

## MFIP and Workforce Development

Economic security for workers, their families, and Minnesota's future

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Workers enrolled in the Minnesota Family Investment Program (MFIP) are poised to help fill the looming employment skills gap in Minnesota. With new access to training and education plus robust supports for success, this pool of workers will successfully meet the needs of the 21st century employer.

### Education

- **Maternal education means better school performance for children** — In 2005, 37% of children between ages 3-5 whose mothers had a bachelor's degree could recognize all letters, compared to 19% of the children of high school graduates<sup>1</sup>
- **Increased education leads to increased earnings** — Between 1975 and 2005, wages for those with college and advanced degrees rose by 22% and 29%. Wages for high school graduates stagnated and those without high school degrees fell by 16%<sup>2</sup>

*"A focus upon skill acquisition and degree completion [...] will position us well in the decades to come."*

- MN State Demographic Center 2013

### Employers

- **2/3 of employers can't find qualified job applicants**<sup>3</sup> — Minnesota businesses have a greater need for skilled workers than those in any other state. Additionally, today's workers will still make up nearly 3/4 of Minnesota's workforce in 2030, so it is vital that we strengthen our current workforce<sup>4</sup>
- **A looming workforce shortage** — By 2020, workforce growth in Minnesota will slow to nearly zero<sup>5</sup>

### Economy

- **Regions with higher levels of education have more productivity growth**<sup>6</sup>
- **Addressing the racial job gap** — 39% of the MFIP enrollees are African American and the unemployment rate among African American Minnesotans is more than three times higher than that for white Minnesotans<sup>7</sup>

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<sup>1</sup> NCES, After-School Programs and Activities Survey of the 2005 National Household Education Survey

<sup>2</sup> Baum & Ma, "Education Pays: The Benefits of Higher Education for Individuals and Society," 2007

<sup>3</sup> McKinsey Global Institute, "An economy that works: Job Creation American's Future", June 2011

<sup>4</sup> Carnevale, Smith & Strohl, "Help Wanted: Projections of Jobs and Education Requirements Through 2013," June 2010

<sup>5</sup> Governor's Workforce Development Council, "Skills at the Center," 2012

<sup>6</sup> Robert J. Gordon, National Bureau of Economic Research, June 2000

<sup>7</sup> Mn Dept of Human Services, 2011