

CITY GOAL

results
minneapolis

Economic Security

January 27, 2016



What is this?

City Goal Results Minneapolis roundtables are focused on answering the question “are we there yet?” by reporting progress on our community indicators. These reports are analytical in nature and focused on making connections with cross-sector data. Creating these reports requires input from multiple departments and, in many cases, external participants. The goal of this initiative is to reflect the realities being experienced in our communities. The objectives of the report and roundtable are to 1) have a new and different understanding of the indicator and 2) think differently about solutions.

This report is the first in a two-part series, and will focus on long-term trends in the indicators rather than short-term fluctuations. These macro trends are heavily influenced by government policies and tend to be outside the scope of a single investment or intervention. The second roundtable discussion of this series will take place in July, 2016, and will focus on the City’s community indicators on educational attainment and employment in the 20 broad NAICS (North American Industry Classification System) sectors. The July report will focus more on sector trends and whether or not Minneapolis residents are prepared to take advantage of them.

Why poverty rate?

Nearly one in four Minneapolis residents is living in poverty. The inability to afford basic needs such as child care, housing, and health care sharply limits the potential of individuals and families. It is clear that the poverty thresholds as defined by the federal government do not match the real cost of basic needs in Minneapolis and elsewhere. Often, waiting lists or other structural barriers prevent Minneapolis residents from accessing programs that assist residents in poverty with meeting basic needs. Structural factors such as racism and sexism also prevent individuals and families from breaking the cycle of generational poverty. Identifying the ways poverty impacts different racial and geographic communities is essential to developing solutions that work.

Why unemployment rate?

The unemployment rate reflects one form of unrealized economic potential and includes Minneapolis residents who do not have jobs despite actively looking for work. The unemployment rate does not include residents who have voluntarily chosen to remain out of the labor force due to age or personal decisions or residents who want to work but have given up searching for jobs entirely because they are unable to find work. Unemployment stems from many underlying factors, including the overall economy, workforce readiness, housing and transportation stability, health status and access to affordable child care. Like poverty, unemployment trends reflect underlying structural disparities.

Why average monthly earnings?

Average monthly earnings measures earnings of employees who worked with the same firm throughout the quarter. This indicator reflects how paid compensation may change throughout the course of a year and over time. Average monthly earnings does not include all of the income an individual may receive because it does not include the value of benefits, assets, or interest on investments. This indicator also reveals trends in compensation across employment sectors.

This report was created with participation from:

- City of Minneapolis: Community Planning and Economic Development Department

Understanding the issues

Poverty, unemployment and earnings in Minneapolis are divided along racial, ethnic, educational and geographic lines.

- Black and American Indian communities experience the highest poverty and unemployment rates and also report the lowest average monthly earnings.
- White populations are able to withstand economic downturns more easily than black populations. This is evidenced by a smaller increase in the white unemployment rate than the black unemployment rate during the recession.

Poverty rates are increasing even as the economy (measured by the unemployment rate and average monthly earnings) grows more robust.

- While Minneapolis average monthly earnings have been increasing for specific employment sectors, most of this growth has gone to white workers and some Asian workers.
- The percentage of Minneapolis residents living in poverty has increased over the last 10 years. Poverty is increasing in the suburbs at an even faster rate.
- Families with children make up the majority of households in poverty. This is especially true for American Indian, black, and Hispanic households.

The high percentage of people out of the labor force or facing economic insecurity represents untapped economic potential in Minneapolis.

- A disproportionate number of black residents and Hispanic women are not in the labor force.
- Minnesota has a greater percentage of people working multiple jobs than the Midwest region or United States, a potential measure of earnings instability.

Poverty-level earnings do not meet the cost of living in Minneapolis. Additionally, many structural barriers make it difficult for people in poverty to obtain and keep work.

- There is a wide gap between the poverty threshold and the true cost of living. This gap disproportionately burdens single-parent families.
- Some of the largest sources of household costs, including childcare and healthcare, are more expensive in Minnesota than in other states. There are also substantial racial discrepancies in access, especially for healthcare.
- Jobs are unevenly distributed across the city. There are fewer jobs in North Minneapolis, where there are concentrated areas of unemployment, which may make it more difficult for these residents to access work. In fact, two-thirds of low-income residents work outside of the city.

Questions

- How can we influence structural factors that make it hard for people to get out of and stay out of the cycle of poverty, unemployment, and low earnings?
- Poverty is rising and the majority of households in poverty have children. How can the City of Minneapolis better support these families?
- The intersection of poverty, unemployment and earnings do not have a blanket effect across all communities. What's happening at the locations where communities are doing well by some measures and not by others? Why do adjacent areas sometimes experience very different outcomes?

