

Minnesota State Demographic Center

**Aging in Context: Looking Back,
Looking Ahead, Looking Within**
**Presentation at the Fall Aging Conference for the
Minneapolis and St. Paul Senior Workers Association**

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October 27, 2016 | Brooklyn Center, MN

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What is the role of the MN State Demographic Center?

- Serve as a liaison to the Census Bureau and assist with the decennial census counts
- Create MN population estimates and projections
- Analyze, interpret and distribute data from the state, U.S. Census Bureau and other sources
- Offer data and technical assistance to legislators, all levels of government, organizations and citizens across the state
- Monitor trends and help MN to make data-informed decisions

Aging trends





How many of you like the term “silver tsunami”?

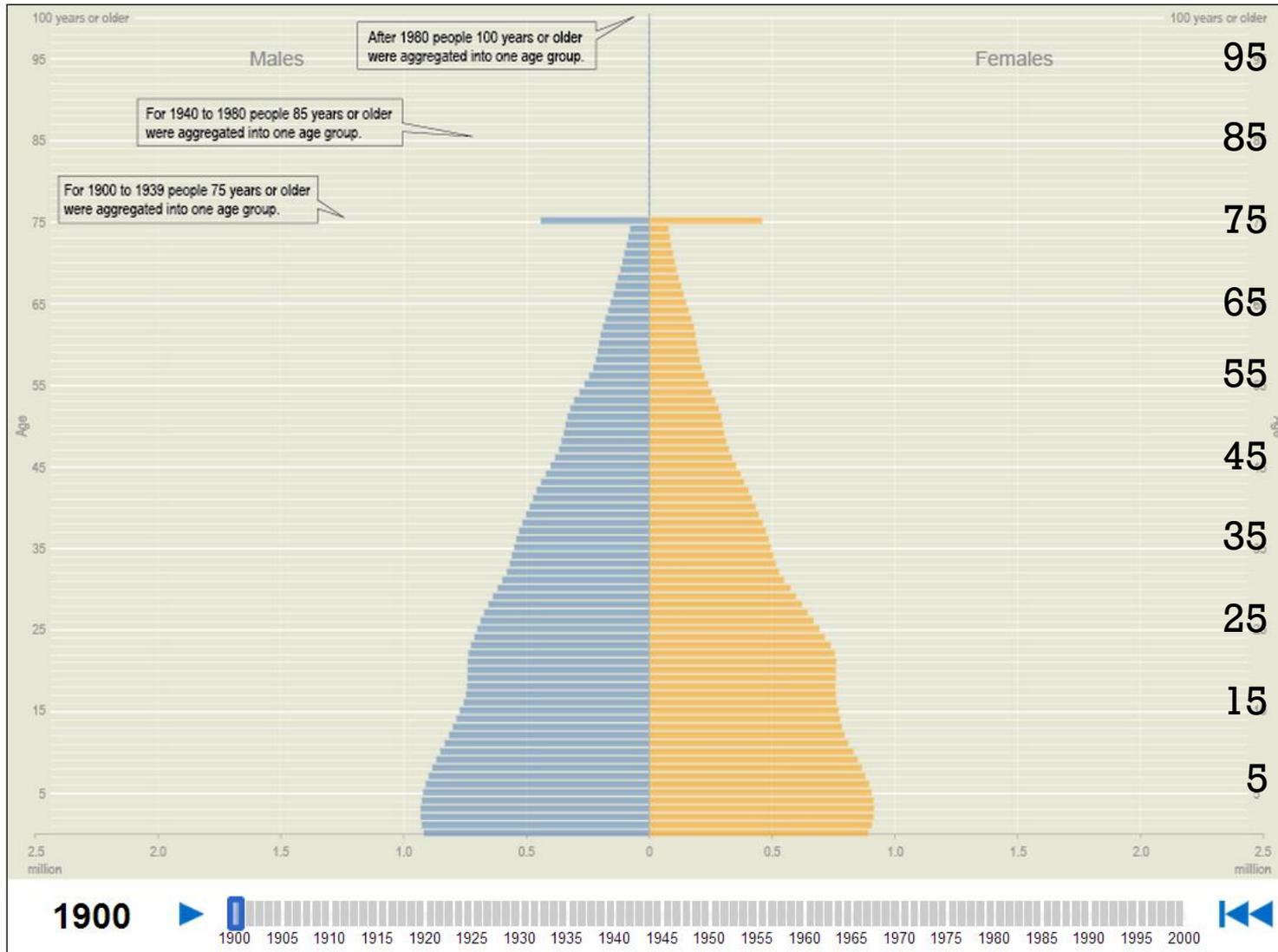


May I
propose
instead...



