if the birth occurred out of state).
- 24% of all Minnesota babies born in 2012 were residents of Hennepin County, and 9% were Minneapolis residents.
- About 12,200 babies were born to mothers who were born outside of the U.S., most commonly Mexico or Somalia, in 2012.
- On an average day in 2012, 188 babies were born in Minnesota. Of them, 75 were first births, 13 were low birth weight, 21 were to women age 35 or older, and 9 were to women under age 20.
- Births peaked in Minnesota in 2007, with more than 73,000 babies born, and have not yet returned to that level following the most recent recession.

MN Children and Families Key Findings

Learn more about the characteristics of the more than 1.2 million children in Minnesota and their families.

- In 2012, Minnesota was home to 1,276,148 children under age 18, representing 23.7% of our state's population.
- About 55% of MN's children under 18 live in the 7-county Twin Cities metro area, while 45% live in the 80 other counties.
- About 184,000 or 15% of MN's children live in poverty (2012).

Additional information about Minnesota children can be found in our [Data By Topic: Education section](#).

MN Economy Key Findings

The strength, diversity, and growth of our economy directly affects our quality of life in many ways.

- At 4.6%, Minnesota's unemployment rate in April 2014 (seasonally adjusted) was 1.6 percentage points lower than the rate nationwide.
- In 4th quarter 2013, there were 2.1 unemployed job seekers for each job vacancy statewide. During the recent "Great Recession," this ratio peaked at 8.2 in 4th quarter 2009. This figure is now much more in line with the 2.0 ratio that Minnesota averaged between 2004 and 2007.
- In 2012, 19% of American Indian workers and 18% of Black workers in Minnesota were unemployed, 2 to 3 times the unemployment rates for White and Asian workers. Additionally, 11% of Hispanics were unemployed.

MN Education Key Findings

Rising levels of education and skills are associated with better employment outcomes, but also health and well-being broadly.

- In 2013, 79.5% of Minnesota's high schoolers graduated on-time (in four years), the highest percentage in the past decade. However, fewer than half of American Indian students, and less than 60% of Hispanic and Black students graduated on time.
- 33% of Minnesotans age 25+ earned a bachelor's or higher degree, compared to 29% nationwide (2012).
- Eight states have a higher percentage of their adult population possessing a bachelor's degree than Minnesota (2012).

MN Health and Disabilities Key Findings

Nothing is more central to Minnesotans' quality of life than their health. Health and disability challenges may affect one's employment, economic security, and personal happiness.

- 8.3% of the total population, and 9.1% of residents under age 65, in Minnesota are uninsured (2012).
- About 10% of Minnesotans living in households report a disability, compared to 12% nationally (2012).

- Among the 65 and older population living in households, nearly one-third report a disability (2008-2012).

Immigration and Language Key Findings

Immigrants born in Mexico, Somalia, Laos, India and numerous other places across the globe now call Minnesota home. Explore their characteristics and languages below.

- In 1920, about 1 in 5 Minnesotans was foreign-born; today about 1 in 14 are (2010-2012).
- The largest groups of foreign-born Minnesotans were born in Mexico (71,000); India (26,000); Laos, including Hmong (24,000); Somalia (21,000); Vietnam (19,000); Thailand, including Hmong (15,000), and China (14,000) (data from 2010-2012). These estimates do not include U.S.-born children of these immigrants. They also likely underestimate the size of our immigrant populations because trust and language issues depress response rates to Census surveys.
- Behind English, the most common languages spoken in the homes of Minnesotans 5 and older are Spanish (about 198,000 speakers), Hmong (54,000 speakers), and Somali (37,000 speakers) (data from 2010-2012).

MN Income and Poverty Key Findings

The income available to a household affects the type of life its residents can build for themselves. People in poverty in our communities are at greater risk of health challenges and face higher barriers to educational and economic success.

- Minnesota's median household income in 2012 was \$58,900, compared to \$51,400 for the U.S. as a whole. The typical Minnesota household, however, has not made any gains in income in recent years, and has income about \$2,000 below 2008 levels, in real (inflation-adjusted) terms.
- Most recently, 11.4% of Minnesotans lived in poverty (2012). Minnesotan and Texas were the only two states that experienced statistically significant declines in poverty between 2011 and 2012.
- About 598,000 Minnesotans, nearly one-third of them children, lived in households with annual income below the federal poverty threshold (about \$23,300 for a family of two parents and two dependent children) in 2012. Additionally, about one-third or more of Black and American Indian Minnesotans lived in poverty in 2012, along with about one-quarter of Hispanic Minnesotans.