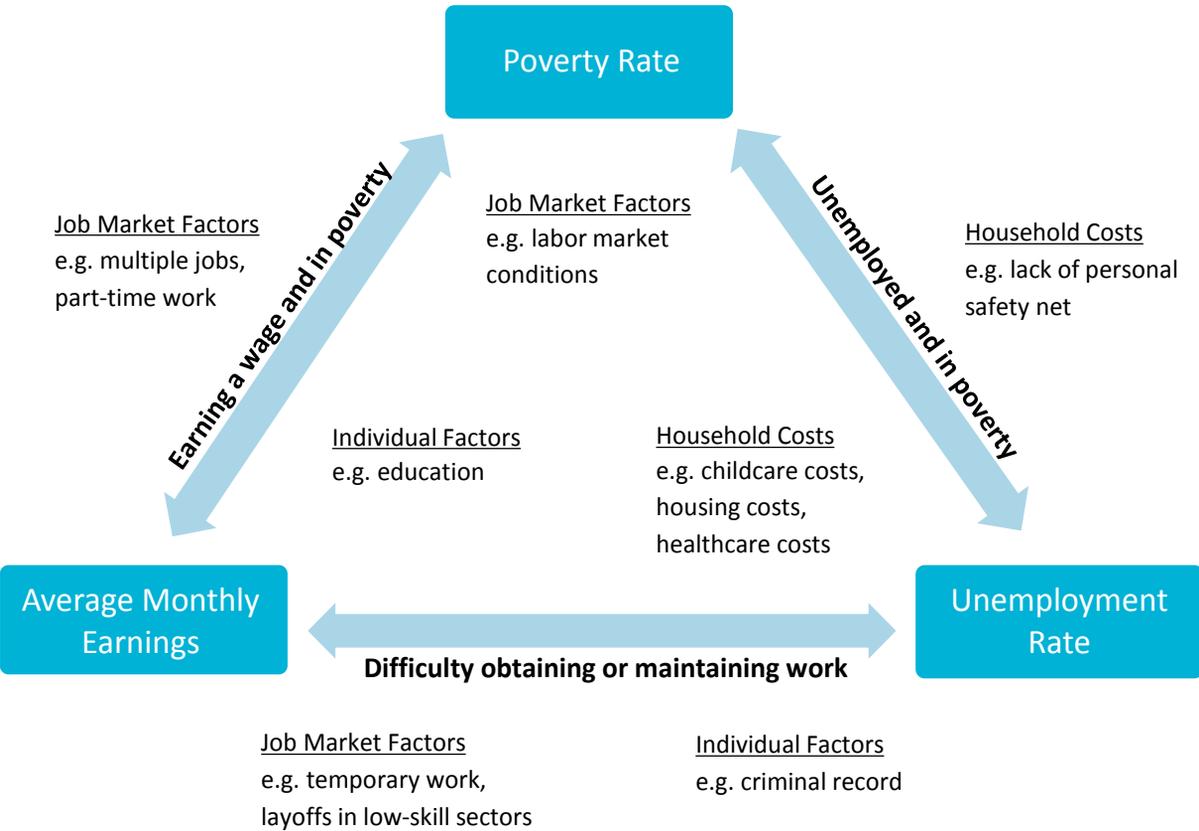
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FRAMEWORK FOR ANALYSIS

For many Minneapolis residents, the cycle of poverty, unemployment and low earnings is a persistent reality. Others may experience two of these conditions but are able to avoid entering the cycle entirely. The following framework identifies some of the factors which influence poverty, unemployment, and earnings and those which affect some but not others. The framework is a resource to help guide the City of Minneapolis toward strategies with the biggest opportunities for impact.

The framework below highlights how unemployment, poverty and average monthly earnings are linked.

- The framework below is a way of understanding and analyzing poverty, unemployment and average monthly earnings. This framework does not address individuals in poverty who are outside of the workforce due to age or long-term unemployment.
- Analyzing poverty, unemployment and average monthly earnings through racial and geographic lenses is essential because it illuminates structural concentrations of opportunity and lack of opportunity. Racism (individual, institutional and structural) is not reflected in the framework itself. Instead, where available, the data is separated by race, ethnicity and geography.
- Many factors contribute to these indicators; for the purposes of this report, we focused on those listed below, the way they impact individual indicators and the interaction between multiple indicators.



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**POVERTY, UNEMPLOYMENT AND EARNINGS IN
MINNEAPOLIS ARE DIVIDED ALONG RACIAL,
ETHNIC, EDUCATIONAL AND GEOGRAPHIC LINES.**

Indicator: Poverty Rate

The Minneapolis poverty rate is **23.2 percent** (2014 1-year estimate).¹ This means nearly one in four Minneapolis residents lives below the poverty threshold. There are deep racial disparities among those in poverty in Minneapolis.

How does this compare?

- The United States poverty rate is 15.5 percent (2014 1-year estimate).
- The Minnesota poverty rate is 11.5 percent (2014 1-year estimate).

Poverty Thresholds

The Census Bureau uses a set of income thresholds to determine who is in poverty. These thresholds vary by family size and composition. If a family's total income is less than the poverty threshold for their family type, then that family and every individual in it is considered to be in poverty.²

Although families take all shapes and sizes, the most common family type in Minneapolis is two adults and one child.³ Poverty thresholds for this family type are available as an example in the chart below.

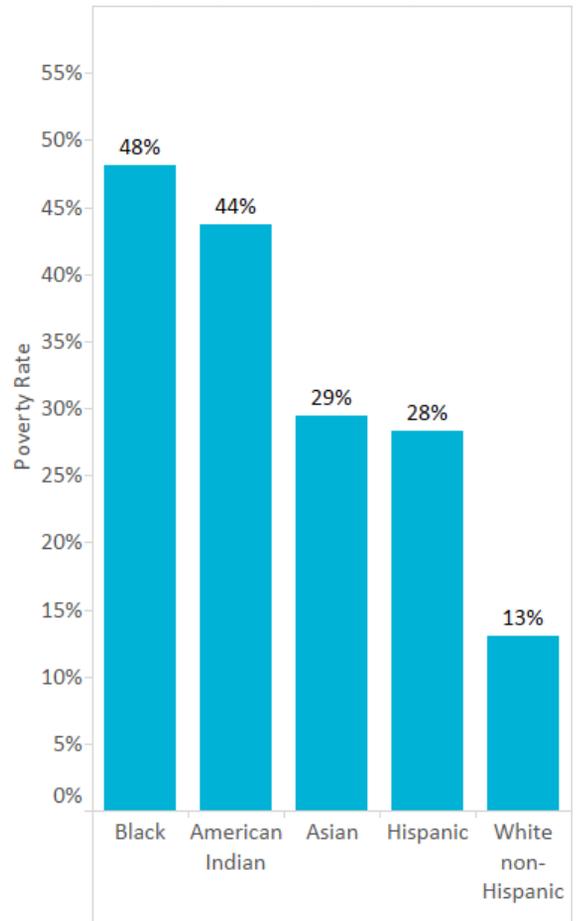
Federal poverty thresholds for two-parent families with one child⁵