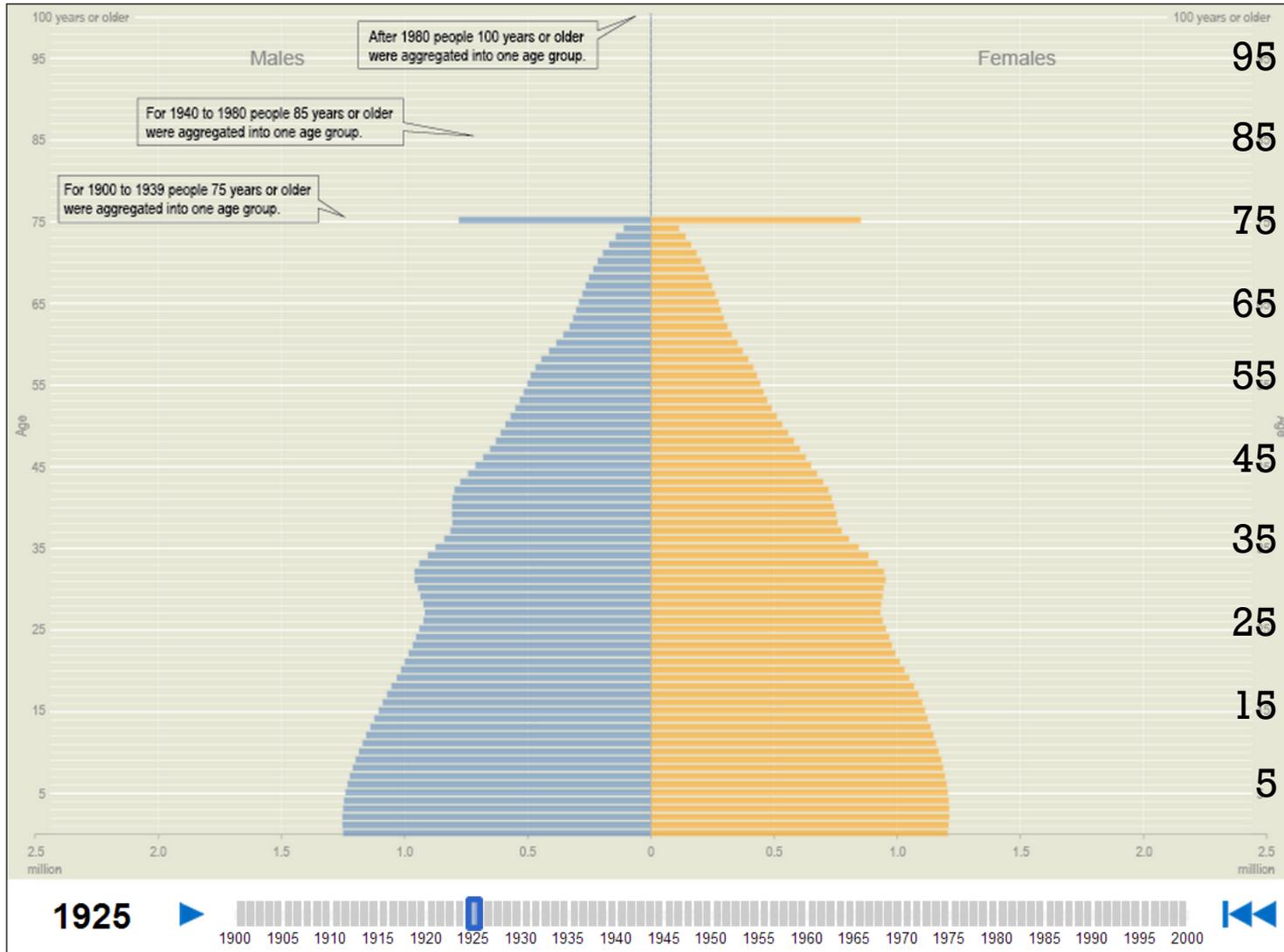


The nation in 1900



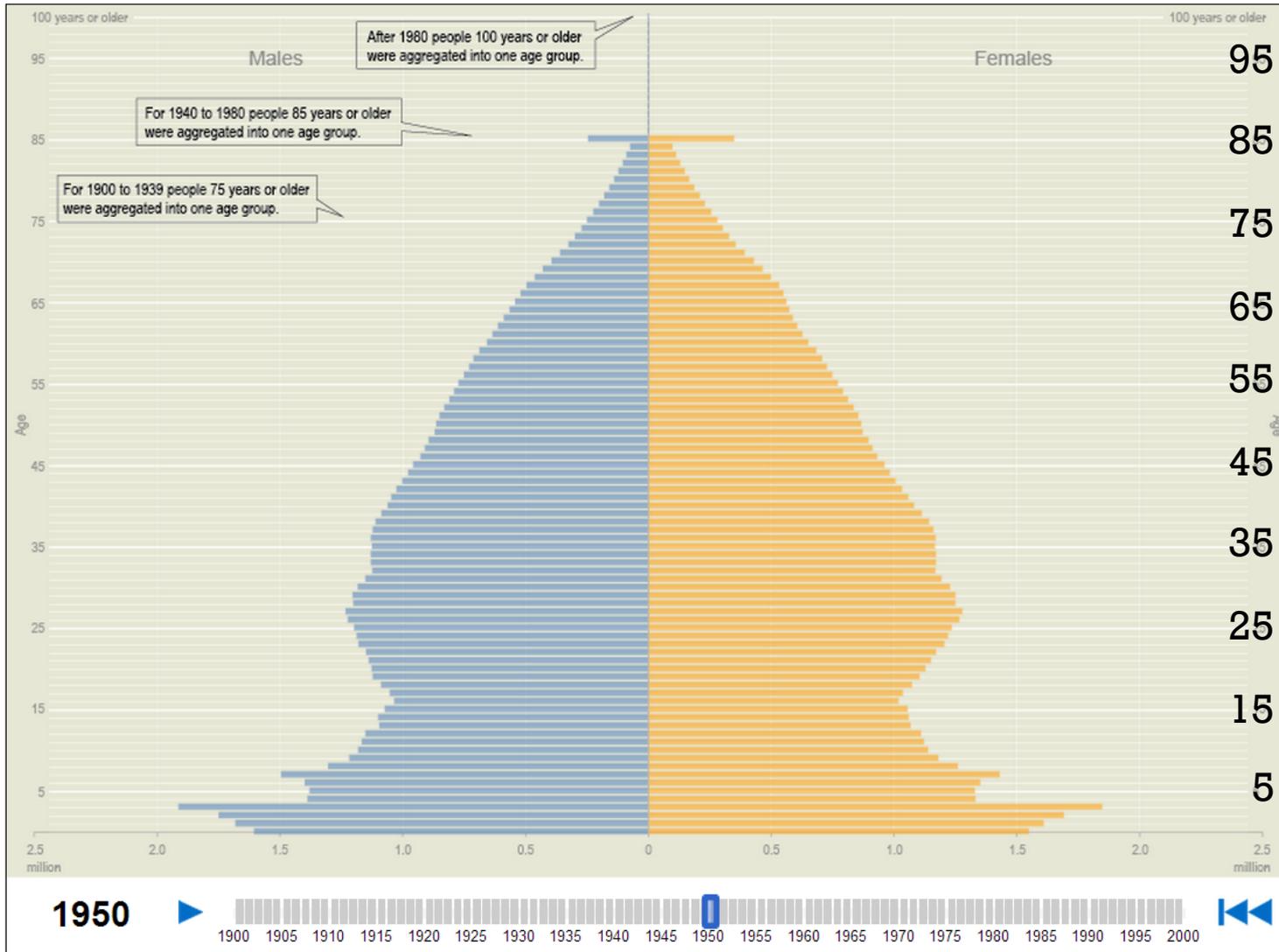


The nation in 1925



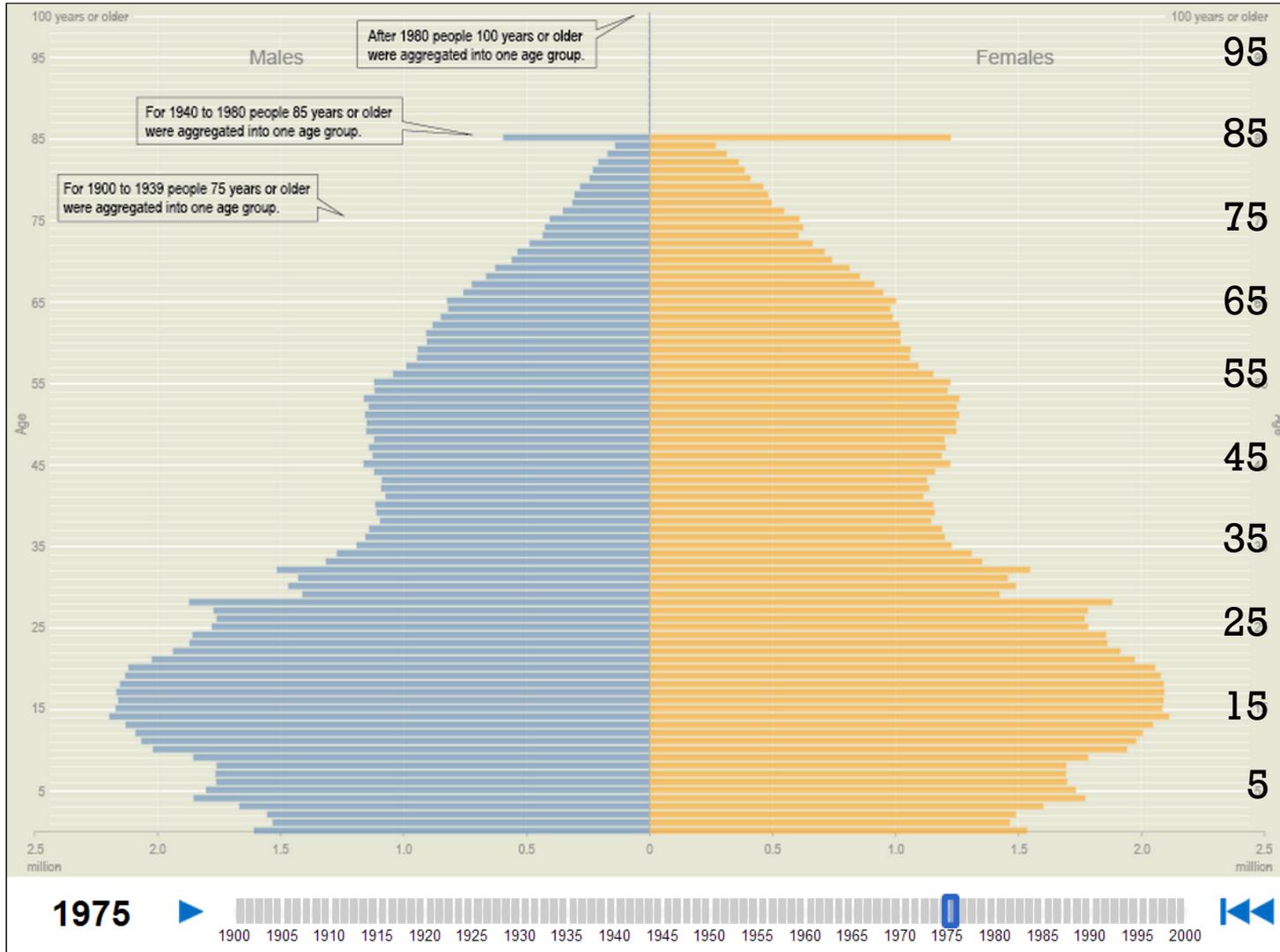


The nation in 1950



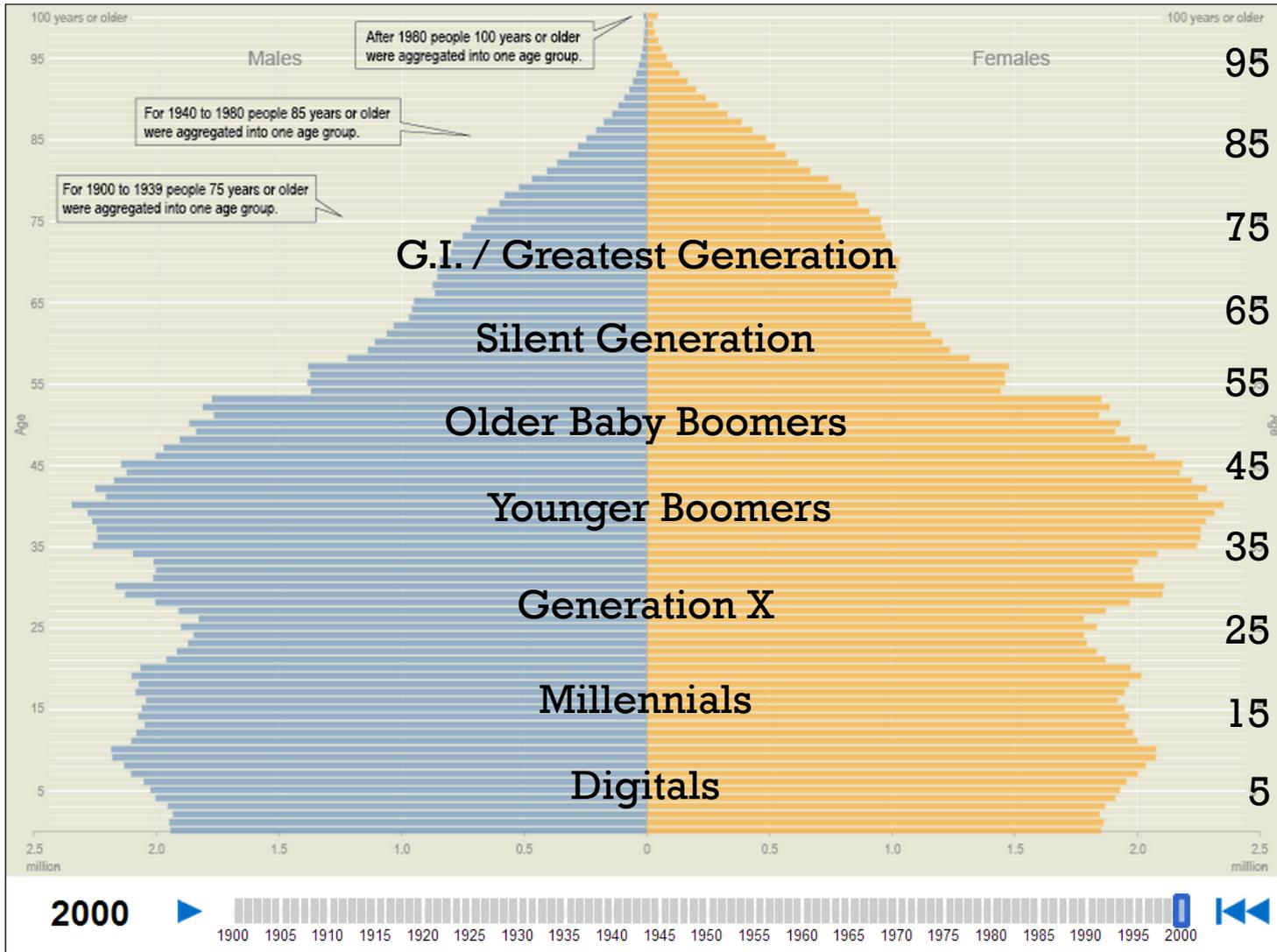


The nation in 1975



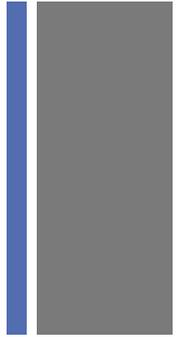


The nation in 2000

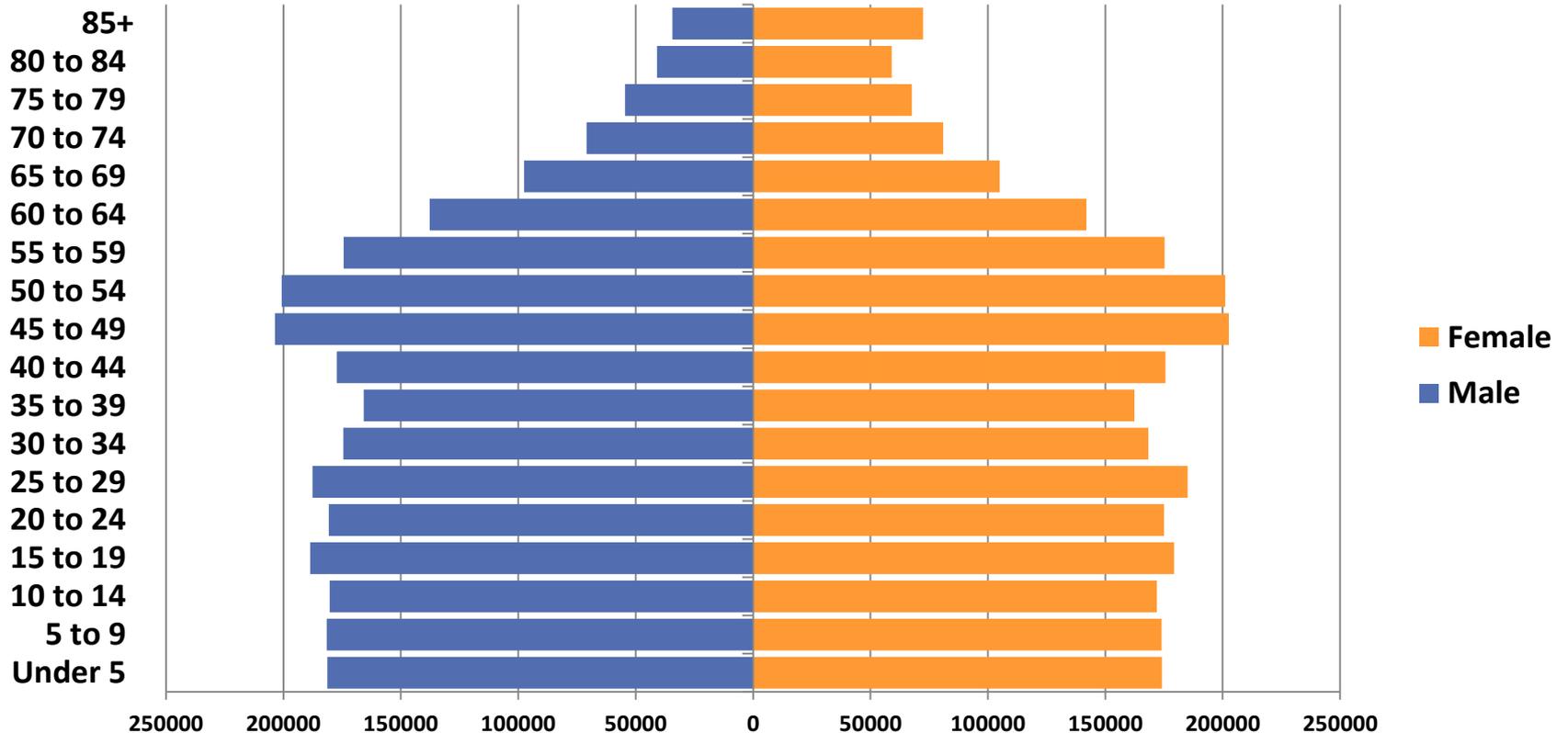




Minnesota total population in 5-year bars, 2010 decennial census

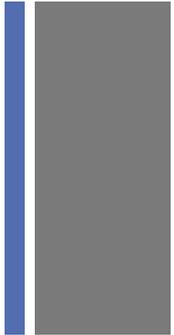


Population by age and sex
Minnesota, 2010

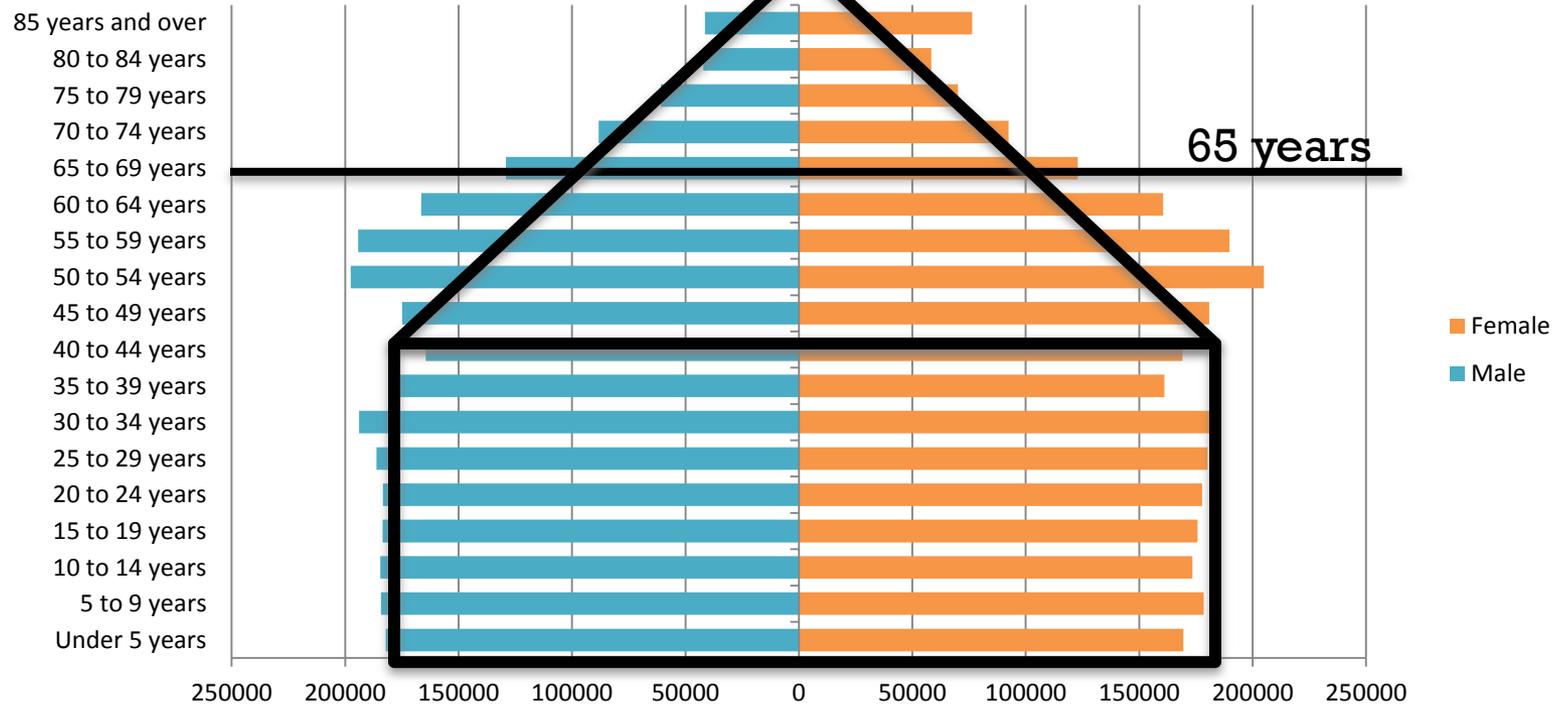




What Minnesota looked like... last year



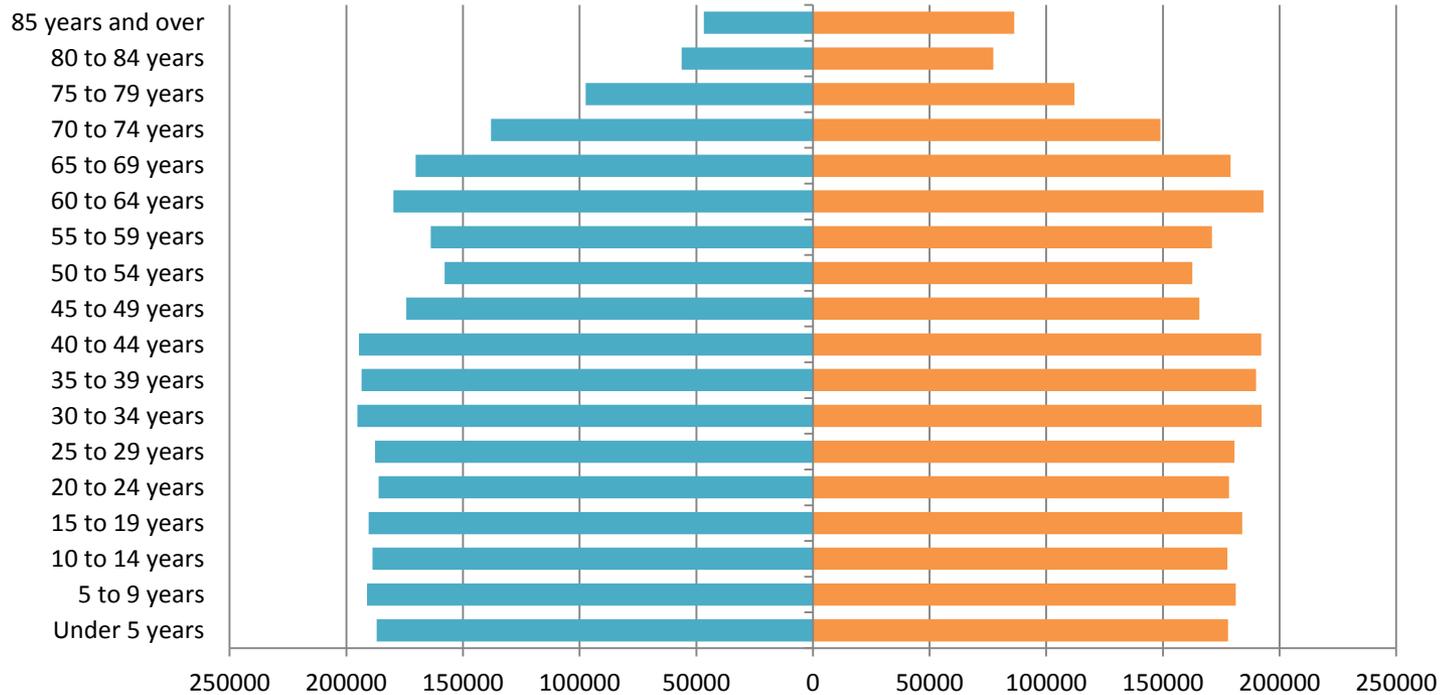
Population by age and sex
Minnesota, 2015





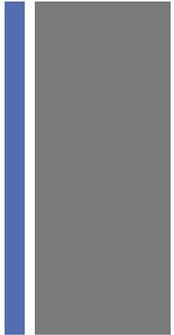
What Minnesota will look like... in 9 years

Population by age and sex
Minnesota, 2025

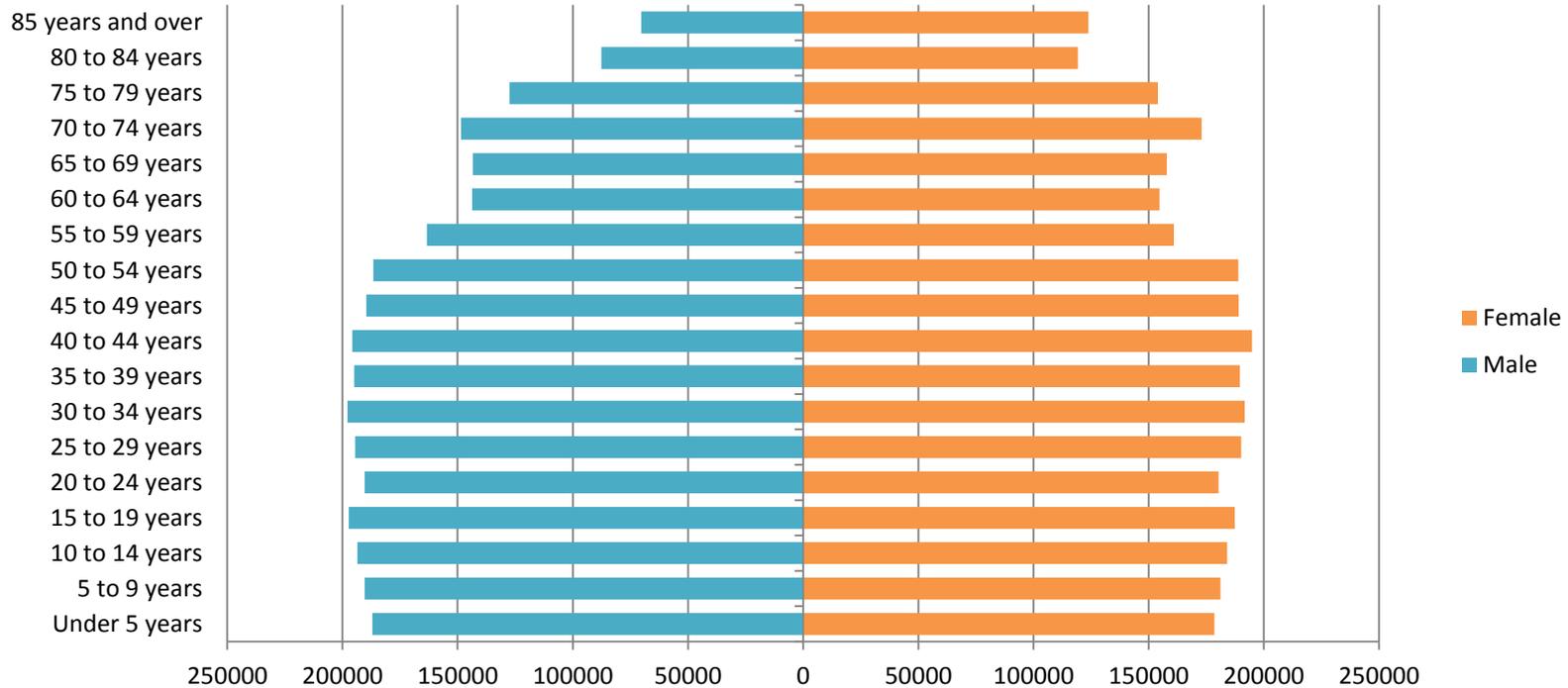




What Minnesota will look like... in 19 years



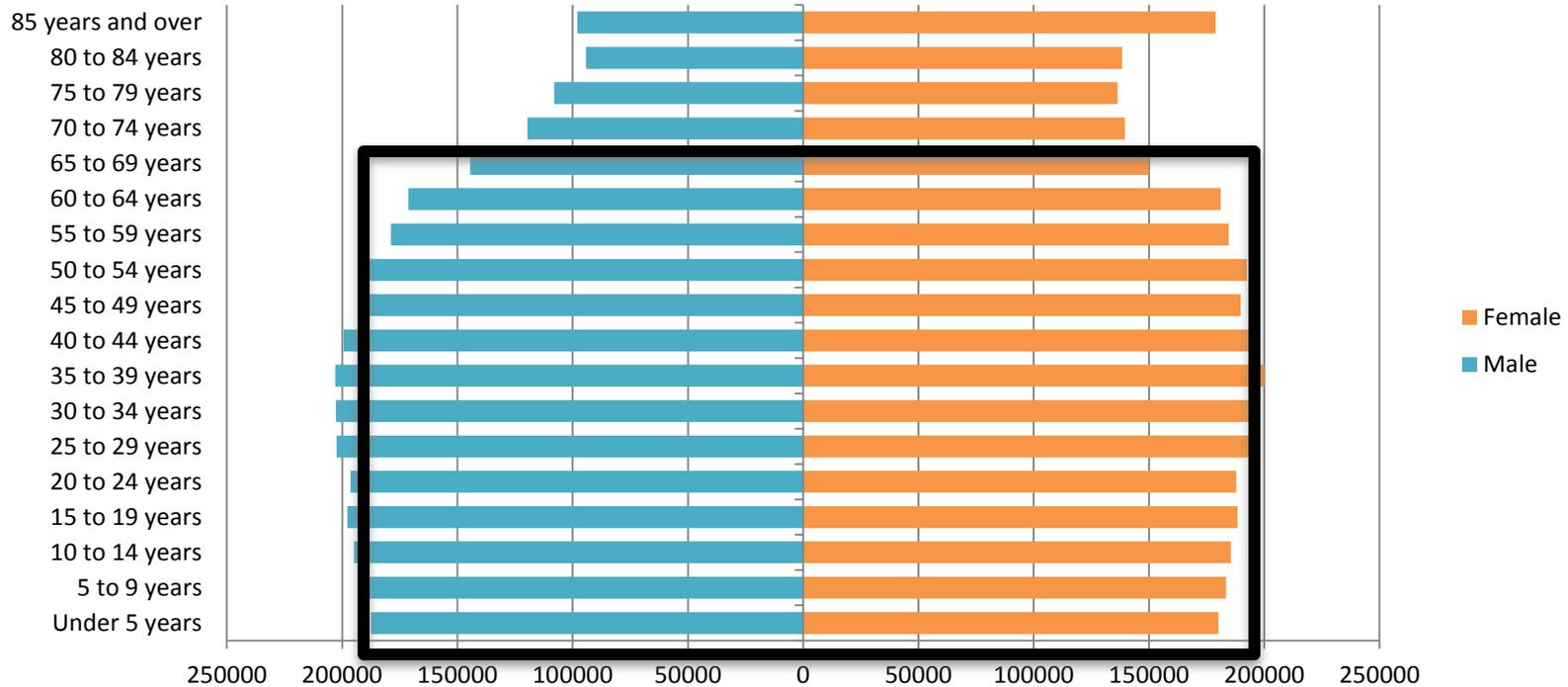
Population by age and sex
Minnesota, 2035





What Minnesota will look like... in 29 years

Population by age and sex
Minnesota, 2045





Aging is gender lopsided



- Among Minnesotans in their:
 - early 60s, there are 97 men for every 100 women
 - early 70s, there are 87 men...
 - early 80s, there are 69 men...
 - late 80s, there are 56 men...
 - 90s plus, there are 35 men for every 100 women

+ QUIZ QUESTION

Q: Minnesota has more of these than any other 10-year age group.

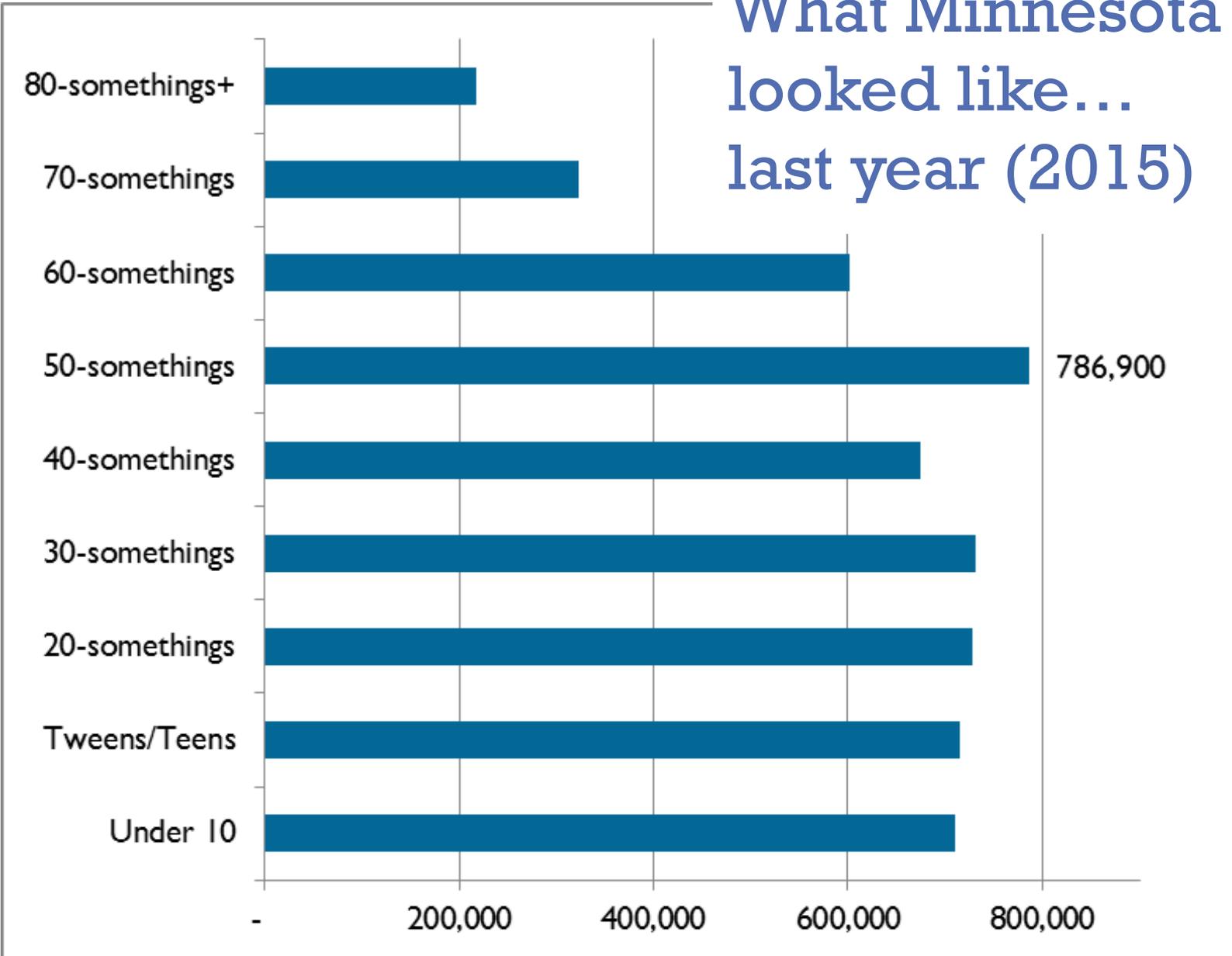
A. 0- to 9-year-olds

B. 20-somethings

C. 50-somethings

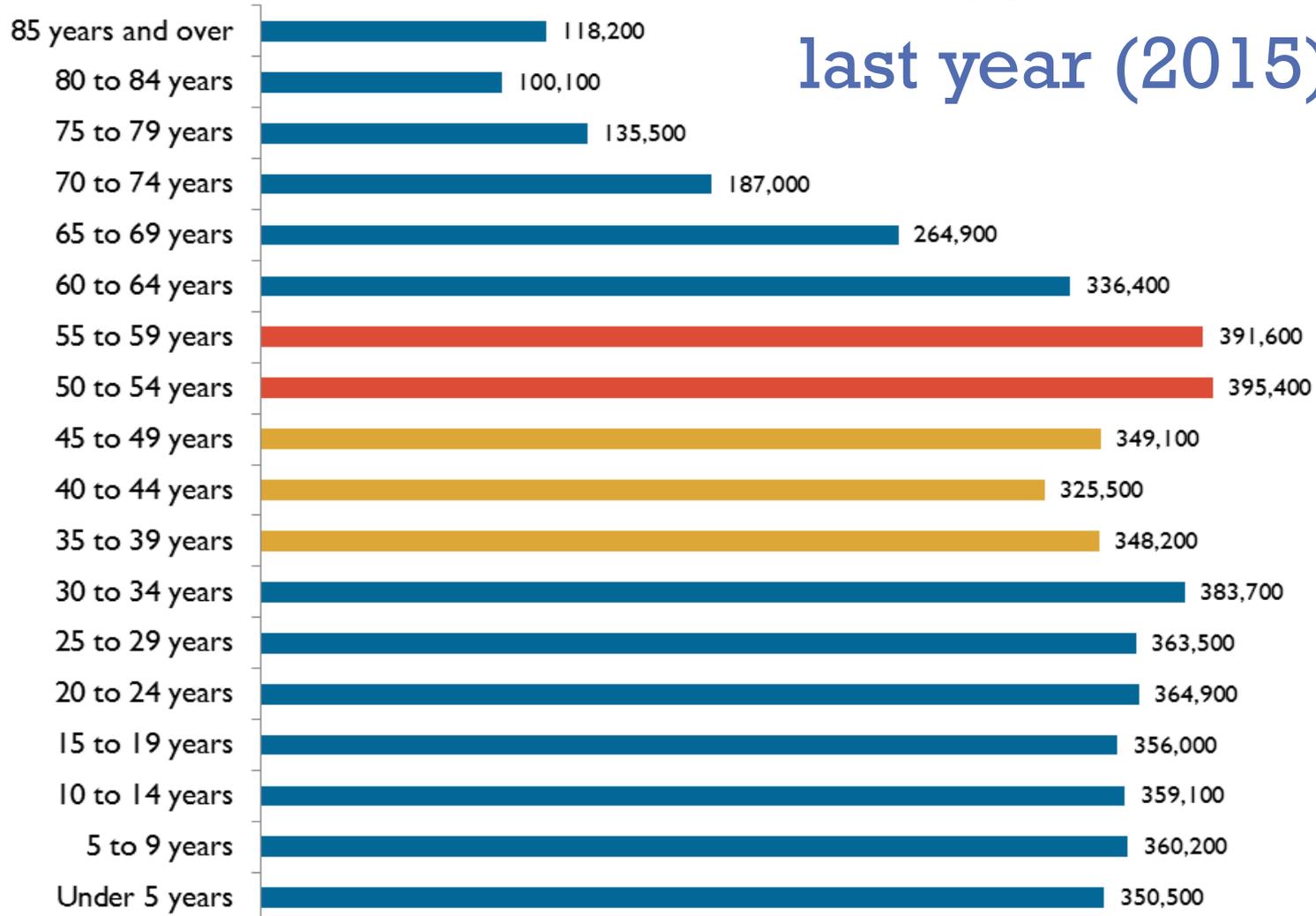


What Minnesota looked like... last year (2015)