MN Labor Key Findings

Among states, Minnesota has very high labor force participation by both men and women. A strong, skilled, and productive labor force is key to generating economic growth and maintaining a high quality of life.

- In 2010, 88 percent of Minnesotans age 25-54 were participating in the labor force.
- Our labor force projections indicate slowing labor force growth in Minnesota until a low point of only .1% average annual growth during the 2020-2025 period.
- Adults who have earned a bachelor's or higher degree are about 10 percentage points more likely to be participating in the labor force than those whose highest degree was a high school diploma.

In the shadow of the Boomers: Minnesota's labor force outlook

Executive Summary As the large Baby Boomer generation, those born between 1946 and 1964, continue to transition out of the workforce, a new labor force landscape is emerging across the United States and in Minnesota. The labor force growth rate, once a once a guaranteed phenomenon for generating more workers to fuel economic growth, will slow down considerably. Our projections indicate slowing labor force growth in Minnesota until the nadir of only .1% average annual growth during the 2020-2025 period. The implications of slowing labor force growth include weaker gains in the production of goods and services, tempering economic growth. Barring sizeable increases in worker productivity, Minnesota's slowing labor force growth could result in a decline in our standard of living. Slowing labor force growth also moderates the growth of income tax revenues at precisely the time when more of our population is transitioning to ages during which public expenditures grow significantly. Our ability to pay for needed public services is dependent on maintaining a strong, skilled, and growing labor force.

- Furthermore, because slowing labor force growth is affecting most states across the U.S. and most developed countries, there will be heightened international competition for labor, particularly talented workers that can take on the mantle of highly skilled and complex job functions. Increasingly, Minnesota will be competing with state and countries across the globe to secure the workers necessary to meet its workforce needs and fuel the economic engine of our state.
- Against this backdrop, the role of increased domestic and international migration to secure Minnesota's labor needs becomes paramount. Our projections indicate that without positive net migration, Minnesota's population would begin shrinking by about 2043, due to more deaths than births in the resident population. Presently, Minnesota also loses, on net, about 12,000 residents ages 16 to 64 per year to domestic migration.¹ It is only because of additional flows of about 20,000 international migrants that Minnesota experiences positive total migration of about 8,000 working-age people annually.
- Given these trends, Minnesota policymakers, as well as business and community members should make choices to build a strong labor force — both in numbers and in skills preparation — to preserve a high quality of life for Minnesotans. While specific policy recommendations are beyond the purview of this office, broadly speaking, Minnesota should:
 - ☑ Expand state-level efforts to make Minnesota more attractive to domestic migrants and international immigrants, and welcoming of these groups in the workplace as well as at the community and neighbor level.
 - ☑ Focus upon the labor force participation of groups less represented currently, redoubling efforts in the areas of adult basic education, English language learning for non-native speakers, skills and credential training. Adults who have earned a bachelor's

or higher degree are 10 percentage points more likely to be participating in the labor force than those whose highest degree was a high school diploma — 89% versus 79%, respectively. And the presence of a high school diploma as a minimum level of education serves to roughly *double* the employment rates for Hmong and Somali immigrants.

- ☒ Create more flexible working arrangements including part-time offerings and job sharing to induce more workers who do not have full-time availability, as well as older workers seeking a phased retirement, to participate in the labor force.
- ☒ Improve the educational and skills pipeline for our young people who will become our new entrants to the workforce, especially among our fast-growing populations of color who have poorer educational outcomes and less educational attainment.
- ☒ Better align post-secondary training programs with the needs of the emerging economy, and continue to acquaint students, parents, high schools, higher education institutions, and businesses with those occupations expecting high growth and/or high replacement needs in the coming decades.
- ☒ Consider various public policy changes that will result in additional flows of workers for industries and occupations that are dependent upon them.

Minnesota stands at a unique point in its history, where the demographic trends of an aging population and declining fertility are conspiring to dramatically slow its labor force growth, threatening to put a drag on our economic output. In the coming decades, greater numbers of migrants, both domestic and international, will be necessary to meet our state's work force needs and to buttress economic activity. In addition to developing, attracting and retaining talented workers, Minnesota will need to leverage greater contributions and productivity from all of our state's potential workers to manage this new demographic and economic reality, and maintain a high quality of life for Minnesota residents.

Minnesota Milestones

Begun in 1991, Minnesota Milestones was founded on the belief that a shared vision, clear goals and measurement of results would lead to a better future for Minnesota. The most recent report, from 2011, uses 60 progress indicators to track progress in four broad areas: People, Community and Democracy, Economy, and Environment.