Year	Federal Poverty Threshold
2010	\$17,552
2011	\$18,106
2012	\$18,480
2013	\$18,751
2014	\$19,055

Number of Minneapolis residents with incomes at various percentages of poverty thresholds⁶

Income at	Individuals Below Threshold	Percent of Population Below Threshold
50 percent of poverty level	41,122	10.9%
125 percent of poverty level	104,255	27.5%
150 percent of poverty level	121,492	32.1%
185 percent of poverty level	145,663	38.4%

Minneapolis poverty rate by race⁴



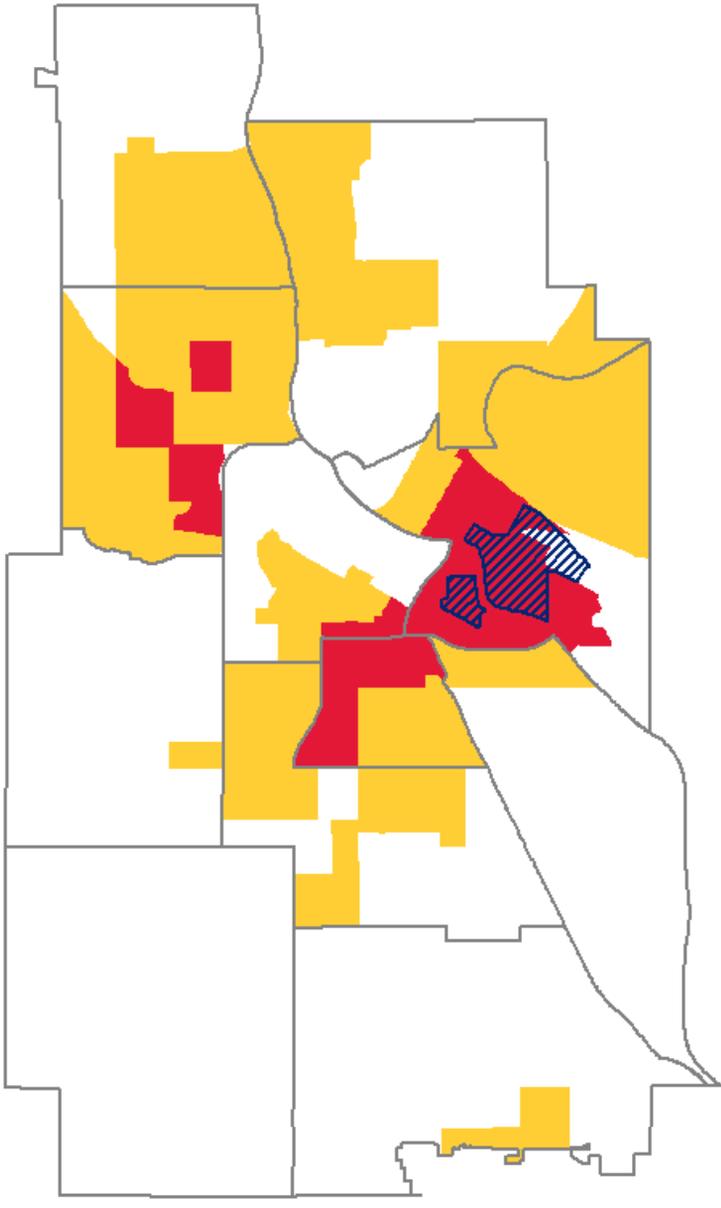
Data sources:

1. U.S. Census Bureau (Table S1701, 2014 1-year estimates)
2. U.S. Census Bureau (2015). How the U.S. Census Bureau measures poverty. <https://www.census.gov/hhes/www/poverty/about/overview/measure.html>
3. U.S. Census Bureau (Table DP-1 2010 Demographic Profile)
4. U.S. Census Bureau (Table S1701, 2010-2014 5-year estimates)
5. U.S. Census Bureau (2015). Poverty Thresholds, <http://www.census.gov/hhes/www/poverty/data/threshld/index.html>
6. U.S. Census Bureau (Table S1701, 2010-2014 5-year estimates)

Indicator: Poverty Rate

- Poverty in Minneapolis is concentrated, with some areas experiencing poverty at a much higher rate than others. Areas in red have more than twice the Minneapolis citywide poverty rate.

Poverty rate by Census tract (2010-2014)



Poverty rate (2010-2014)

- Higher than the Minneapolis citywide poverty rate
- More than twice the Minneapolis citywide poverty rate
- University of Minnesota
- Minneapolis communities

Poverty Rate

- Minneapolis citywide poverty rate: 22.6 percent (2010-2014 5-year estimates).
- 5-year estimates were used for mapping because 1-year estimates are not available by Census tract.