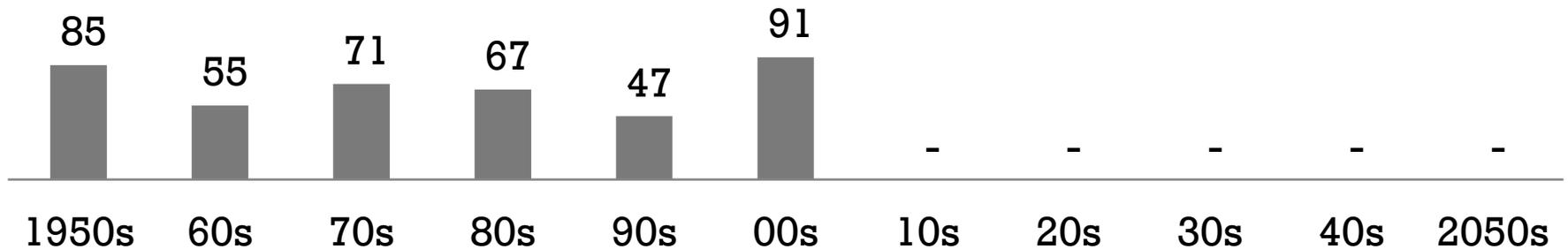


What Minnesota looked like... last year (2015)



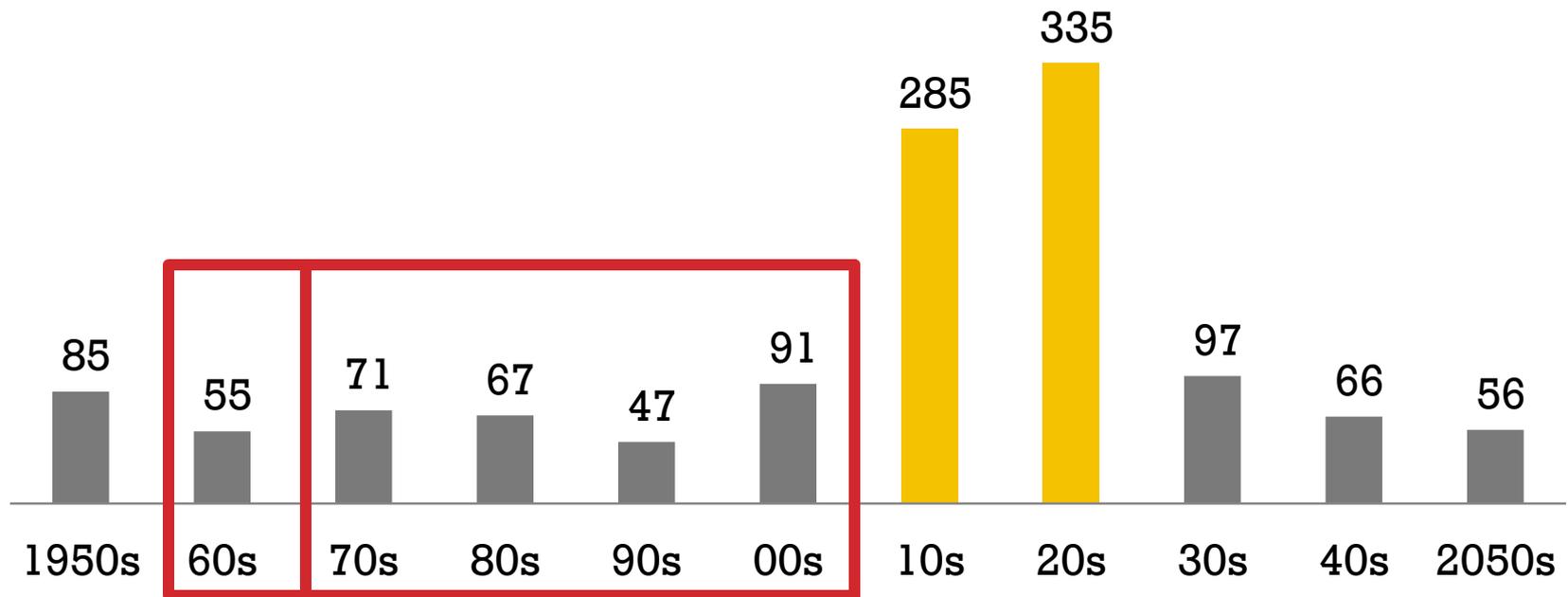
+ How many additional “older adults” will we gain during this decade?

Change in older adults, age 65+ (Thousands)



+ This decade and next: *Unprecedented* increases in MN's 65+ population

Change in older adults, age 65+ (in thousands)



+ QUIZ QUESTION:

In 1970 in Minnesota, there were about ? times as many children (0-17) as older adults (65+).

A. 1.4

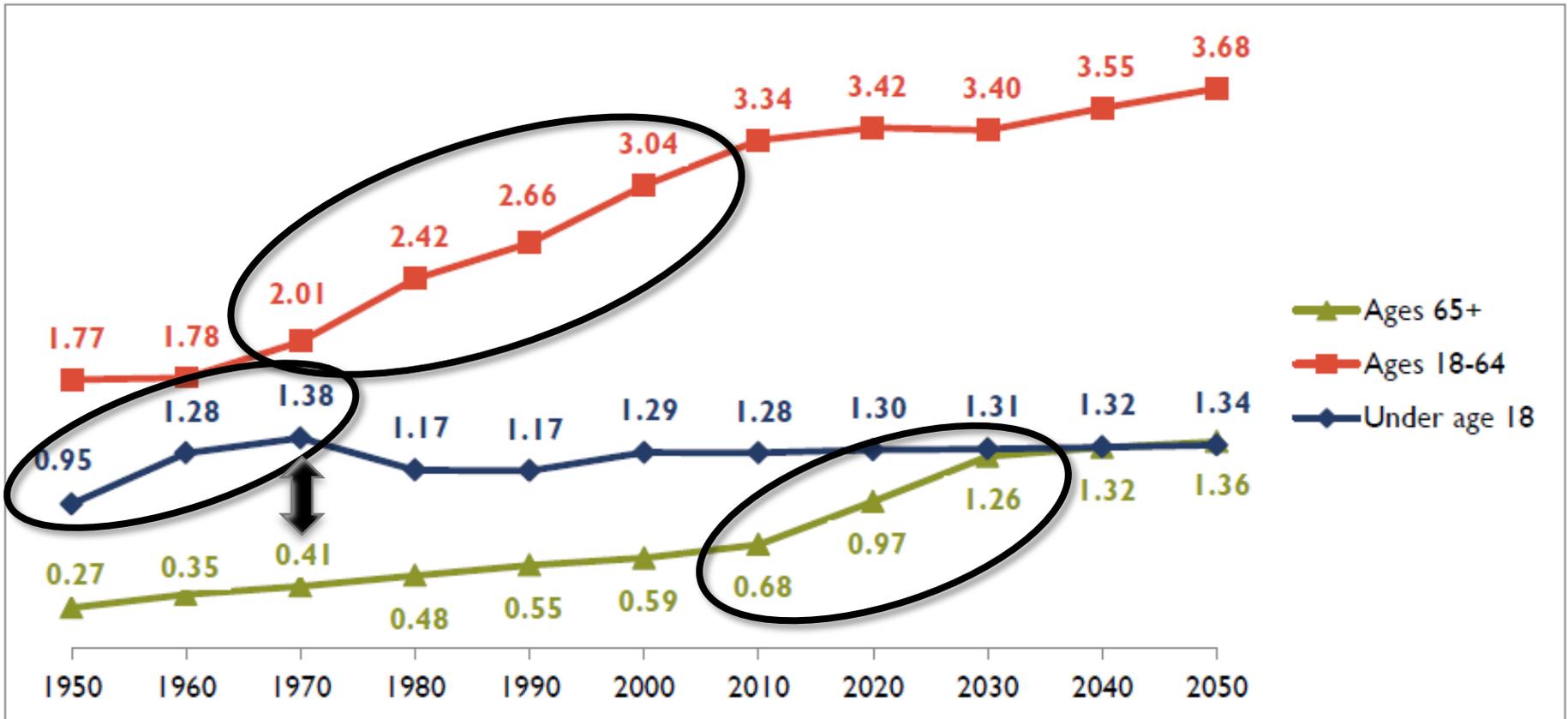
B. 2.4

C. 3.4

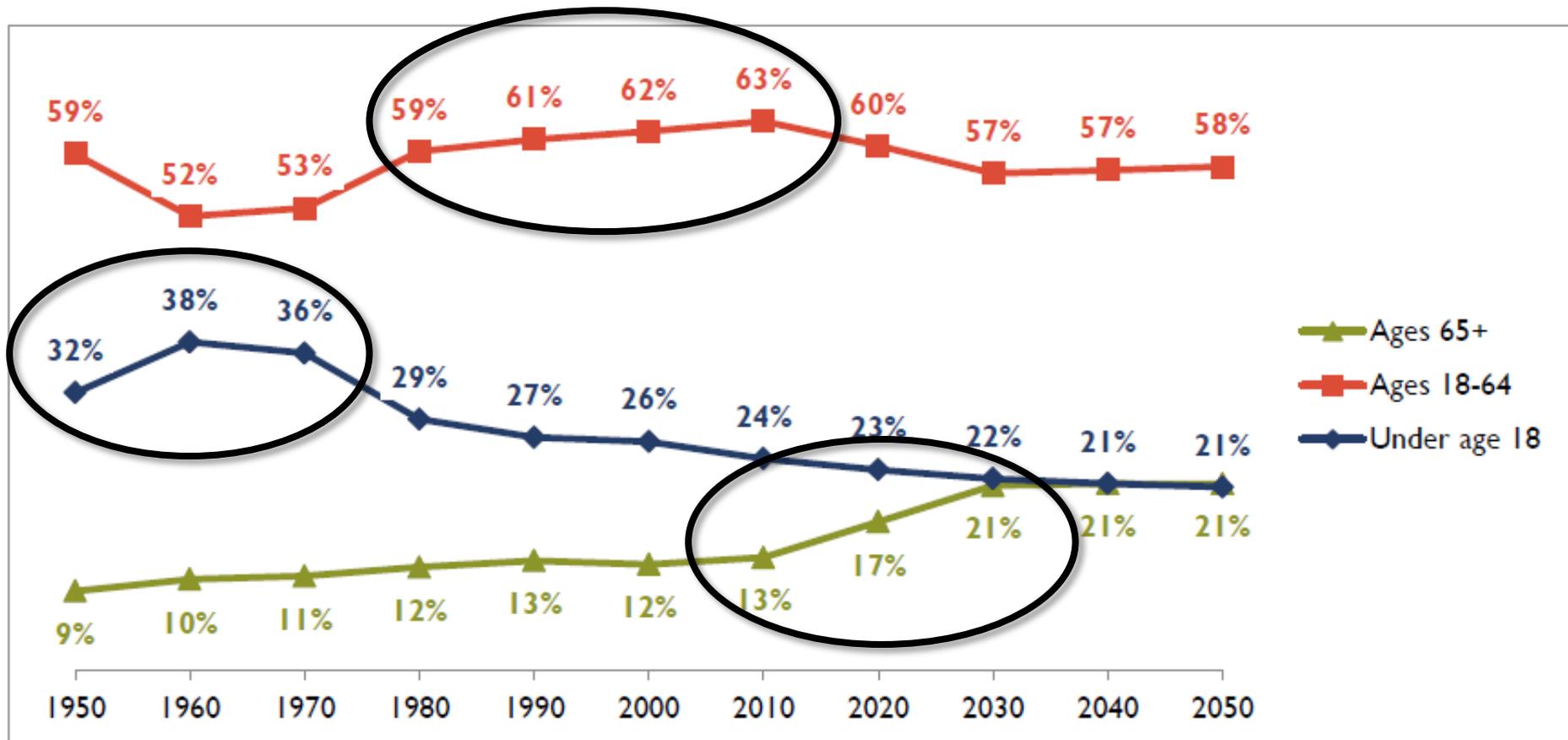
D. Actually the groups were about the same size.



1950 to 2050 – Three major age groups in MN (millions of people)

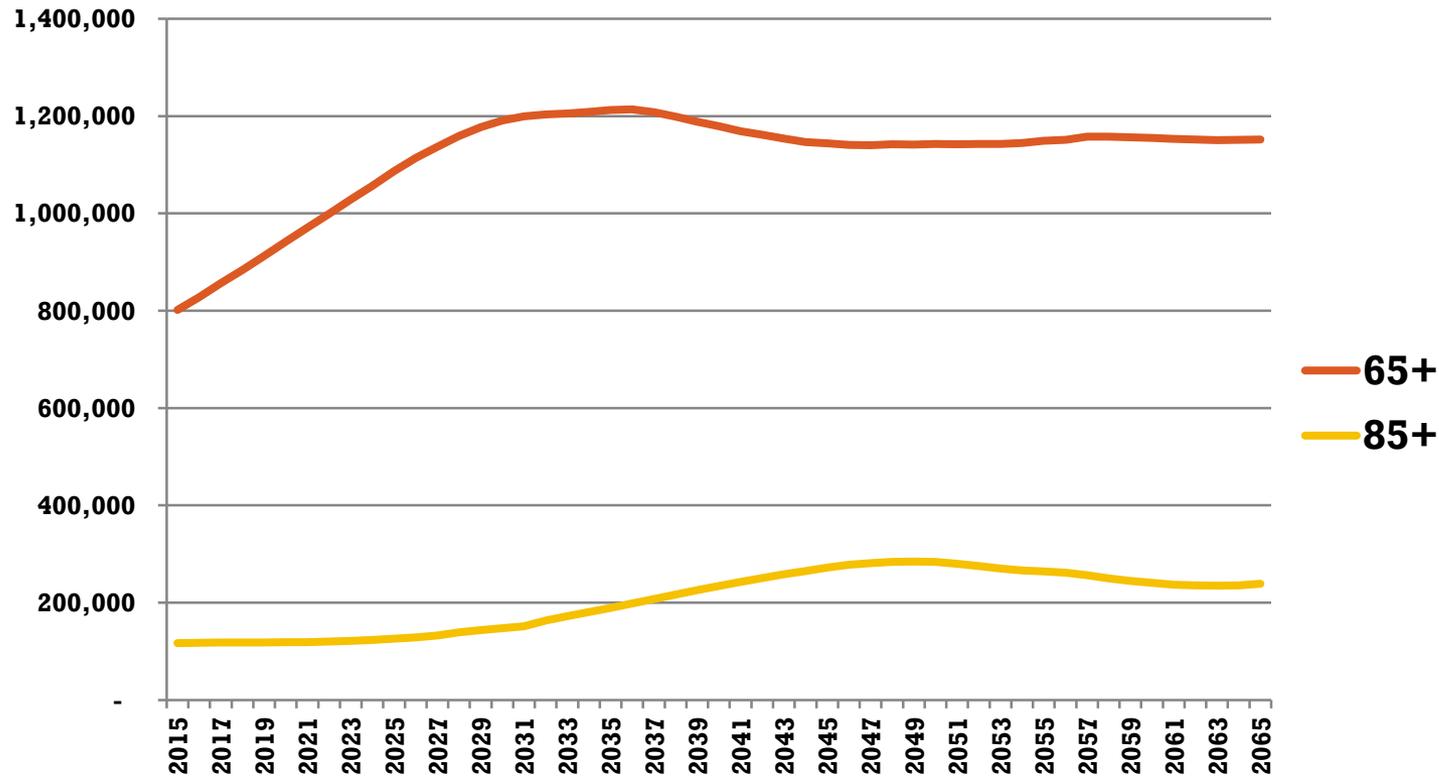


+ 1950 to 2050 – Three major age groups in MN (% of total population)





An “older Minnesota” is here to stay (2015 – 2065)





Minnesotans not as fond of making babies as they were in the past

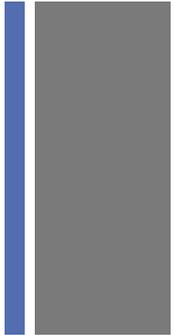
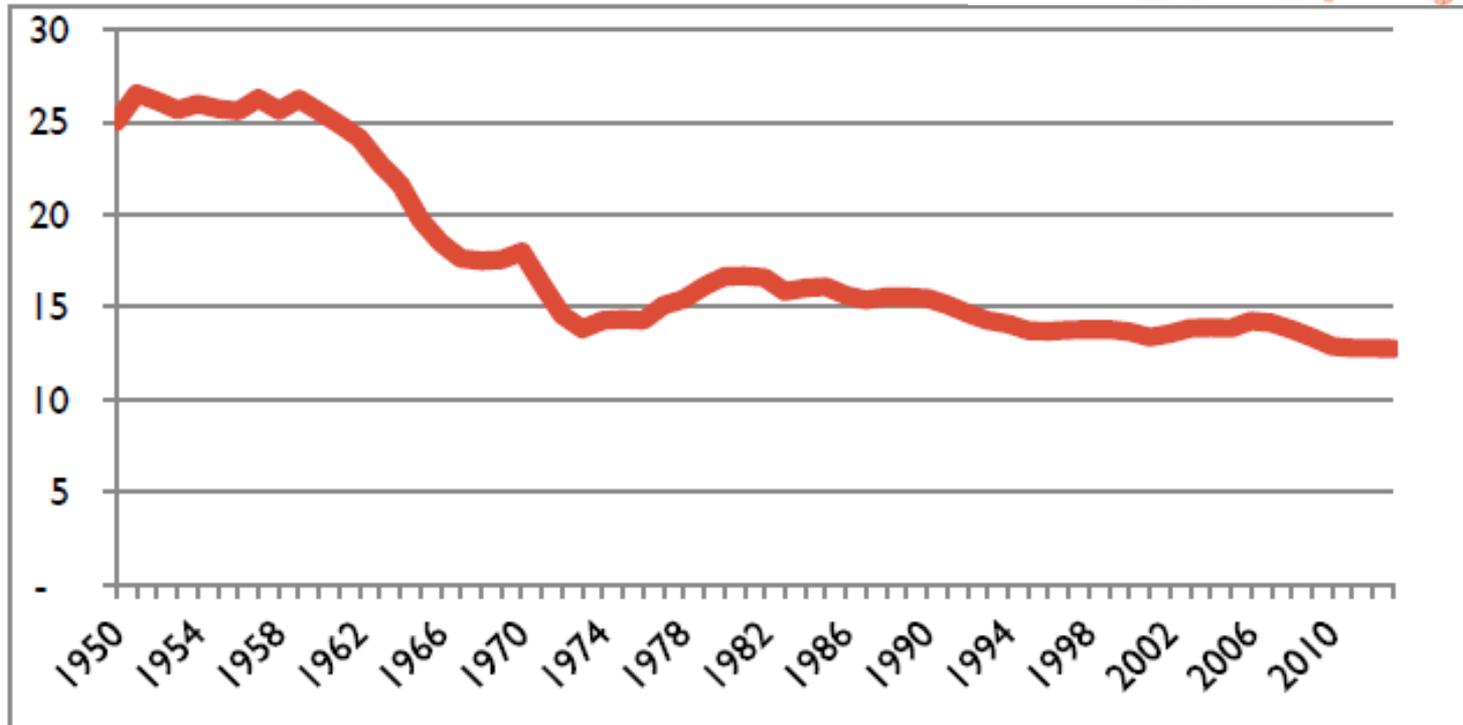
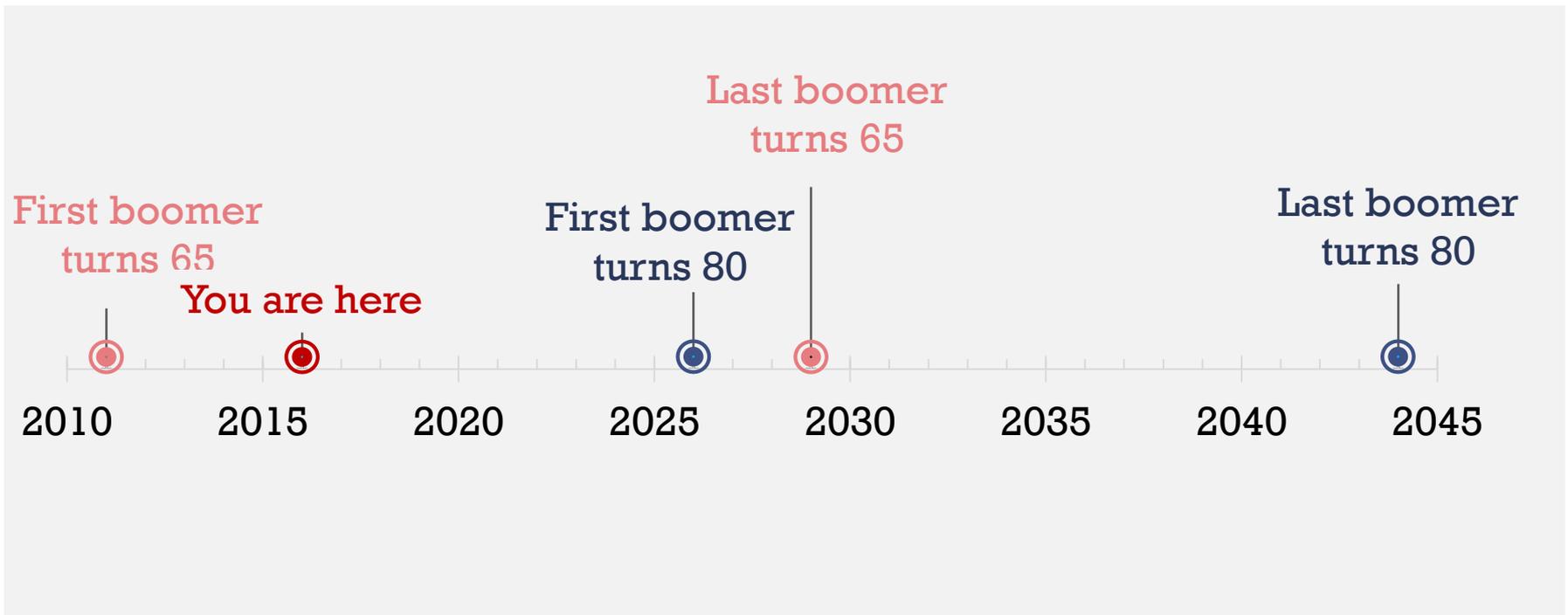


Figure 3: Births Per 1,000 Minnesotans, 1950-2013



Source: Minnesota Department of Health, Vital Statistics; U.S. Census Bureau, Population Estimates.