Data sources: U.S. Census Bureau American Community Survey (Table S1701, 2010-2014 5-year estimates), City of Minneapolis, University of Minnesota.

Indicator: Unemployment Rate

The Minneapolis unemployment rate is **4.0 percent** (2014 Local Area Unemployment Statistics estimate).¹

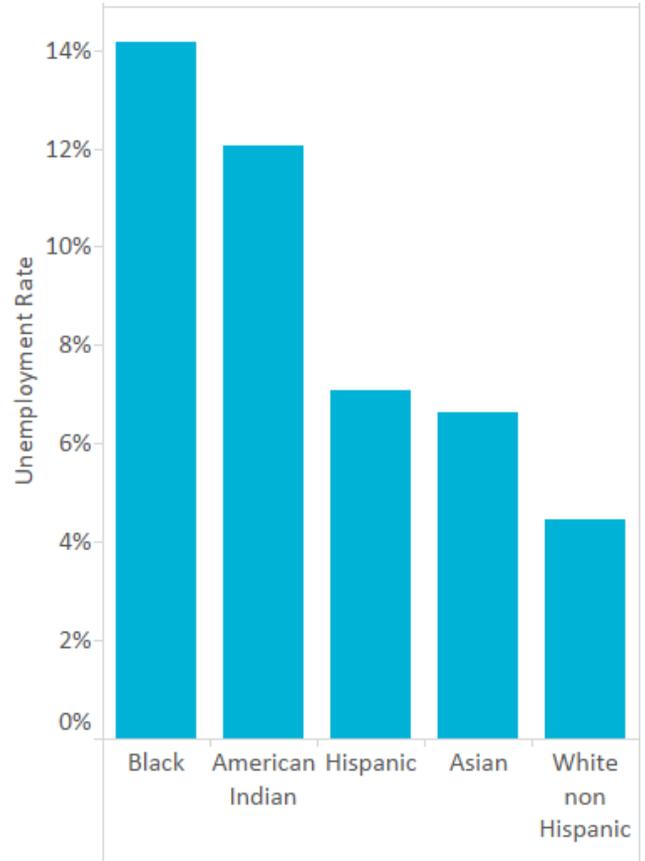
How does this compare?

- The United States unemployment rate is 5.1 percent (2014 LAUS estimate).
- The Minnesota unemployment rate is 4.1 percent (2014 LAUS estimate).

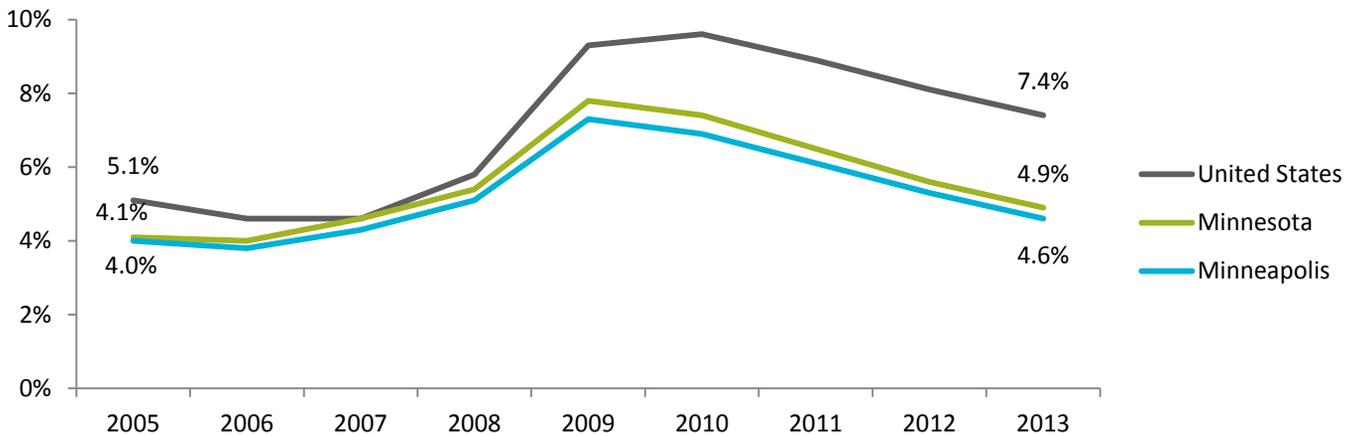
Unemployment Rate: Why are there two data sources?

- Two data sources were used for this report: 1) Local Area Unemployment Statistics (LAUS) and 2) American Community Survey (ACS).
- LAUS data is the most accurate way to portray overall unemployment trends over time. ACS data enables unemployment rates to be disaggregated by race and ethnicity, sex and geographic area.
- LAUS unemployment rates in this report are not seasonally adjusted because seasonally-adjusted data is not available at the Minneapolis level.
- In this report, overall unemployment trends will be reported using LAUS. Otherwise, ACS data is used
- The unemployment rate does not include people who are out of the labor force, only those who are actively looking for work. Disparities in labor force participation are explored later in the report.

Unemployment rate by race, 2010-2014 ACS 5-year estimates²



Unemployment rate (not seasonally adjusted): Minneapolis, Minnesota, United States 2005-2014 LAUS 1-year estimates¹



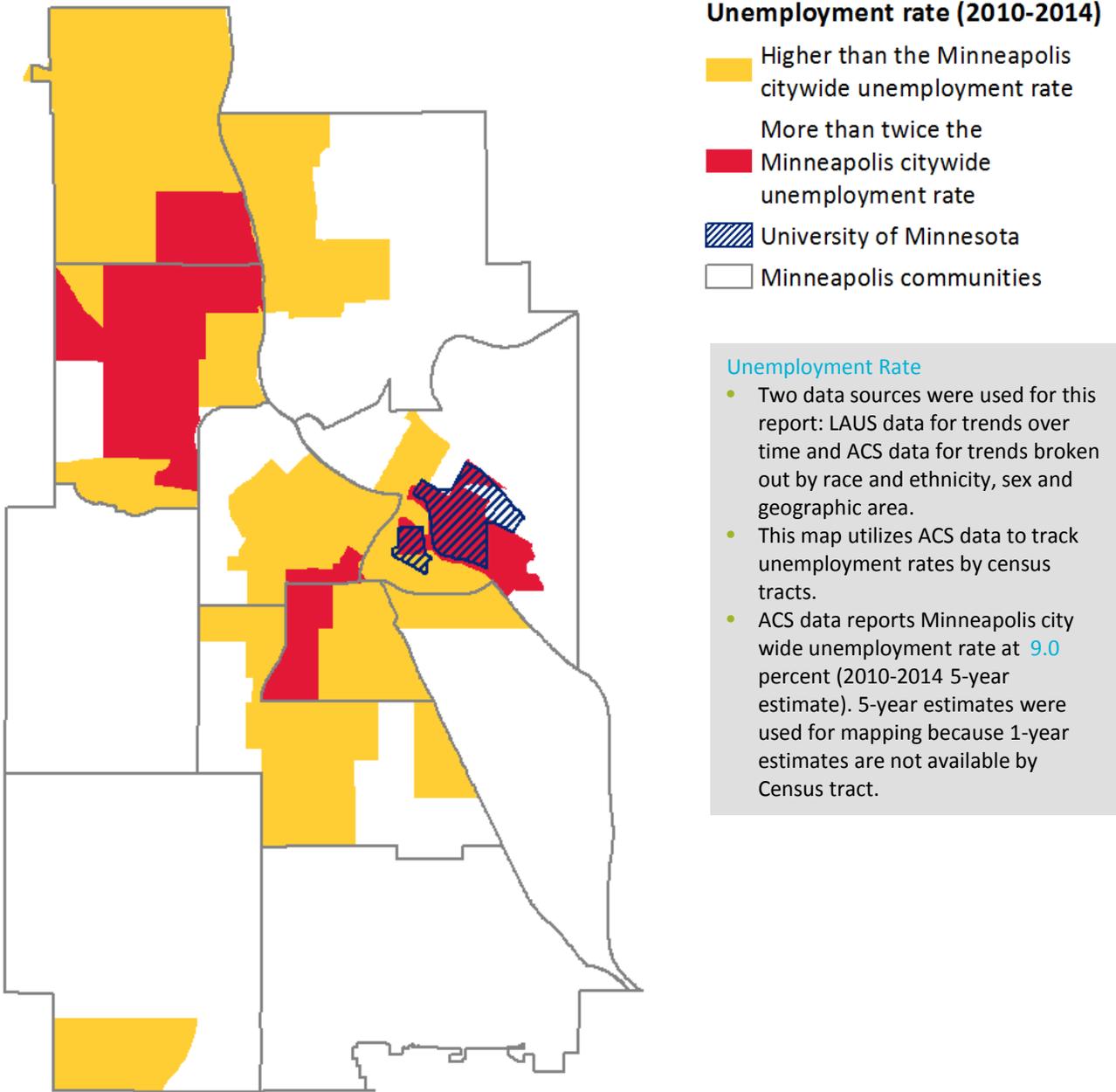
Data sources:

1. Local Area Unemployment Statistics, Minnesota Department of Employment and Economic Development. <https://apps.deed.state.mn.us/lmi/laus/Default.aspx>.
2. U.S. Census Bureau American Community Survey (Table S2301, 2010-2014 5-year estimates).

Indicator: Unemployment Rate

- Unemployment in Minneapolis is concentrated, with some areas experiencing unemployment at a much higher rate than others. Areas in red have more than twice the Minneapolis citywide unemployment rate.

Unemployment rate by Census tract, 2010-2014 (population 16 years and older)



Data sources: U.S. Census Bureau American Community Survey (Table S2301, 2010-2014), City of Minneapolis, University of Minnesota.

Indicator: Average monthly earnings

The average monthly earnings for Minneapolis workers was **\$5,729** across all four quarters of 2014, the most recent year for which data is available.

How does this compare?

- The Minnesota average monthly earnings were **\$4,384** over all four quarters of 2014.
- United States estimates are not available at this time.
- Minneapolis resident’s earnings exceed the state average and experience greater seasonal fluctuations. However, the increase in Minnesota-wide earnings from 2010-2014 exceeds that of Minneapolis.

This report primarily describes average monthly earnings. Since data on average monthly earnings cannot be collected at a geographic level smaller than Minneapolis, median income is used as a proxy when examining geographic trends.