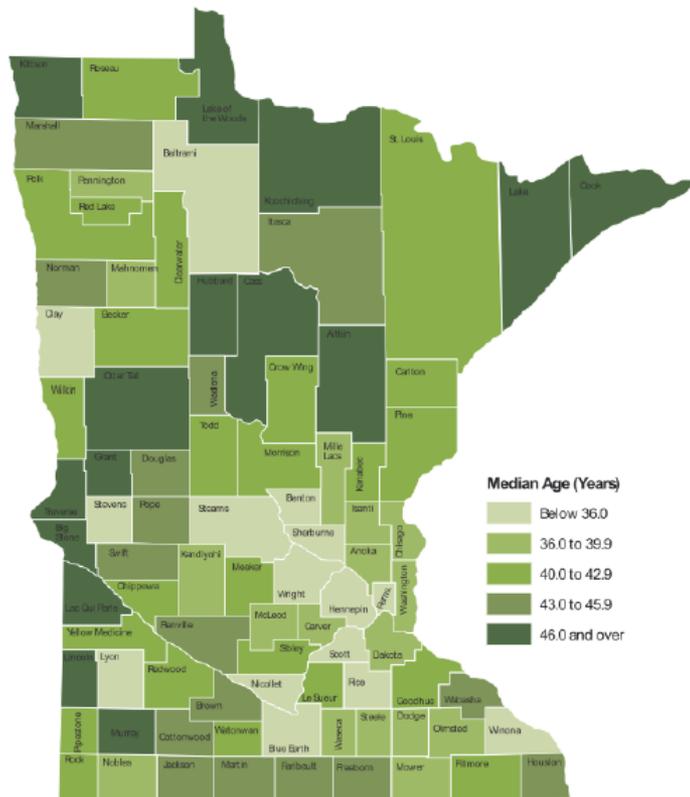
+ The transition to an older Minnesota has already begun





Median age in the darkest counties is 46 or older

Median Age, 2013

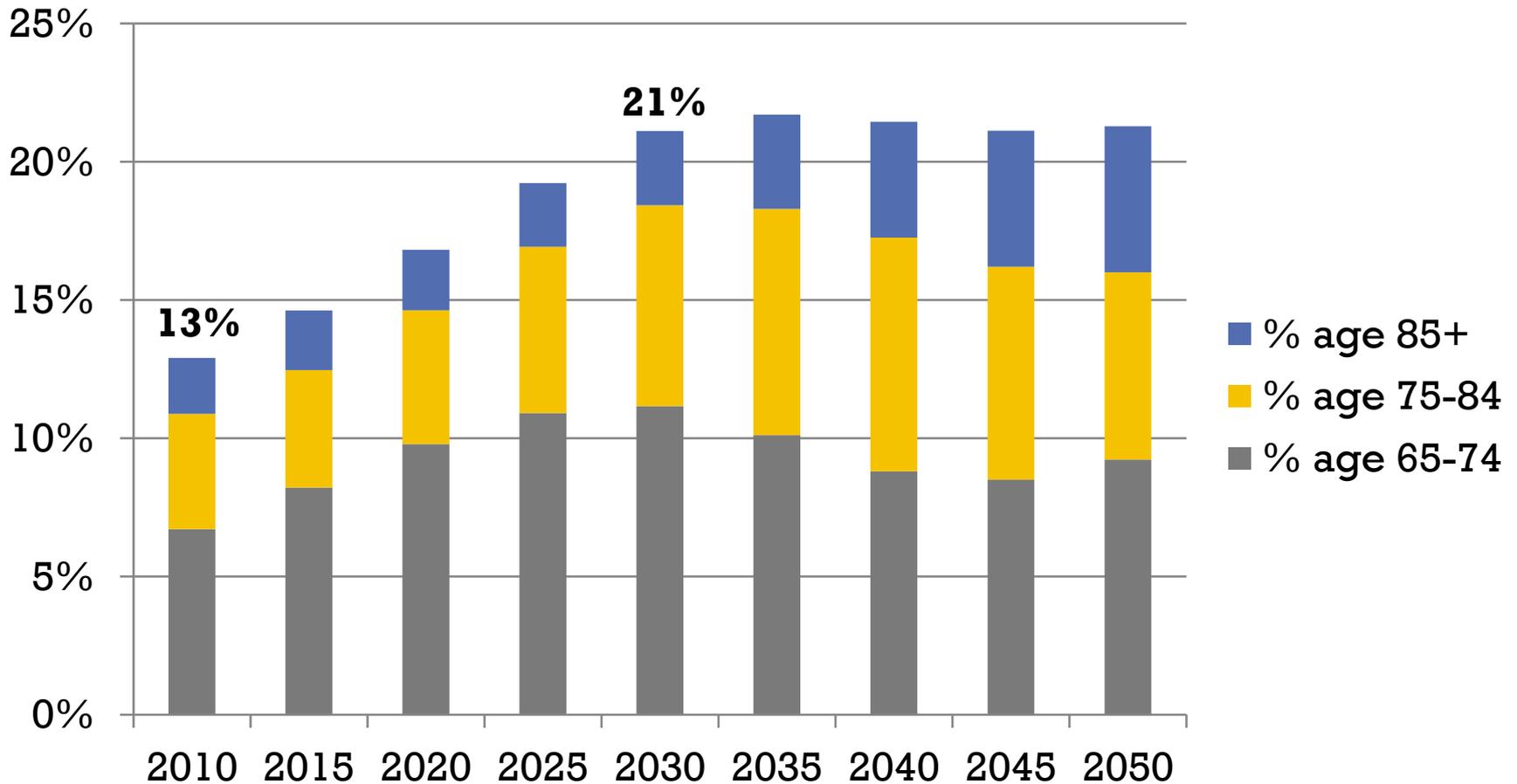


- Fast-growing counties with young families, large institutions of higher education, or large minority populations tend to have a lower median age.

Data source:
U.S. Census Bureau
© Center for Rural Policy and Development



By 2030, more than 1 in 5 Minnesotans will be 65+, including all Baby Boomers





County-level differences in aging

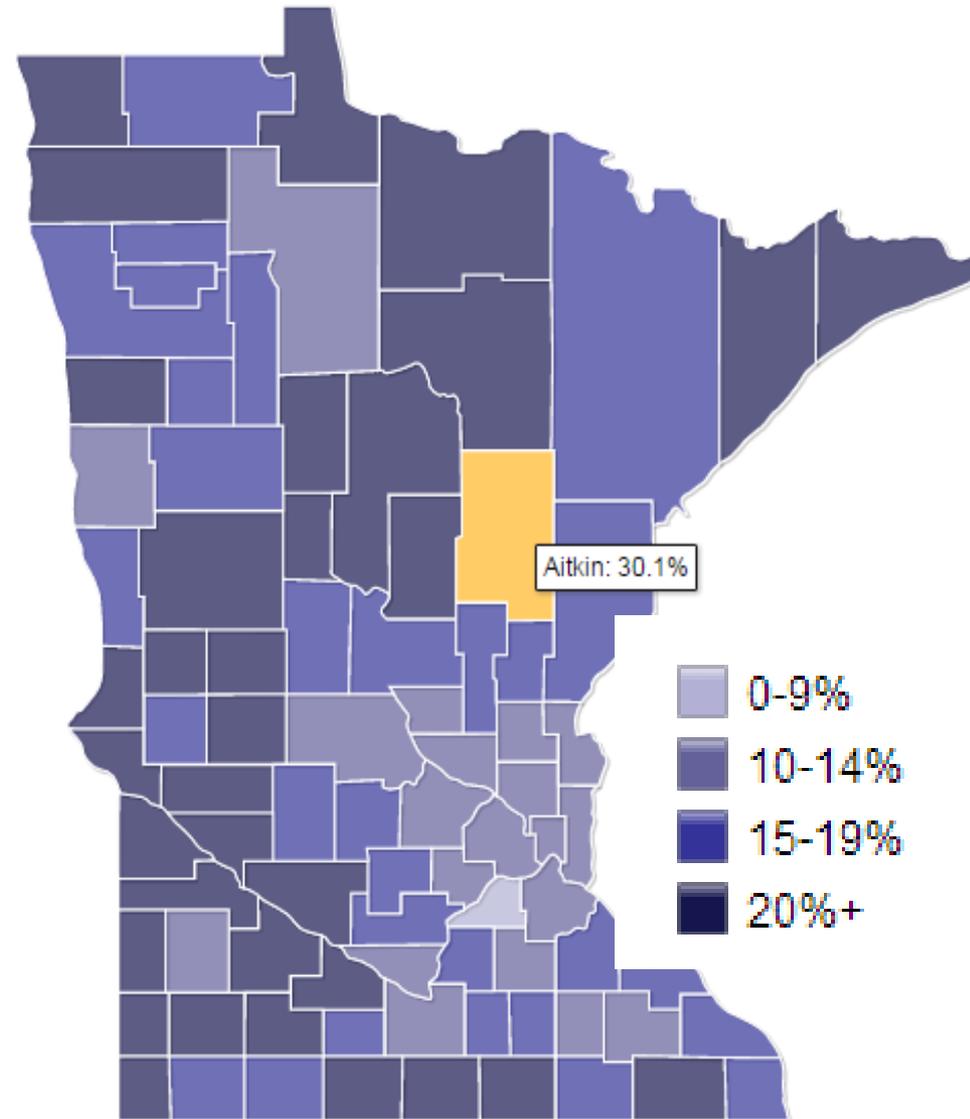
*In 35 counties, more than 1 in 5 residents are 65+ (i.e., 20% or more)

*Highest = Aitkin, at 30% of population being 65+

* Lowest = Scott, only county below 10%

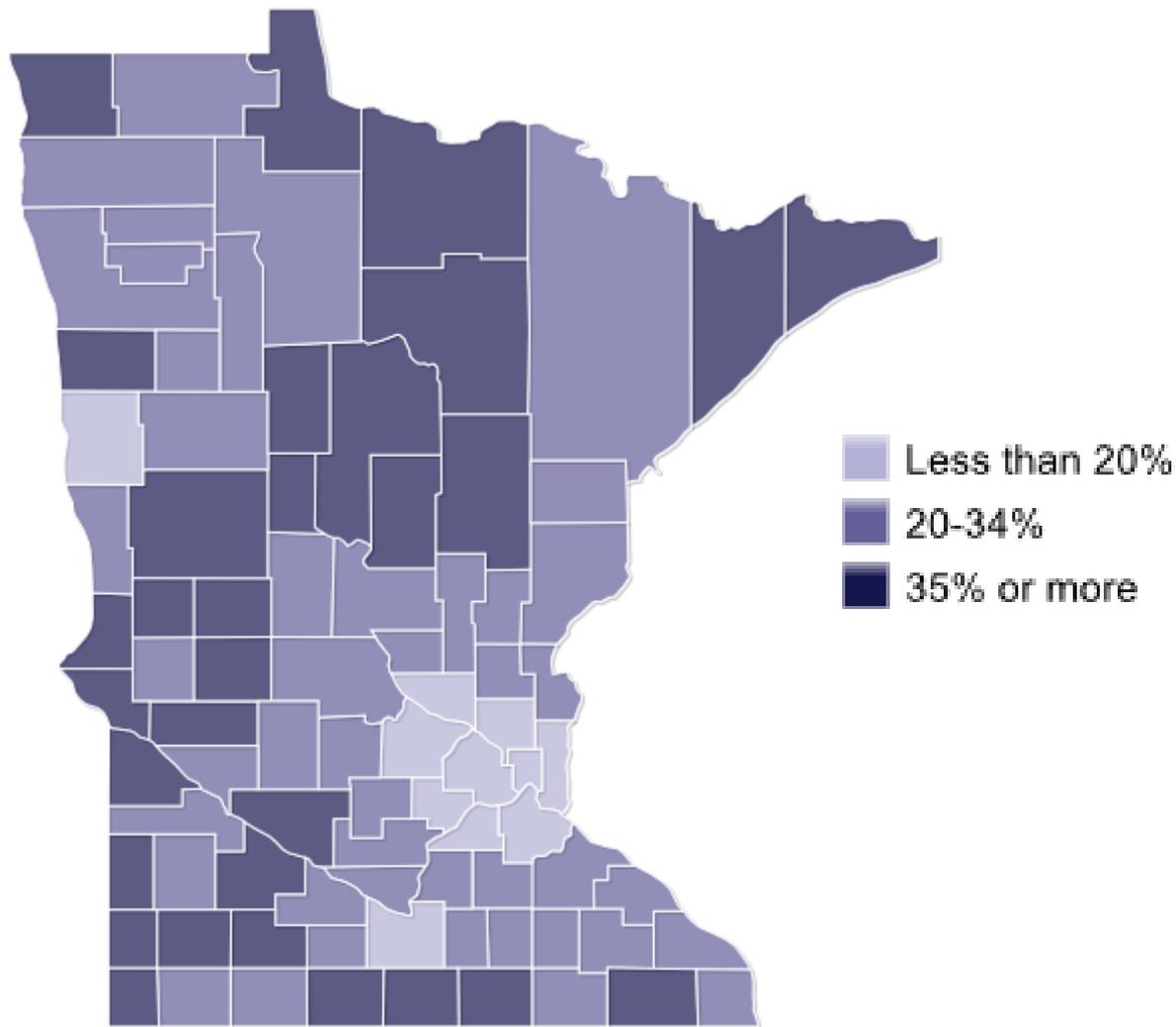
Population age 65 years and older

By county, 2014



Retirement- to working-age ratio

By county, 2013



**AVAILABILITY
OF WORKERS
TO CARE FOR
AGING
POPULATION:
DARKER
AREAS WILL
STRUGGLE
MORE**

20% = 5
working-age
adult for every
older adult

33%=3
working-age
adults for every
older adult

Higher percentages of older adults (65+) – patterning is very local

ACS 2008 -- 2012 (5-Year Estimates) - More than 65 Years

5.27

17.56

33



St. Paul

Source: Social Explorer

+ QUIZ QUESTION

Where do 1 in 5 of Minnesota's older adults (65+) live?



A. The 7-county
Twin Cities metro

B. Otter Tail County

C. Hennepin County



Minnesota's 65+ population in 2014 (About 780,000 total residents)

6 largest MN counties by 65+ residents in 2014:

- 1. Hennepin (150,000 residents, 19% of state's 65+ population)**
 2. Ramsey (69,000 residents, 9% of state)
 3. Dakota (50,000 residents, 6% of state)
 4. Anoka (41,000 residents, 5% of state)
 5. St. Louis (35,000 residents, 4% of state)
 6. Washington (32,000, 4% of state)
- Everywhere else (402,000 residents, 52% of state)



Counties are not comparable units for measurement!

5 largest MN counties in 2014:

- 1. Hennepin (1.2M residents, 22% of state)**
 2. Ramsey (530K, 10% of state)
 3. Dakota (412K, 8% of state)
 4. Anoka (343K, 6% of state)
 5. Washington (249K, 5% of state)
- Everywhere else (2.7M, 50% of state)



Considering our aging population: some key questions

- Will we have or create sufficient **infrastructure** for housing, transportation, caregiving, health care, and social support needs, as **health challenges and disabilities increase**, especially when children live far away? **DIRECT CARE WORKFORCE**
- Will we be able to **finance needed services**, especially long-term care? Private and public medical expenses will increase considerably.
- Will older adults have sufficient **financial resources for retirement**, especially given lengthening life expectancies?
- Will we have the workers to form a strong, skilled, highly **productive labor force** as the Boomers retire — for economic growth, tax revenues for needed services, and maintaining a high quality of life in MN?

Aging Impacts and Implications



+ Considerations of aging:

More residents in their 60s & early 70s

- Most transition out of the labor force in their 60s, impacting:
 - Daily activities
 - Transportation timing
 - Spending habits
 - Housing and migration
- Community impacts include:
 - Surplus of “free” time, creating opportunities for travel, volunteerism, encore careers
 - Population and housing shifts
 - Changes in labor force growth and dampened economic growth



Considerations of aging: More residents in their 80s+

- Prevalence of disability and dementias, and need for long-term care will grow dramatically
- Private, public medical expenses will increase
- Gender imbalance much more prominent
- Likelihood of driving oneself falls
- Outliving financial resources of great concern





Aging: Assets of our older population

- Minnesota's older adults are healthier, living longer, and working longer than prior generations
- Volunteerism and community involvement is high – essential “glue” for families, communities, state as a whole



+ QUIZ QUESTION

Minnesota is second only to which state in the percentage of its 65+ residents who volunteer each year?

A. Iowa

B. Maine

C. Utah

D. Wisconsin

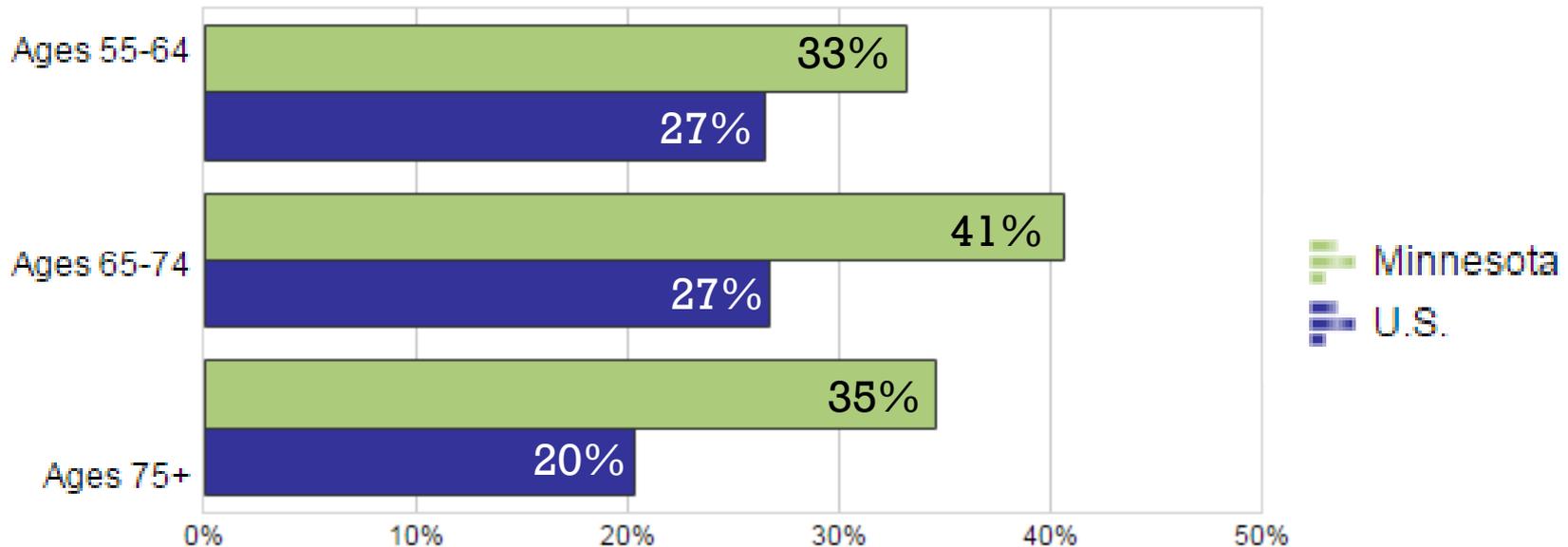


Older adults in Minnesota volunteer impressively (outpacing U.S.)