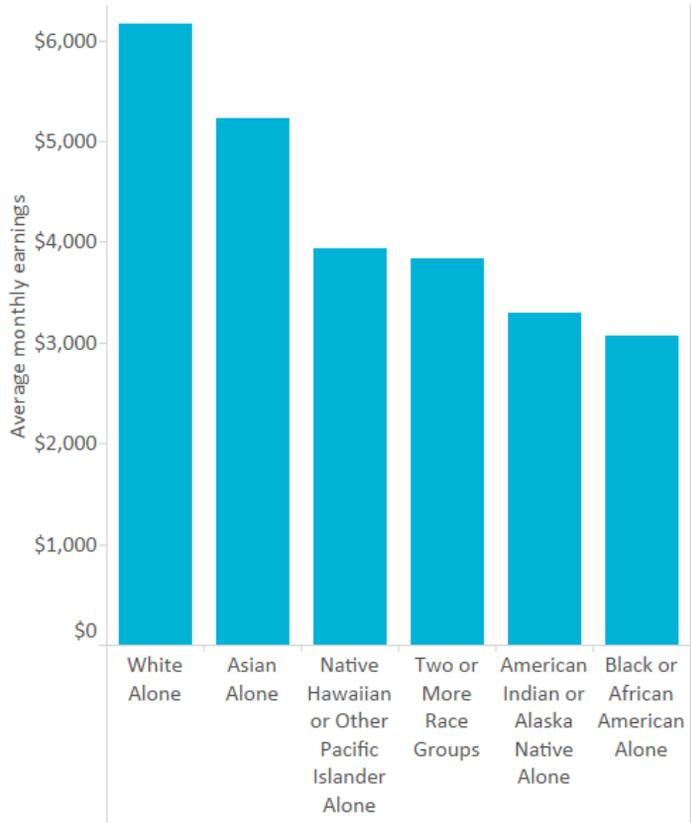
Average Monthly Earnings

- The Census Bureau Quarterly Workforce Indicators reports on average monthly earnings of employees with stable jobs (i.e. employees who worked with the same firm throughout the quarter).
- Average monthly earnings do not include the value of employer or state benefits.

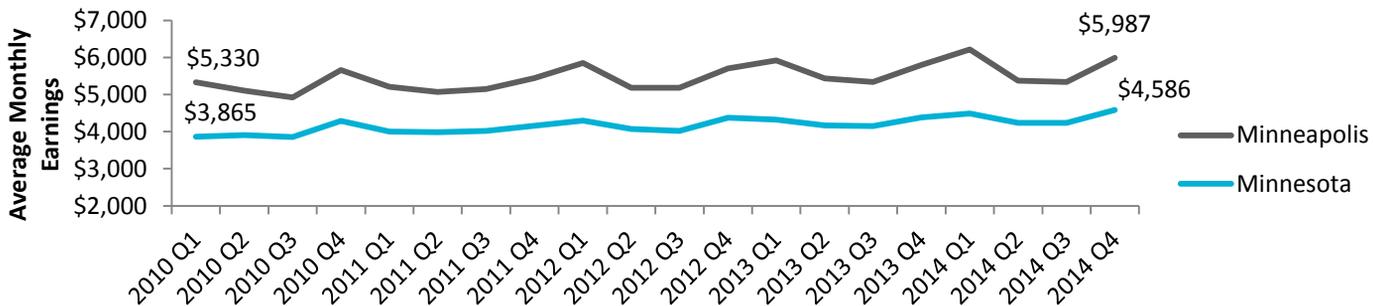
Median Income

- Median income is defined as the income at which half of the households fall above the income and half fall below.

Average monthly earnings of employees with stable jobs by race 2014



Average monthly earnings: Minneapolis and Minnesota, Quarterly Workforce Indicators 2010-2014