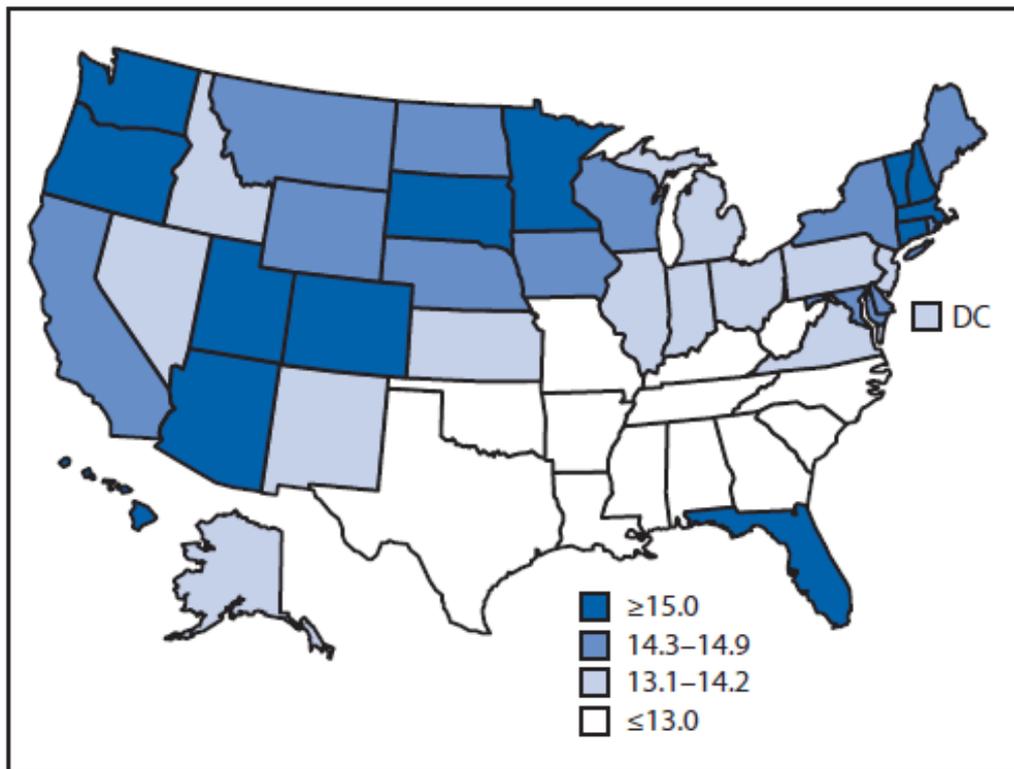
Older adults who volunteered in the past year by detailed age

Minnesota and U.S., 2012-2014



Compiled by
Compass

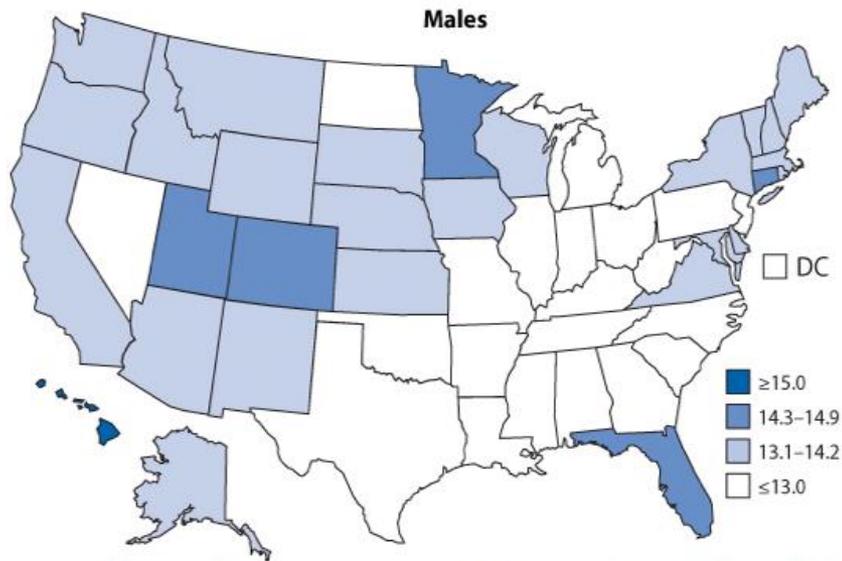
Healthy life expectancy at age 65 – Minnesota leads almost all states



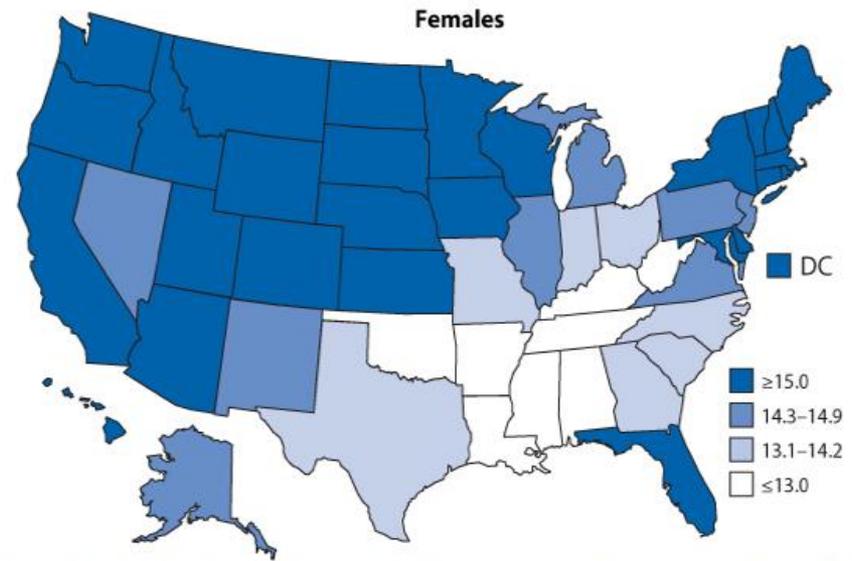
- Life expectancy for Minnesotans age 65 now is 20.1 more years, with 15.6 years in good health (second only to Hawaii)
- Compare vs. 17.5 years, with 10.8 in good health, in Mississippi
- Variations in health and disability exist by sex, race, and education in MN as elsewhere



Healthy life expectancy at age 65



State-specific healthy life expectancy in years at age 65 years, Males — United States, 2007-2009

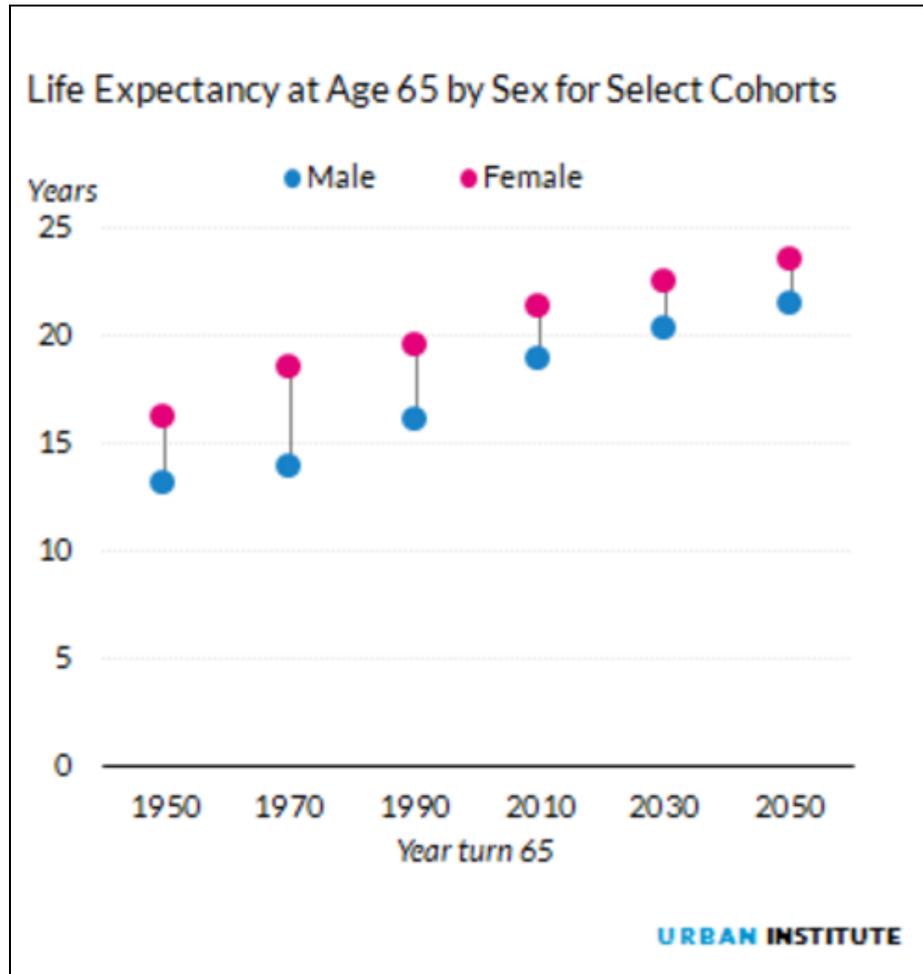


State-specific healthy life expectancy in years at age 65 years, Females — United States, 2007-2009



Life expectancy expected to continue to extend (national data)

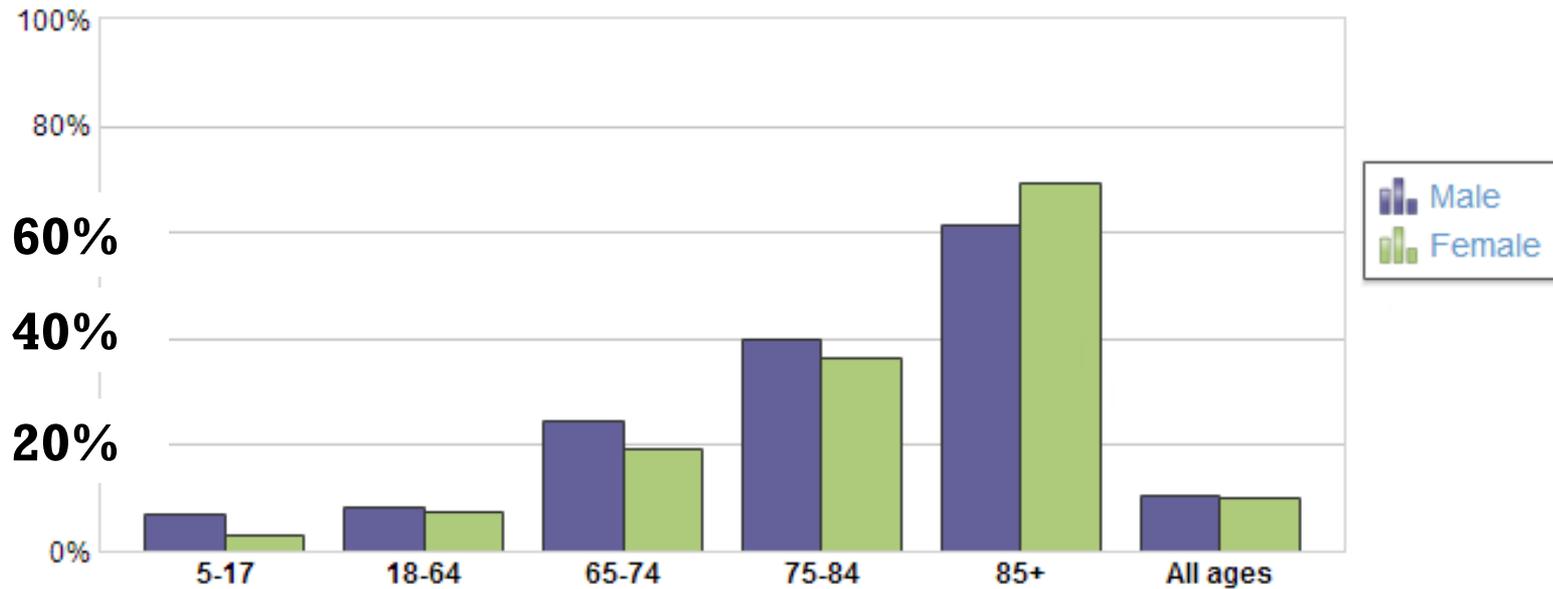
- Men turning 65 in 2030 can expect to live **6** years longer than those who turned 65 in 1970.
- Over the same period, women's life expectancy at 65 is expected to increase **4** years.
- One consequence of this increased longevity is that retirement savings will have to last longer.





Aging brings rising rates of disability (only showing those living in the community)

Percent with a disability by gender and age
Minnesota, 2011



Sources: U.S. Census Bureau, American Community Survey, via MNCompass.org.

Note: Relates only to the civilian, non-institutionalized population with a serious difficulty in one or more of four basic areas of functioning: vision, hearing, ambulation, and cognition.



Disabilities as defined in the Census data (ACS)



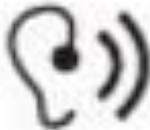
Ambulatory
(Serious difficulty walking or climbing stairs)



Independent living
(Difficulty doing errands alone)



Cognitive
(Difficulty remembering, concentrating or making decisions)



Hearing
(Deaf or having serious difficulty hearing)



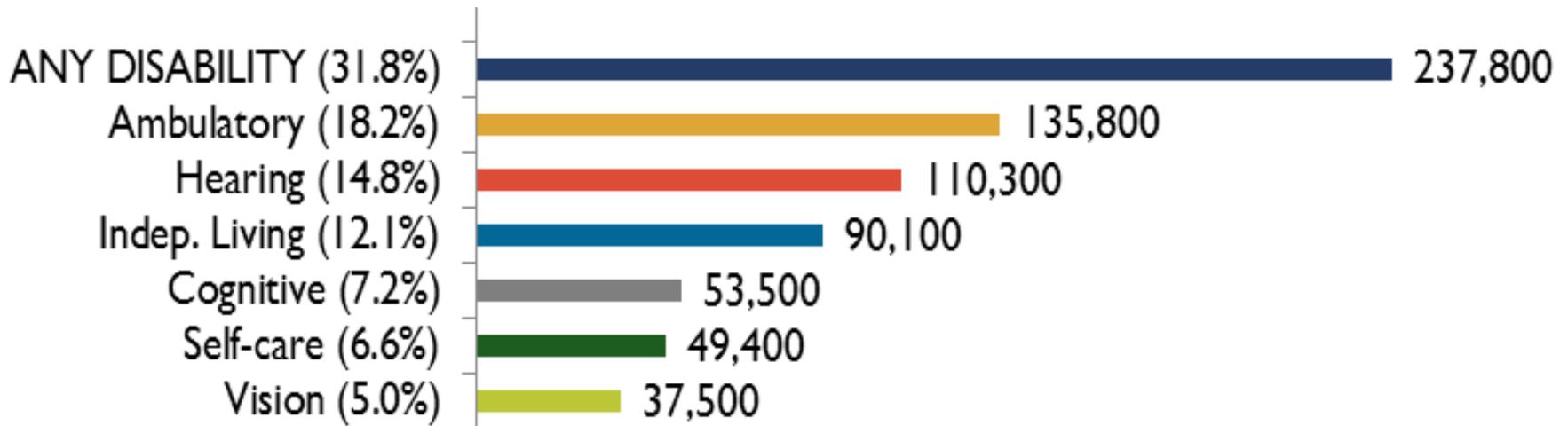
Self-care
(Difficulty bathing or dressing)



Vision
(Blind or serious difficulty seeing, even with glasses)



Number of older adults (65+) with disabilities in MN, 2015



- Minnesotans with a disability rose from 10 out of every 100 people, to 11 out of every 100, just since 2010.



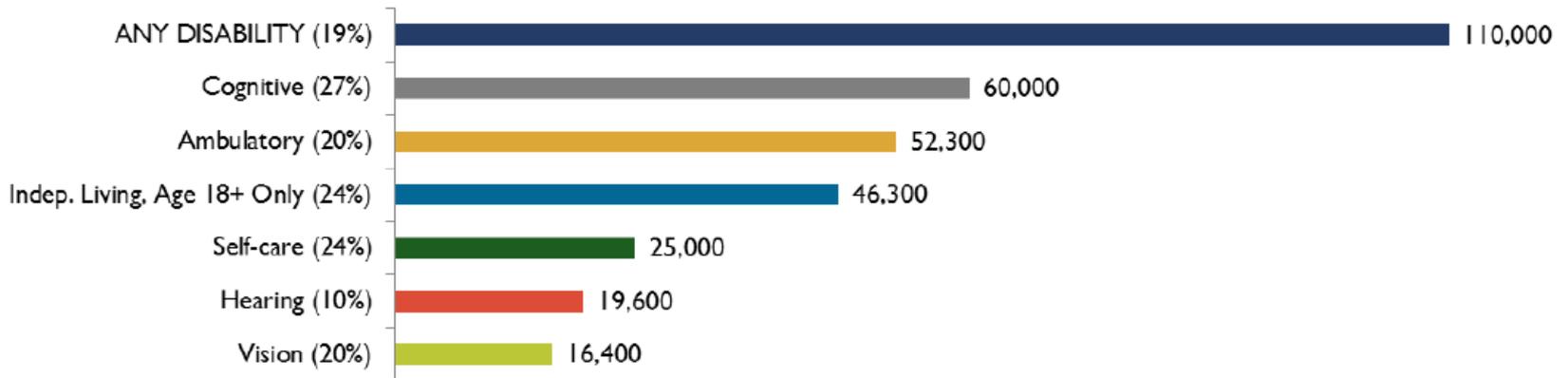
Long-term care planning (for individuals, families, MN)

- An estimated 12% of Minnesotans ages 65-84 have disabilities that require long-term care (DHS)
- Among 85+, more than half (55%)
- “Own Your Future”: <http://mn.gov/dhs/ownyourfuture/>
- From 2015-2040: Anticipated 85% growth in MN enrollees in long-term care under MA/Medicaid (in nursing facilities or home/community via Elderly Waiver)
 - Growth to 3.4 times the dollar amount spent upon it presently, to \$3.8 Billion (split 50-50 with the feds)



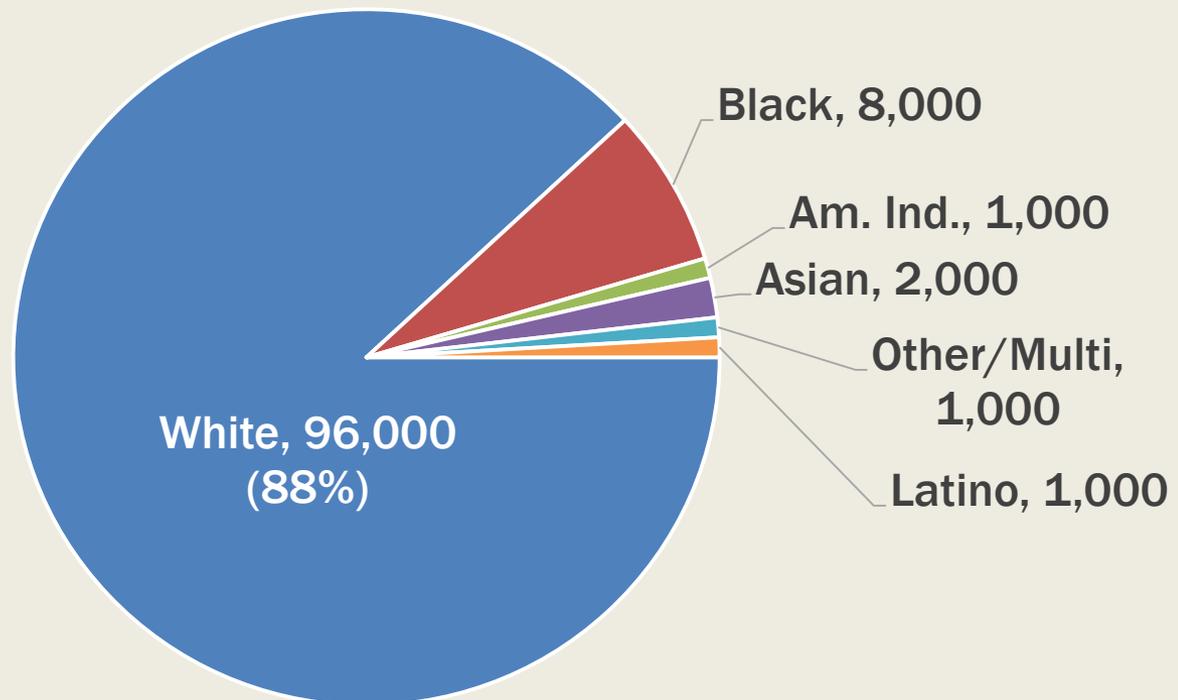
1 in 5 People With Disabilities in MN lives In Poverty

Minnesotans With Disabilities (Age 5+) In Poverty, By Disability Type, Minnesota, 2015