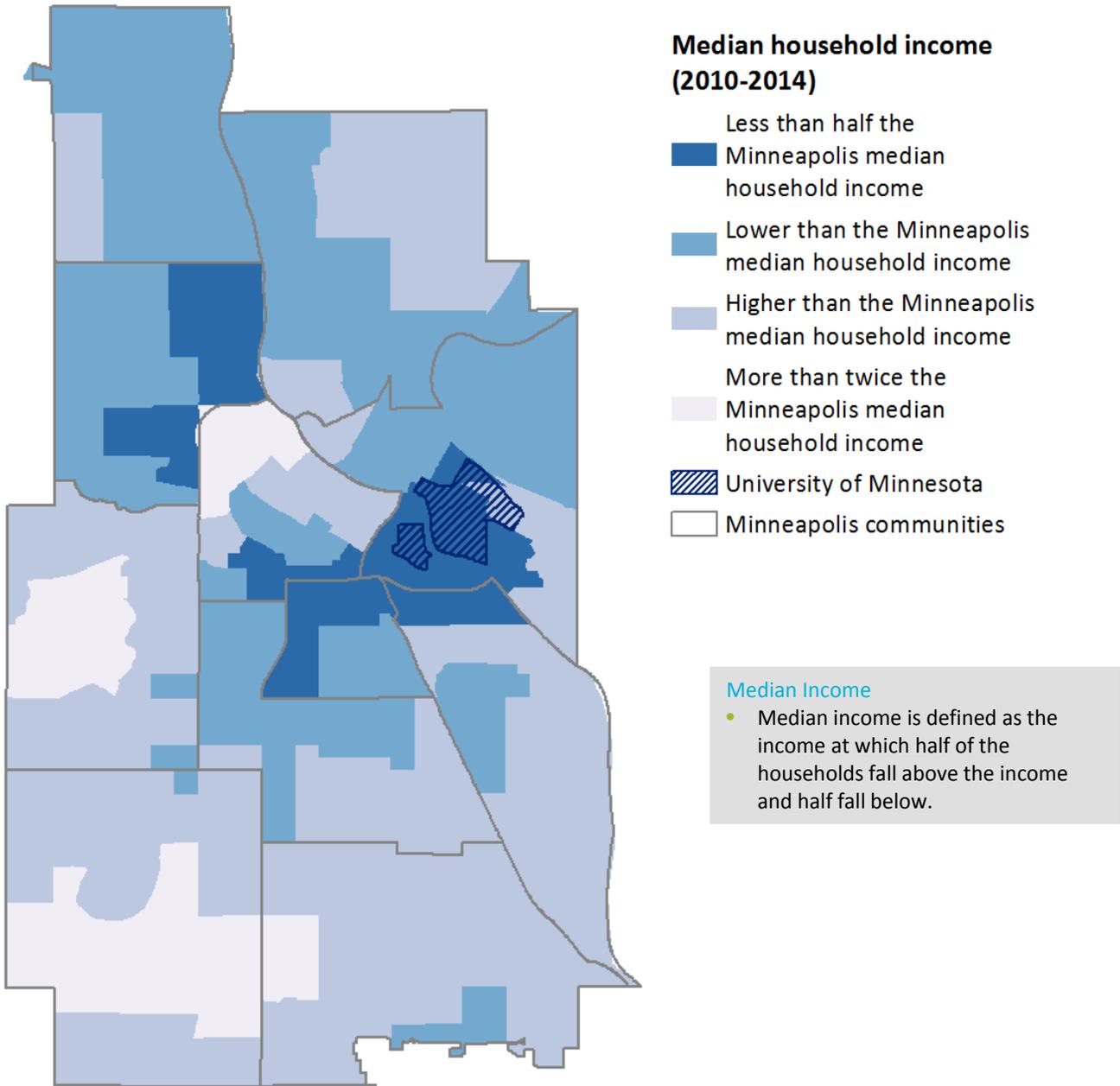


Data source: U.S. Census Bureau Quarterly Workforce Indicators (Longitudinal Employer-Household Dynamics). Dataset: EarnS – Full Quarter Employment (Stable): Average Monthly Earnings. City of Minneapolis WSA.

There is wide variation in median household income across Minneapolis, with distinct low-income and high-income areas.

- Because average monthly earnings data is not available at a geographic level smaller than Minneapolis, median household income can be used as a proxy.
- The median household income in Minneapolis is \$50,767 (2010-2014 estimate).¹

Median household income by Census tract, 2010-2014

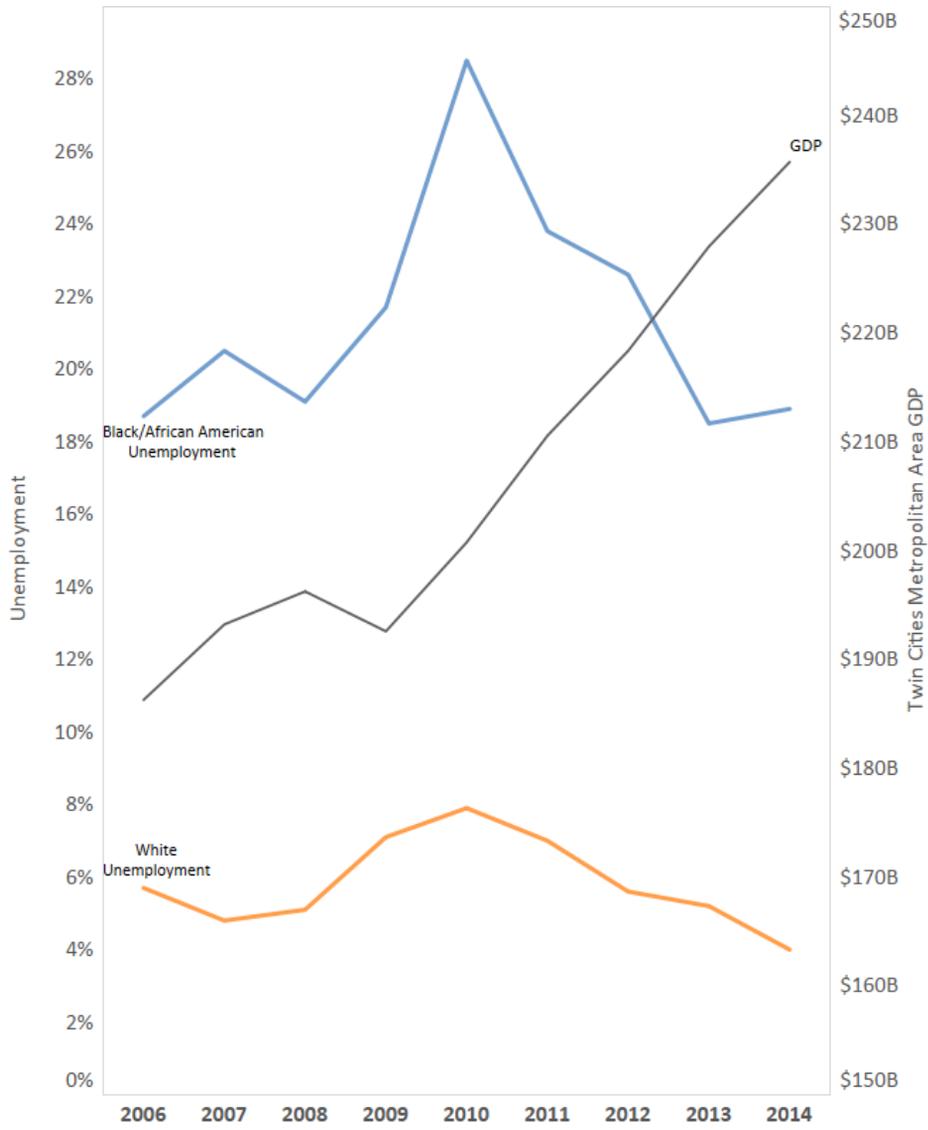


Data sources: U.S. Census Bureau American Community Survey (Table S1903, 2010-2014 5-year estimates), City of Minneapolis, University of Minnesota

White populations are able to withstand economic downturns more easily than black populations.