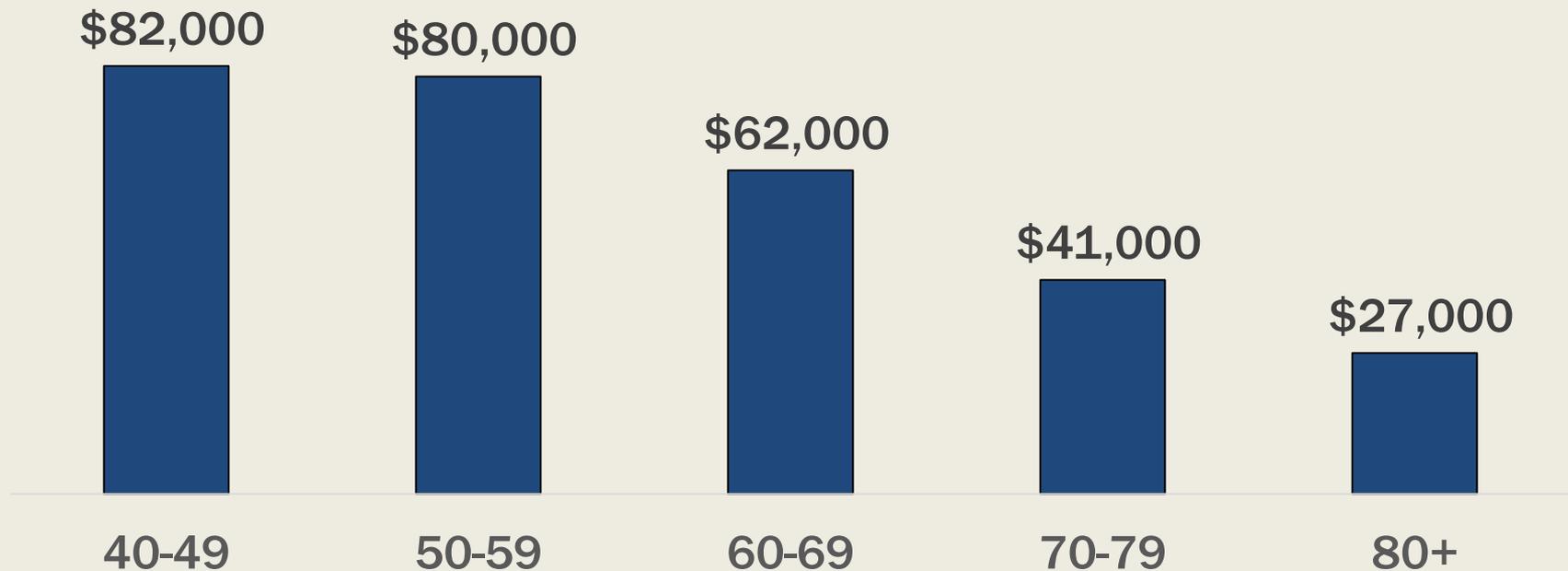
OF OLDER ADULTS (AGE 60+) IN POVERTY, 88% ARE WHITE, 12% ARE PEOPLE OF COLOR

Minnesotans age 60+ with incomes below poverty line, by race, 2014



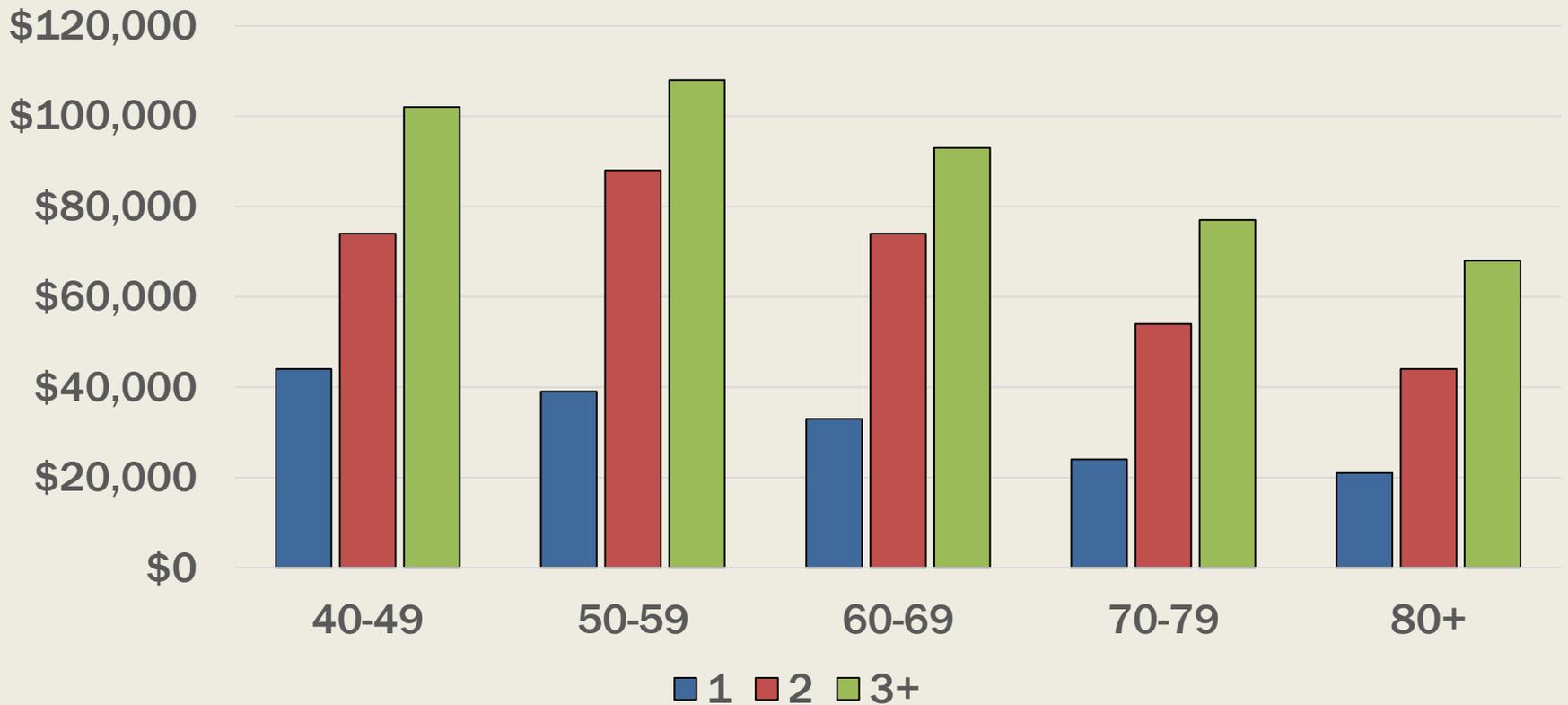
MEDIAN HOUSEHOLD INCOME DECLINES WITH AGE

Median Household Income by Age of Householder,
2010-2014



MEDIAN HOUSEHOLD INCOME BY AGE AND SIZE OF HOUSEHOLD

Minnesota 2010-2014

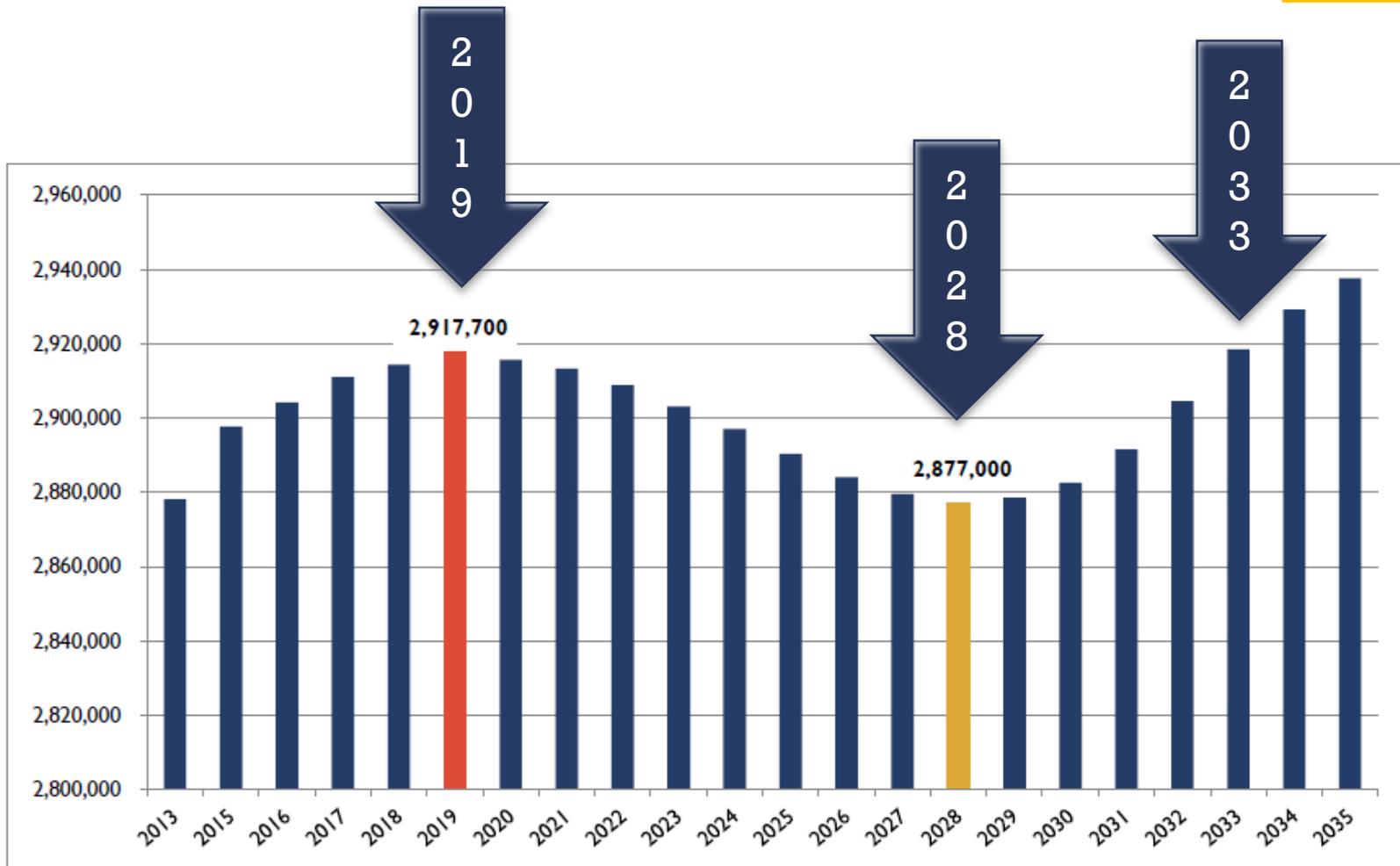




Retirement



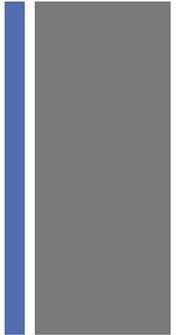
Total 25- to 64-year-olds in MN will be a roller coaster (2013-2035)



Source: Minnesota State Demographic Center Projections.



QUIZ QUESTION



Since 1980, the percentage of Minnesotans in their late **Sixties** who participate in the labor force has increased by ___ percentage points.

A. 2

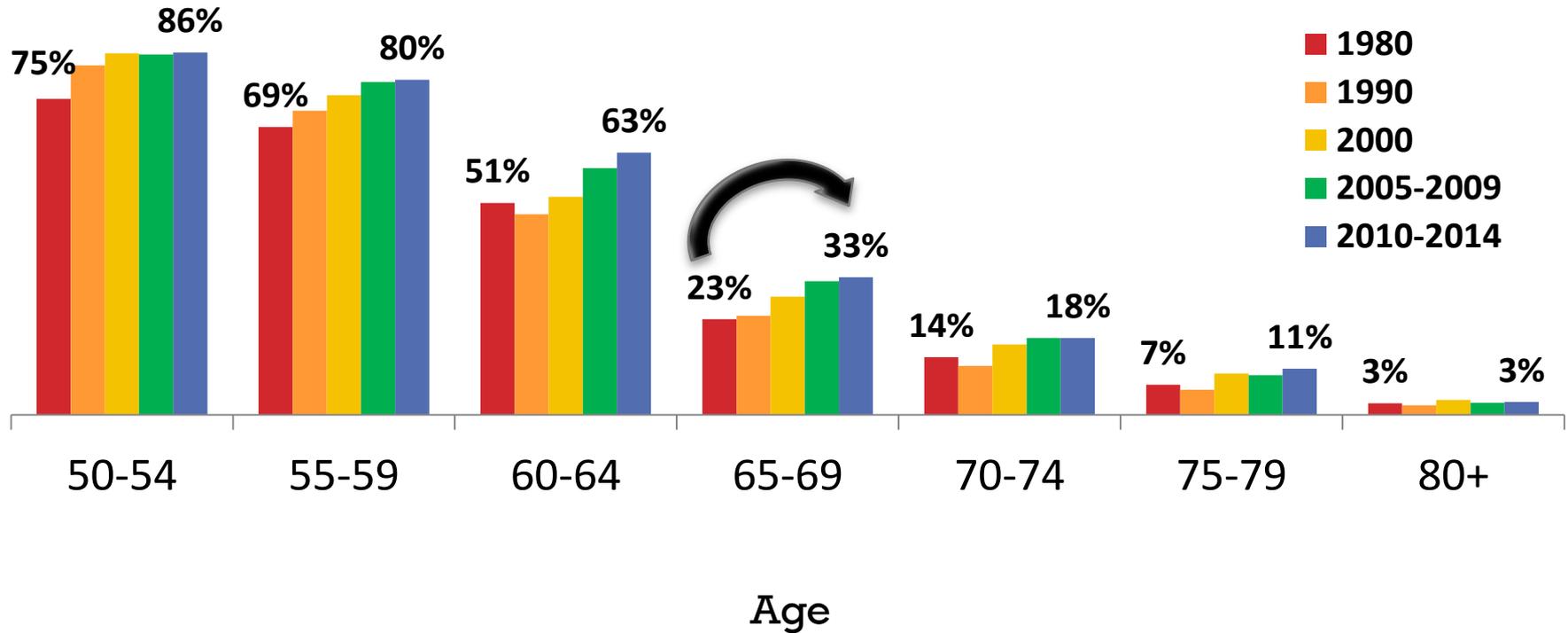
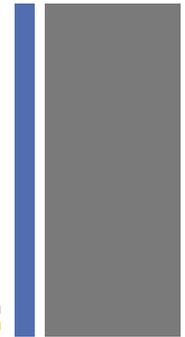
B. 4

C. 10

D. 18

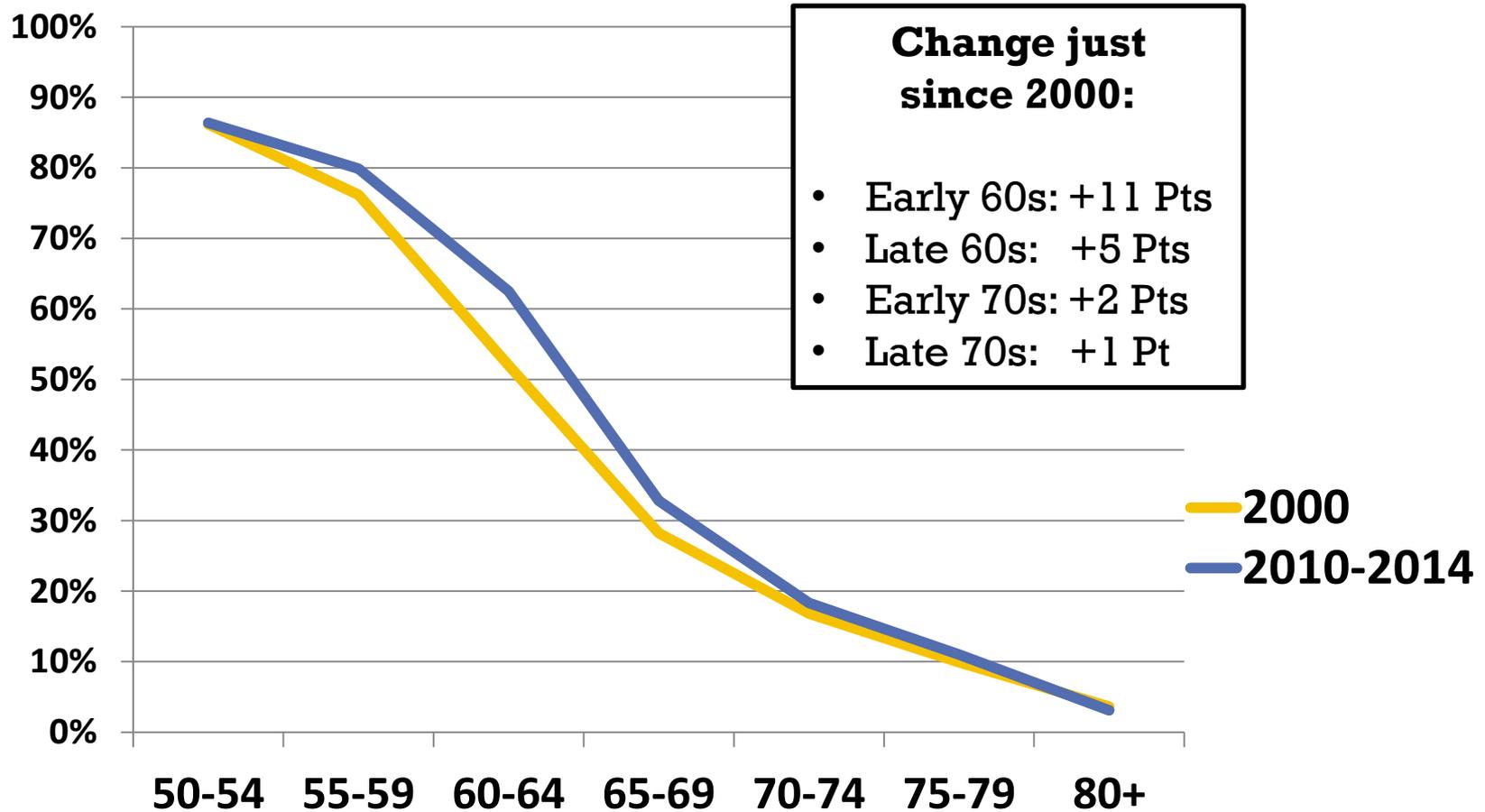


Minnesota's older adults remain in the labor force longer than before



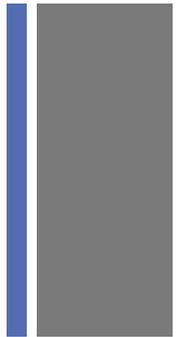


Minnesota's older adults remain in the labor force longer than before





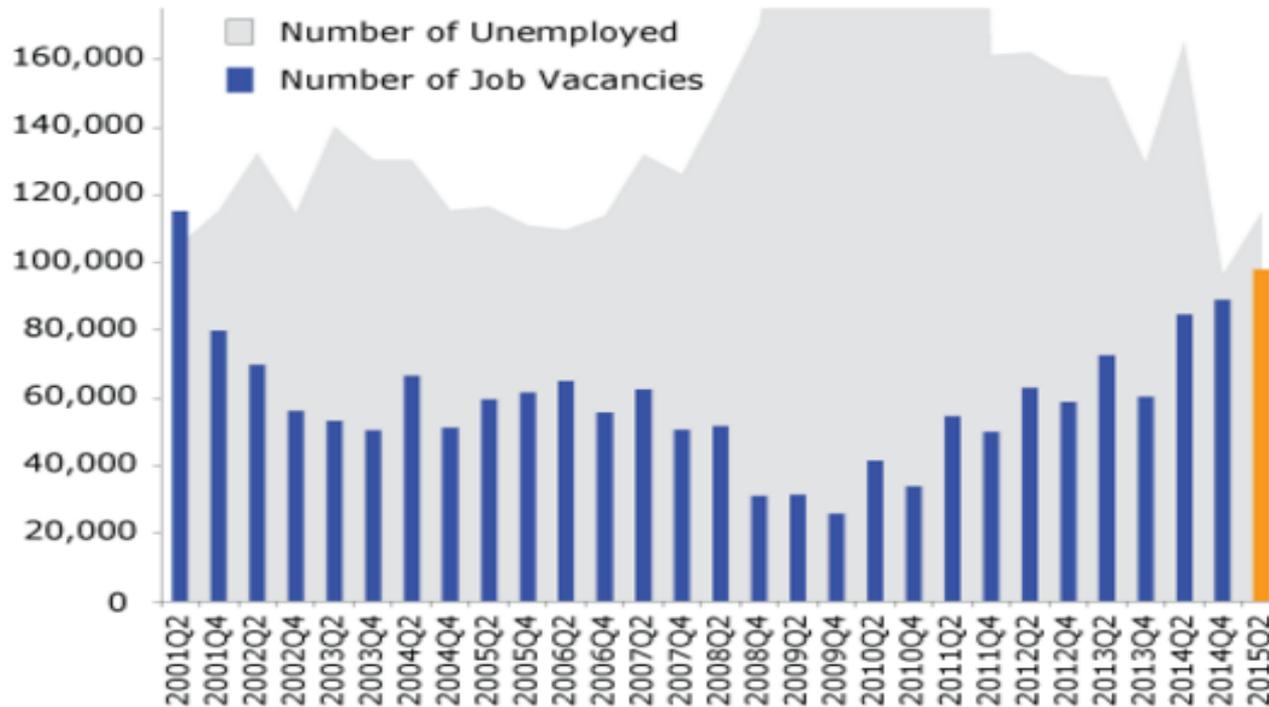
Minnesota has shifted to an older workforce: 22% were 55+ in 2014, compared to 11% in 1995





Ratio of available jobs to job seekers in MN is now roughly 1-to-1

Figure 1: Minnesota Job Vacancies and Unemployed Workers, 2nd Quarter 2001 to 2nd Quarter 2015



+ Increasing reports of labor shortages

COMMENTARY

BUSINESS

Rural Minnesota factories spend big on pe to find w

Rural factories find workers.

By Dee DePass Star Trib

LOCAL

Worker shortage has concessions operator out-of-state workers

Target Field is busing in concession

By Rochelle Olson Star Tribune | APRIL 19, 2016



Minnesota's home care workers demand action on staff shortages, low wages

Two years after a contentious battle to form a union, they are starting contract negotiations.

By Chris Serres Star Tribune | SEPTEMBER 30, 2016 — 10:38PM



ELIZABETH FLORES

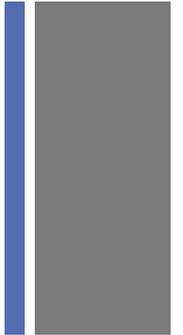
Home care aide Jasmine Laducer-Kitto went through physical therapy with Scott Semo on Thursday. Laducer-Kitto has cared for Semo for 11 years but said she is looking for other work because her wages (\$12.65 per hour) aren't enough to

More

Two years after their contentious battle to form a union, home-health



Opportunities to impact labor force's quality and size



- Grow your own (train, retrain, and retain your own)
- Better alignment of preparation (& retooling)
- Pull (or keep) additional folks in the labor force:
 - Older workers!
 - People with disabilities
 - Parents, especially mothers
 - Discouraged workers
 - People with less education/skills that align poorly with available jobs
- Attract new workers (domestic, int'l migration)



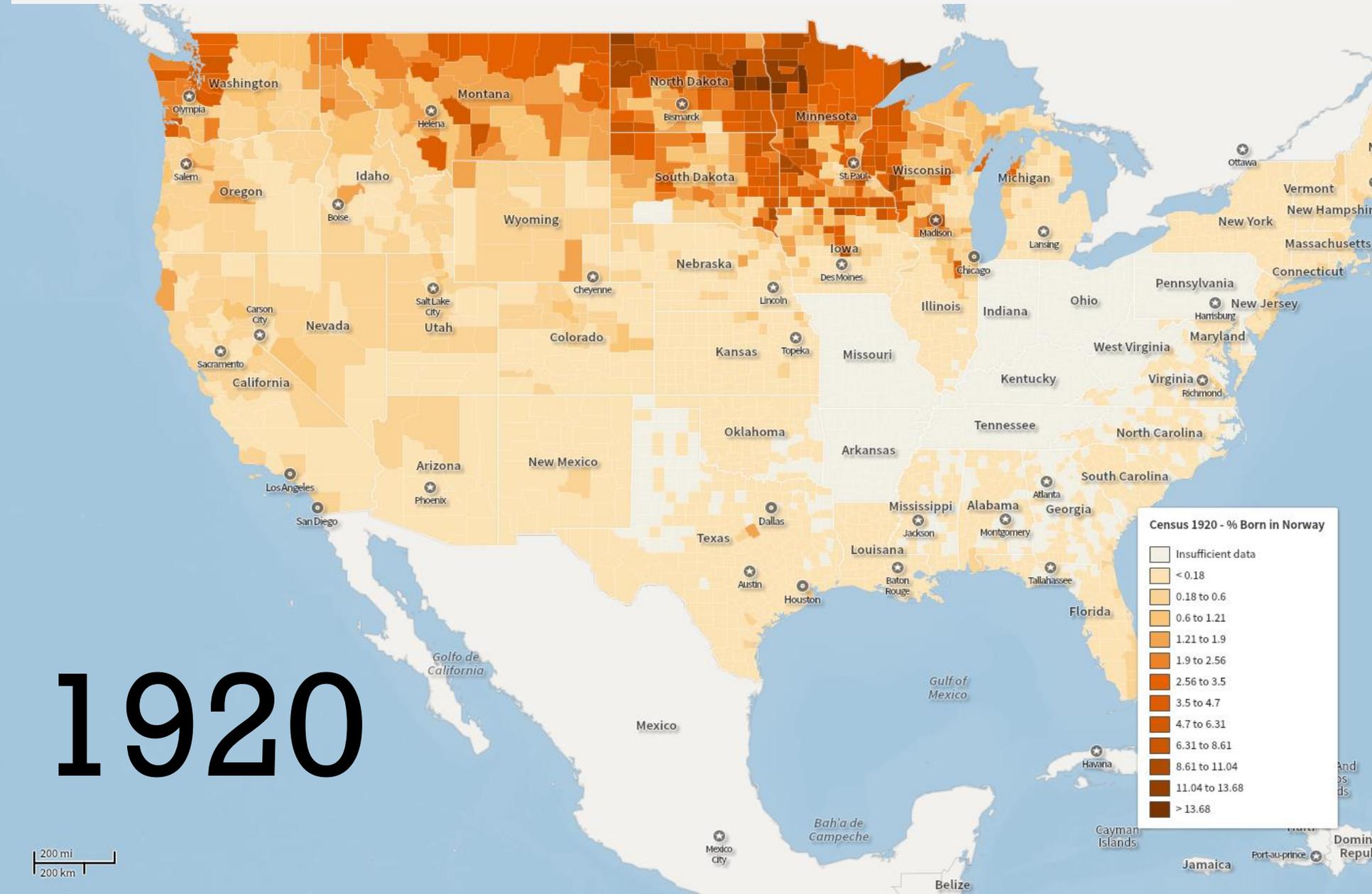
DHS Direct Care/Support Workforce Summit & Ongoing Work

- 1-day summit held in July 2016 w/ 200+ attendees
- Already shortage of workers for older adults and people with disabilities. Nearly 60,000 additional positions will need to be filled in Minnesota in next 4 years alone (DEED), due to:
 - Growth in older population
 - More people wanting care and support at home
 - More people with disabilities supported to live and work in their communities
- Advancing solutions to increase the number of people who are paid to help people in their own homes, group homes, nursing homes, assisted living and other settings
 - Compensation, recruitment, retention, technology, quality, credentialing and career ladders
- DHS.AASDUupdates@state.mn.us to receive updates, join work



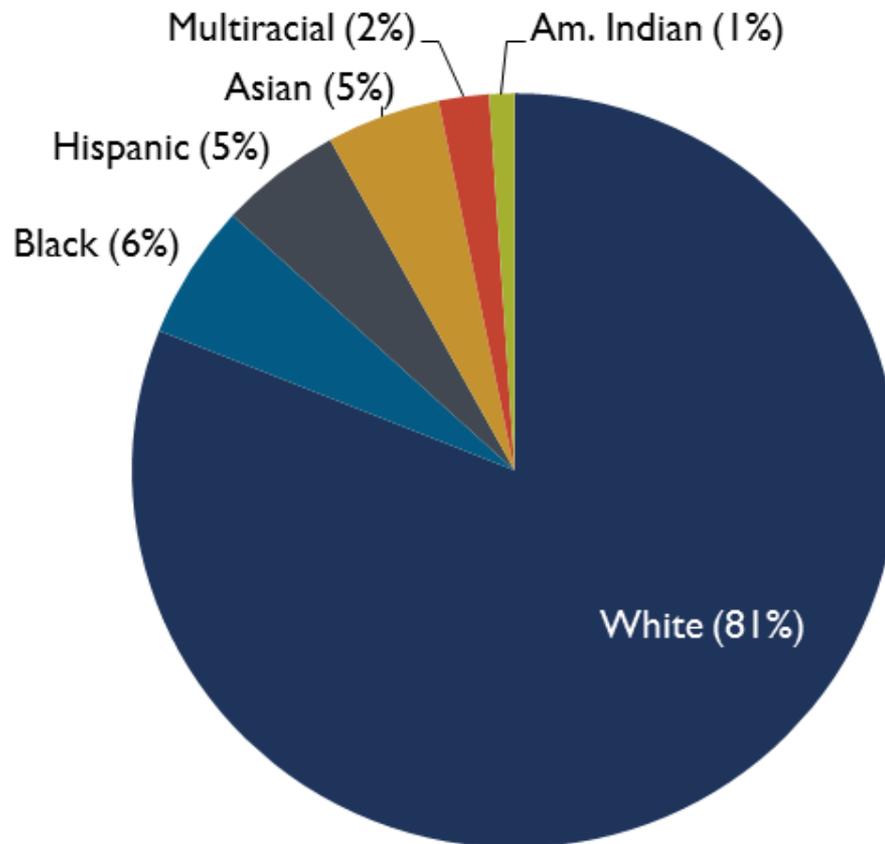
Diversity Trends

Percentage of the population that was ...





MN in 2015 by race/ethnicity (Hispanics removed from all other race groups)



White population =
4.45 million

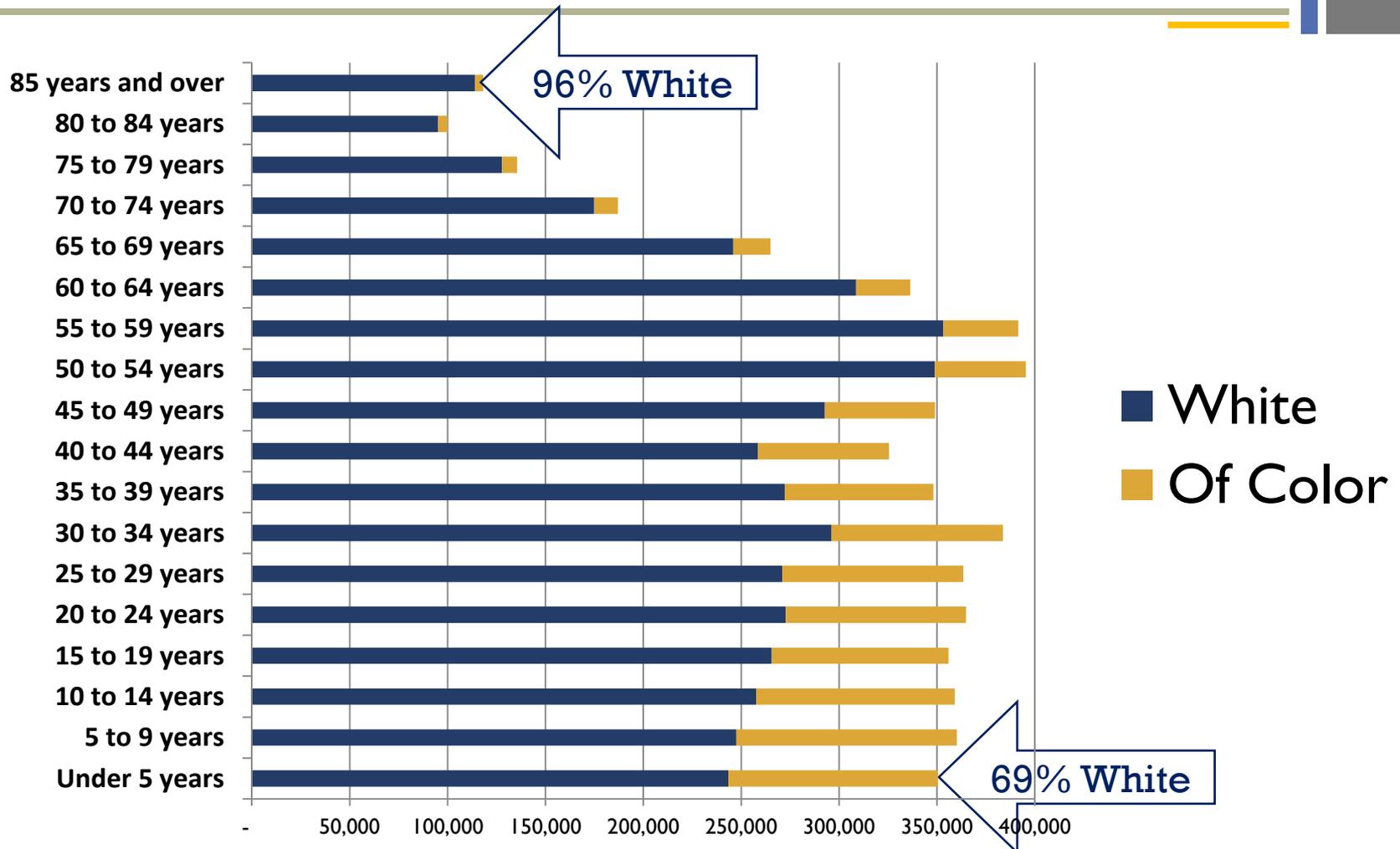
Populations of
Color = 1.04 million

MN population =
5.49 million

Source: U.S. Census Population Estimates, 2015. Note: Native Hawaiian/Pacific Islanders represent .04% of the population, and are not shown in the pie graph.

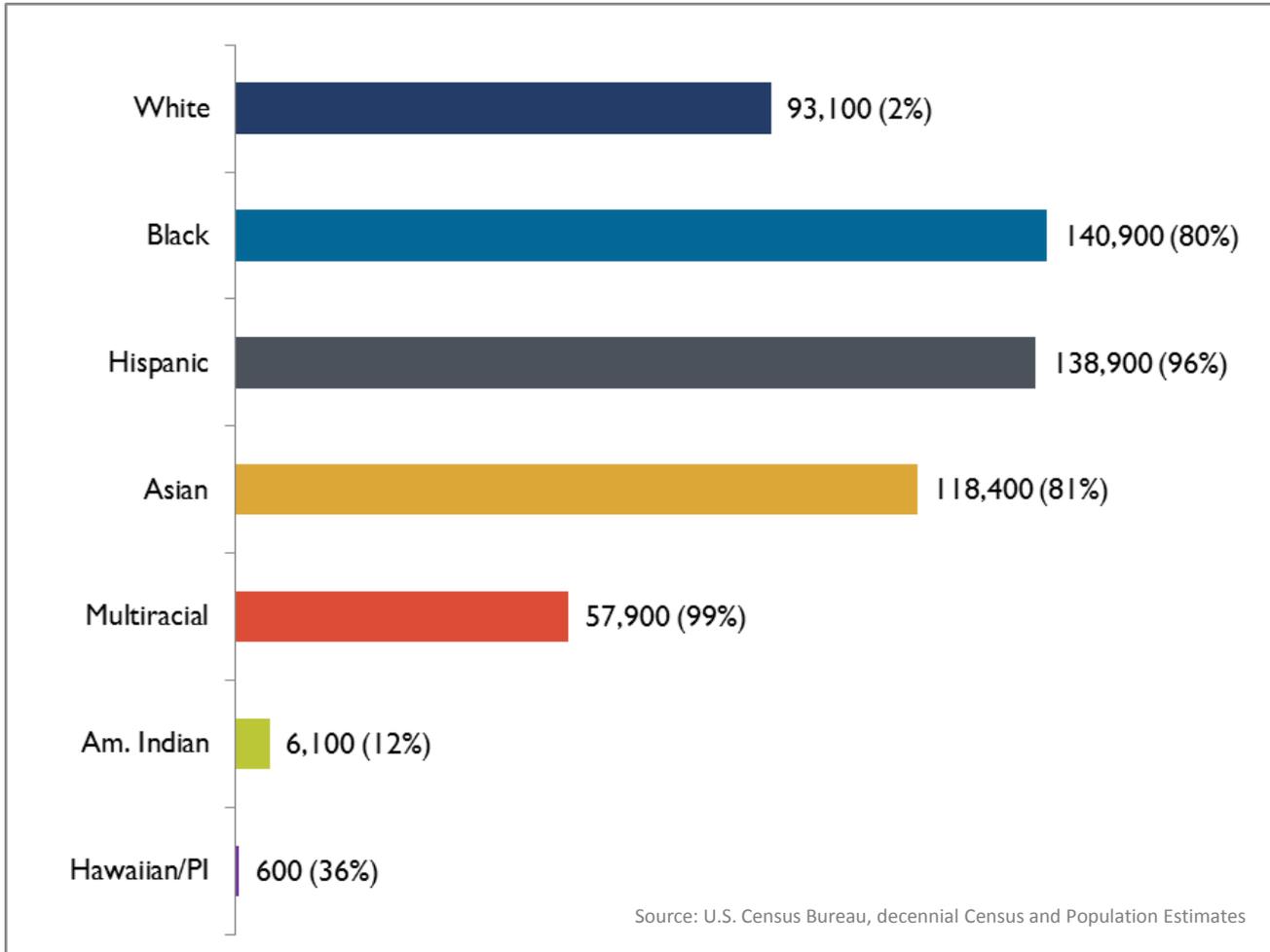
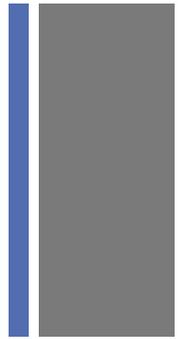


Minnesota's population in 2015 by age and broad race groups



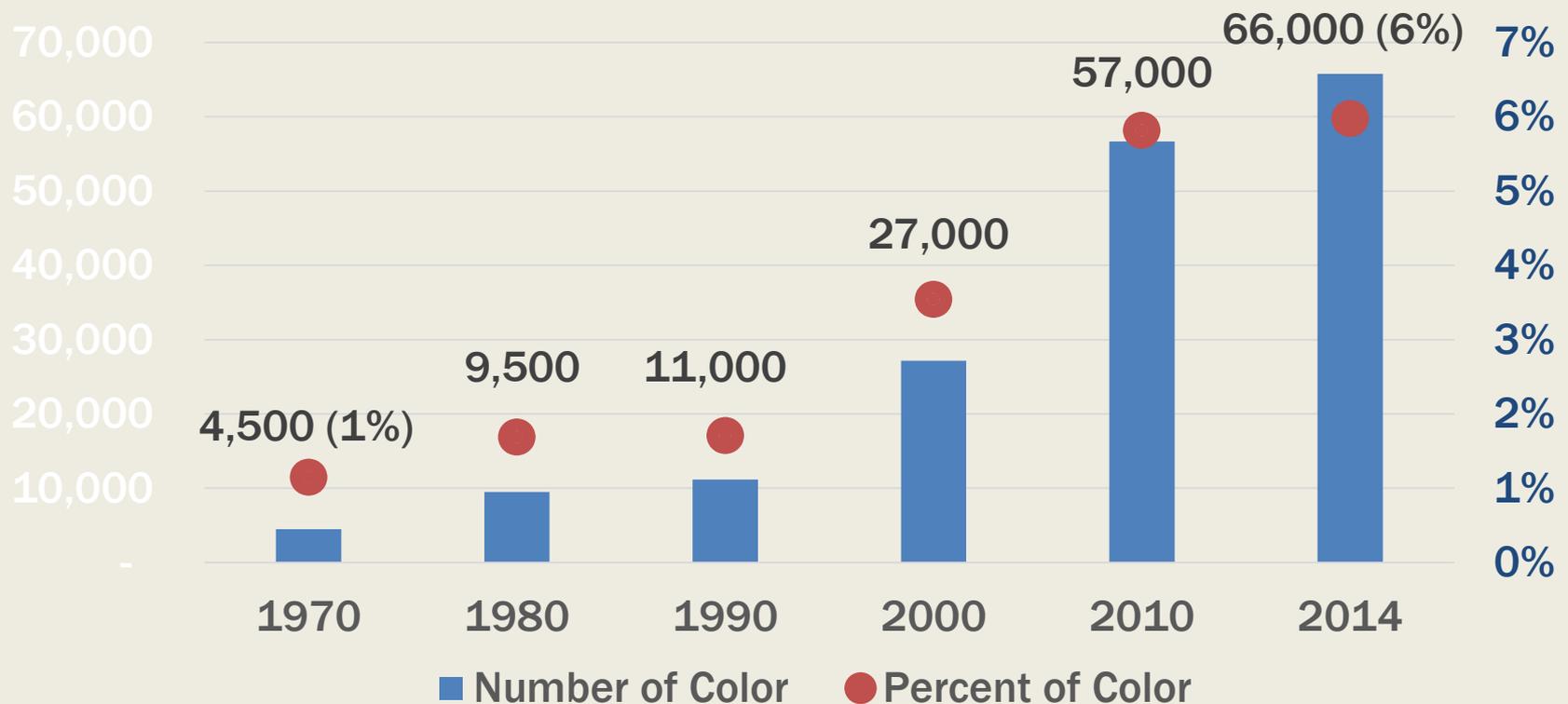


Populations of Color are driving growth in MN (Change, 2000-2015)



During the past 15 years, the White population grew by 2%, while the Asian, Black, Hispanic, & Multiracial populations grew by 80-96%.

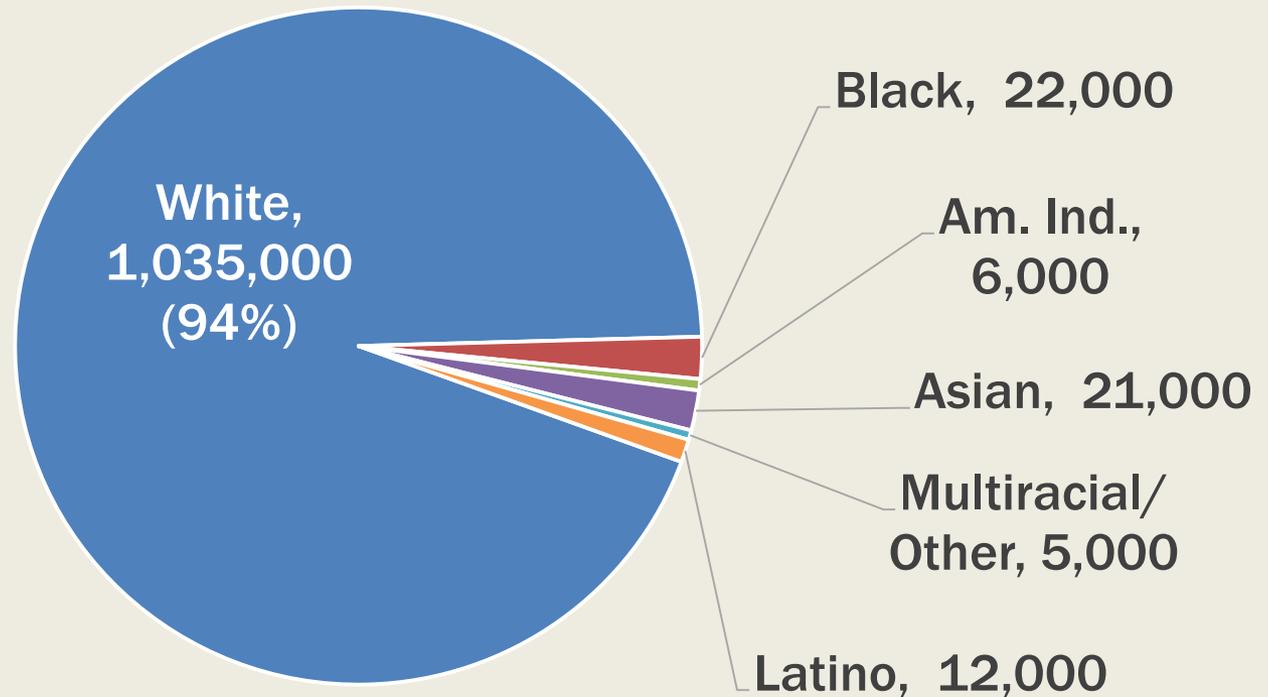
GROWING DIVERSITY AMONG MINNESOTA'S OLDER ADULTS (60+)



Source: Integrated Public Use Microdata Series ipums.org

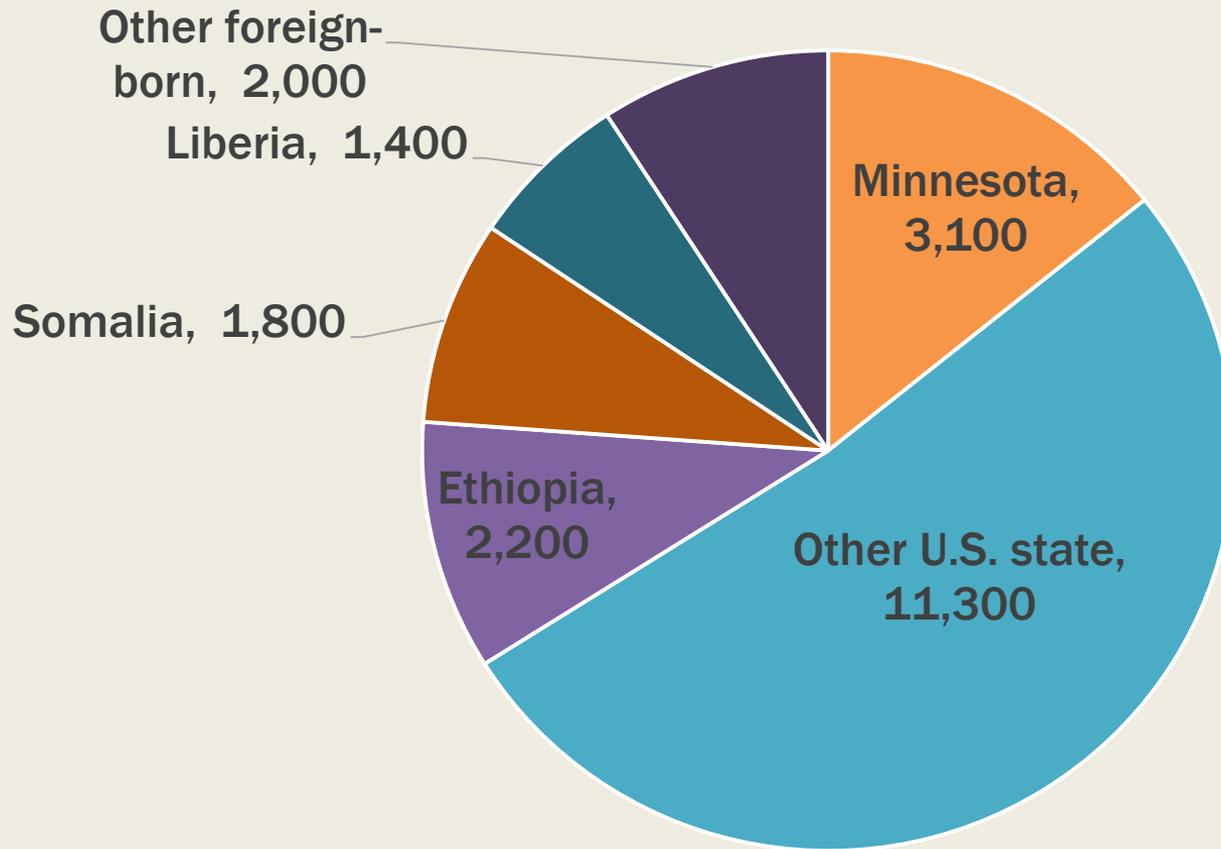
6% & 66,000 OF MN'S 1.1 MIL. OLDER ADULTS (AGE 60+) ARE PEOPLE OF COLOR

Minnesotans (Age 60+) by race, 2014



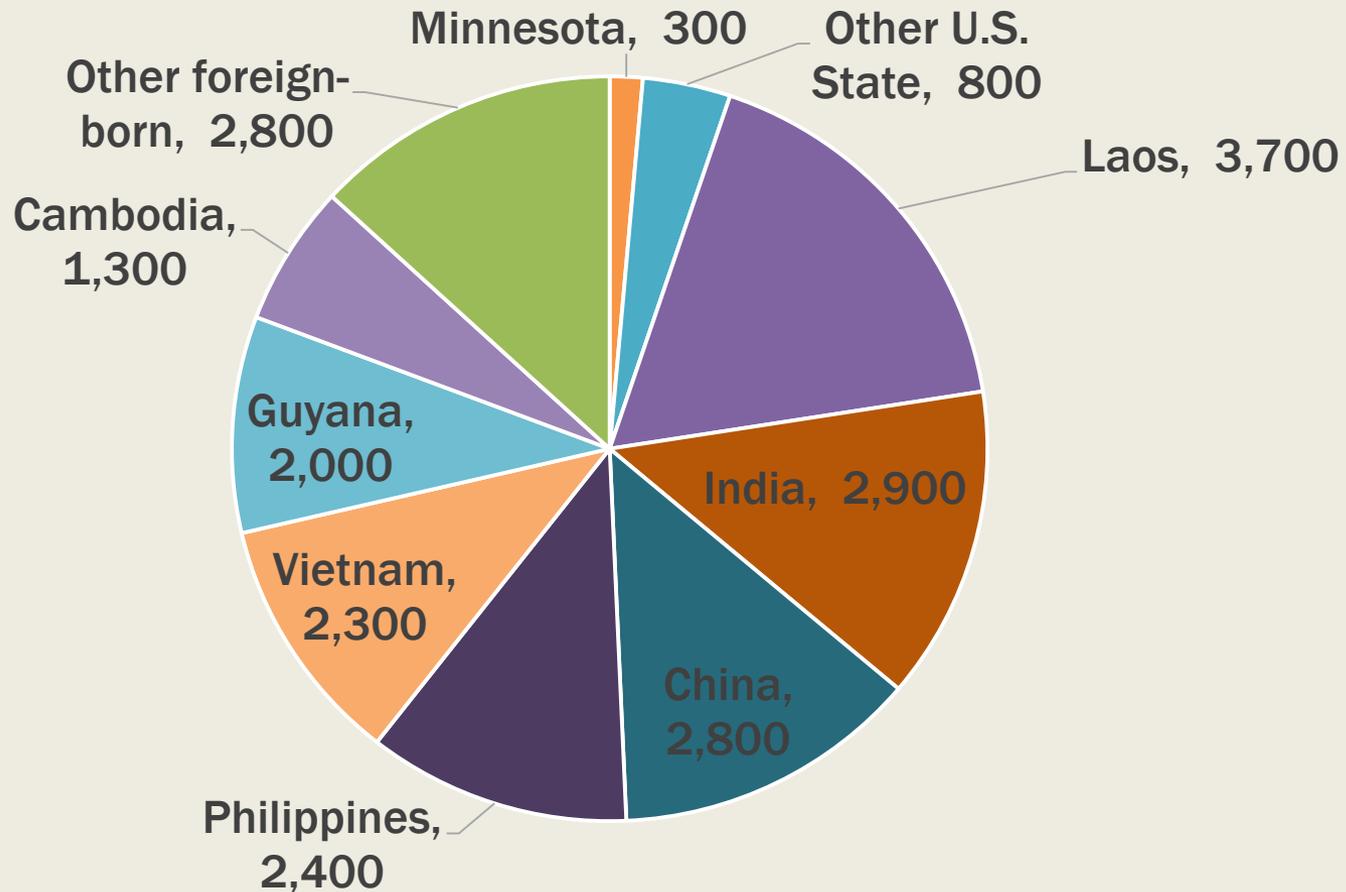
Source: Integrated Public Use Microdata Series ipums.org

BIRTHPLACE OF MN'S 22,000 BLACK/AFRICAN-AMERICAN OLDER ADULTS (AGE 60+)



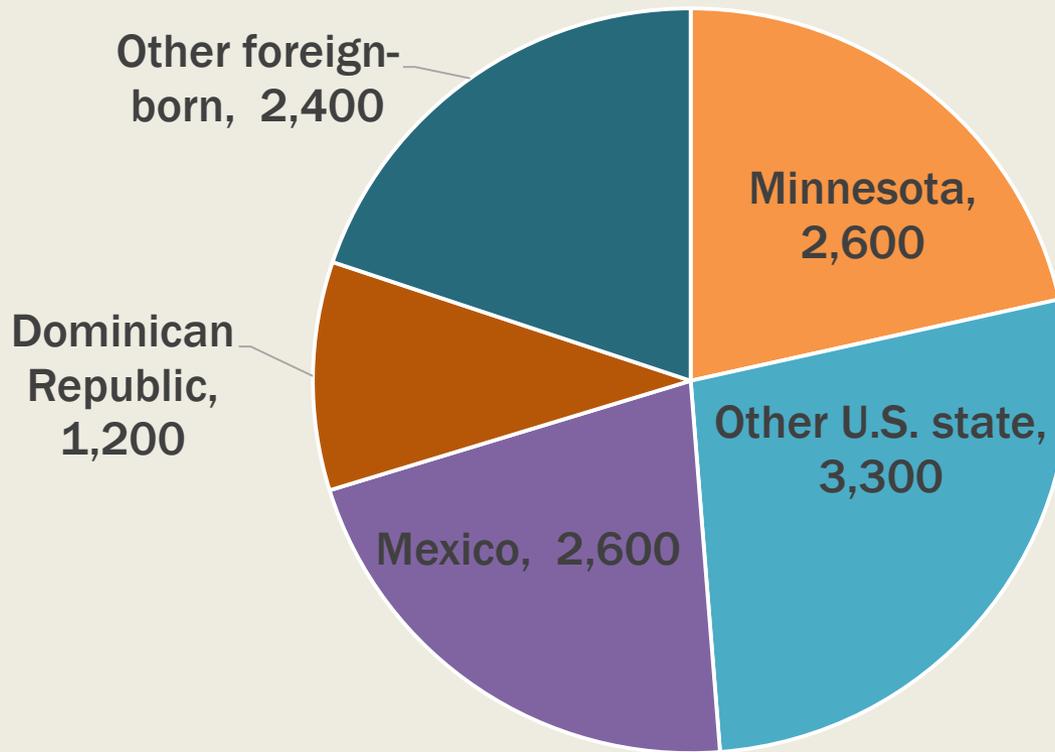
Source: Integrated Public Use Microdata Series ipums.org
Data are for Minnesota, 2014

BIRTHPLACE OF MN'S 21,000 ASIAN OLDER ADULTS (AGE 60+)



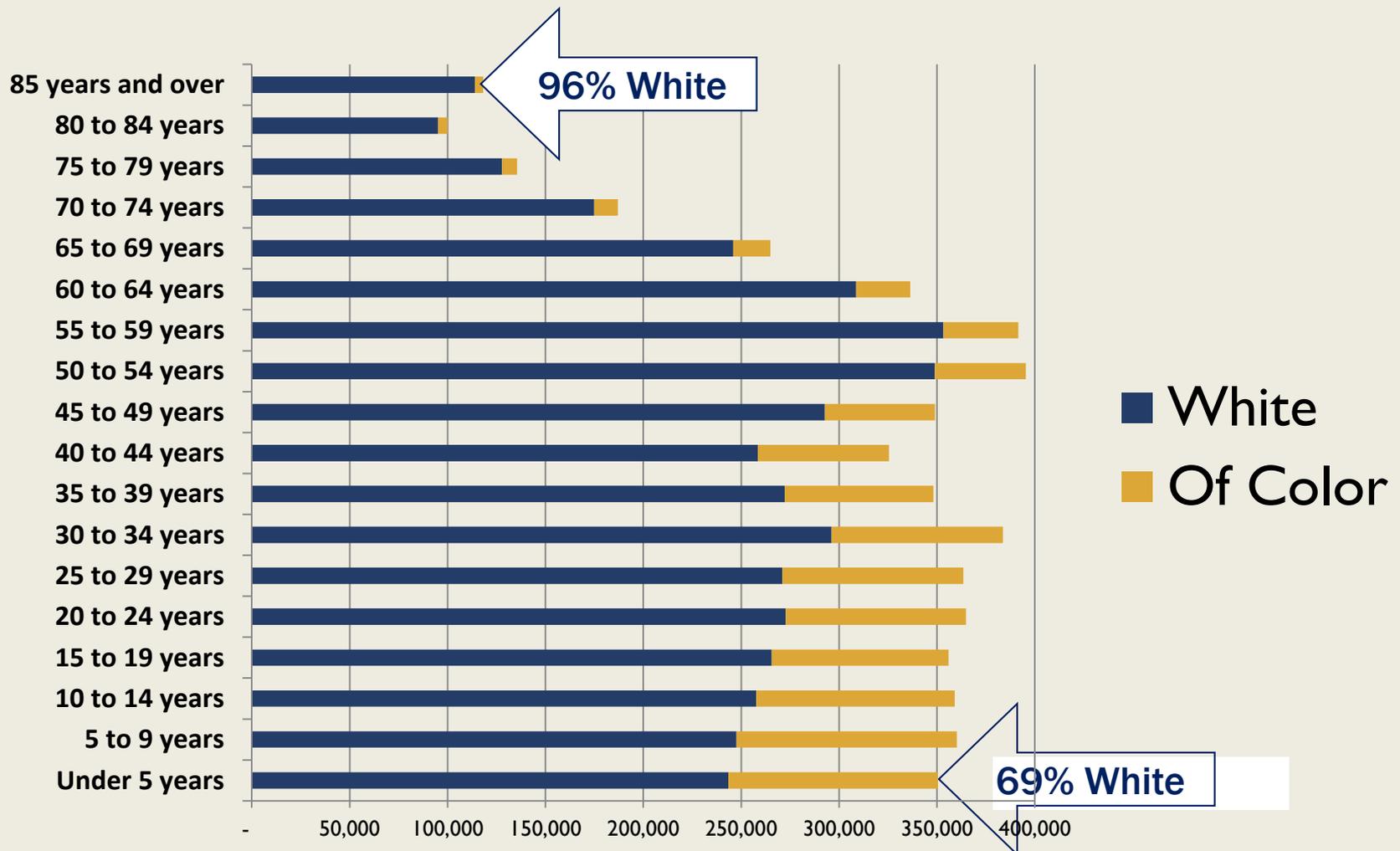
Source: Integrated Public Use Microdata Series ipums.org
Data are for Minnesota, 2014

BIRTHPLACE OF MN'S 21,000 LATINO OLDER ADULTS (AGE 60+)



Source: Integrated Public Use Microdata Series ipums.org
Data are for Minnesota, 2014

MINNESOTA'S POPULATION IN 2015 BY AGE AND BROAD RACE GROUPS





The future
will look
very
different
from today.

+ Take-away thoughts for those contemplating these trends

- All areas of the state will feel the effects of an aging population. **Health care and long-term care** will become cost-drivers of public budgets. How will we balance this with other public needs?
- However, older adults transitioning out the workforce will **positively shape our communities** with volunteerism, mentoring and advancing their own solutions to the challenges of aging.
- **As Baby Boomers retire, a tightening labor force** will create new opportunities for workers, but will strain employers. The search for skilled hands and minds will intensify (here and across much of the globe). **Developing, retaining, and attracting skilled workers** will be essential to fuel economic growth.
- Minnesota's **communities, workplaces, and markets for business will grow more diverse** in the decades to come. The success of populations of Color is essential for our state's overall success. The next wave of older adults has a far different composition — plan services with an eye to the future.



+ And Finally...

Communities leaders will need to be brave, creative, collaborative, and adaptive in responding to these demographic changes.

You are part of the solution!

Draw near the waterfall!



Minnesota State Demographic Center

Andi Egbert

demography.help@state.mn.us

mn.gov/demography

@MN_StateData





To find projections by age and population pyramids for your county (lowest geography) use...

OUR WEBSITE, UNDER DATA BY TOPIC>POPULATION DATA>PROJECTIONS

■ mn.gov/demography/projections

■ Click “County & EDR Data” tab in the grey box

■ Examine aging with interactive tools below the grey box

The screenshot shows the Minnesota State Demographic Center website. The header includes a search bar and the title "Minnesota State Demographic Center". The navigation menu includes "About", "Data by Topic", "Data by Place", "Map & Viz Gallery", "Reports & Resources", and "News". The "Data by Topic" section is expanded, showing a list of categories: "Population Data", "Aging", "Births & Fertility", "Children & Families", "Economy", "Education", "Health & Disability", "Immigration & Language", "Income & Poverty", "Labor Force", and "Minnesota Milestones". The "Population Data" category is selected, and the "Projections" sub-section is highlighted. The "Projections" section contains a large image of a crowd of people and text describing the center's work. Below this, there are tabs for "Key Findings", "MN Data", "County & EDR Data", "FAQ", and "Other Resources". The "County & EDR Data" tab is selected, and the content below it describes the data files available for 87 counties in Minnesota, including population projections through 2045.



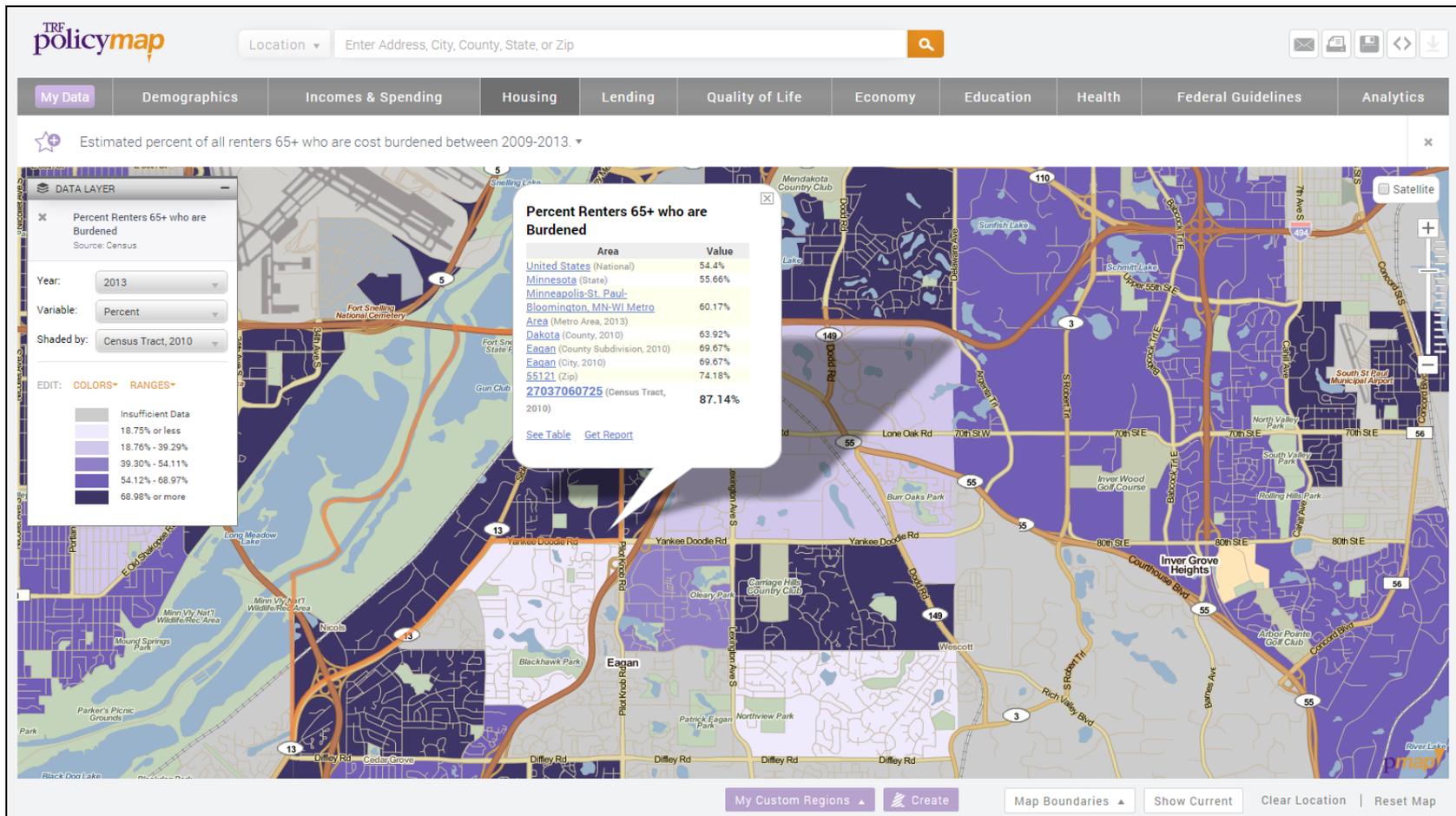
To see geographic differences in many different indicators relevant to planning for a livable community, visit...

POLICY MAP

- <http://www.policymap.com/maps>
- Create a free account with an email & password
- Explore these data mapped locally:
 - DEMOGRAPHICS>AGE>DETAILED AGE GROUPS
 - DEMOGRAPHICS>PEOPLE WITH DISABILITIES>BY AGE
 - DEMOGRAPHICS>HOUSEHOLD RACE
 - DEMOGRAPHICS>HOUSEHOLD SIZE>1 PERSON
 - INCOMES & SPENDING>PEOPLE IN POVERTY>BY AGE>65+
 - HOUSING>NUMBER OF RENTERS>BY AGE>65+
 - HOUSING>NUMBER OF HOMEOWNERS>BY AGE>65+
 - HOUSING>RENTERS>COST BURDENS>AGE 65+>2009-2013 ACS
 - HOUSING>HOMEOWNERSS>COST BURDENS>AGE 65+>2009-2013 ACS



Percent of 65+ renters with a cost-burden (2009-2013, latest data)





To locate number and % of 65+ in your community (& see how that has changed) use...

CENSUS EXPLORER

- <http://www.census.gov/censusexplorer/censusexplorer.html>
- Under “Select a measure,” click “65 and over”
- Zoom in to census tract level (about 4,000 people on average live in a tract) – hover or click to see data
- Click 1990 or 2000 circles to see how area has changed over time