- During the last recession, black residents experienced a higher spike in unemployment than white residents did.
- Although the white unemployment rate responded quickly to GDP growth, it took longer for black unemployment to return to pre-recession levels. Even at pre-recession levels, black unemployment rates are much higher than white unemployment rates .
- Being able to withstand economic downturns is connected to having a safety net. white individuals have a stronger safety net of community and financial resources than their black peers.¹

Unemployment rates for white and black/African American populations compared to the Twin Cities Metropolitan Area GDP²



Twin Cities Metropolitan Area: the metropolitan statistical area includes the cities of Minneapolis and St. Paul as well as 19 counties from Minnesota and two from Wisconsin.

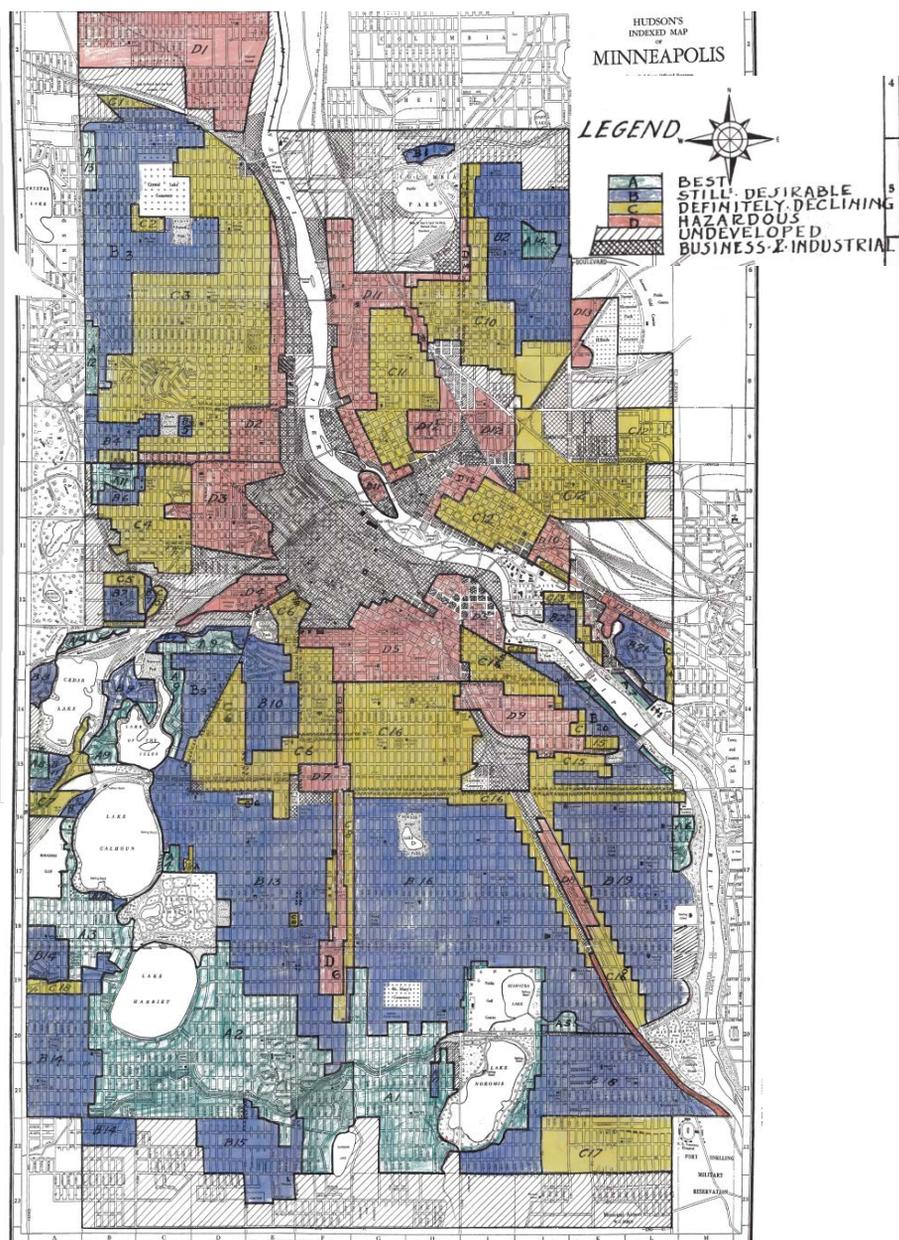
Data sources:

1. National Poverty Center (2014). "The Help that We Get: Racial Differences in Private Safety Nets and the Scarring Effects of Unemployment Following the Great Recession." <http://npc.umich.edu/publications/u/2014-01-npc-working-paper.pdf>
2. U.S. Census Bureau American Community Survey (Tables S2301 2006-2014 1-year estimates).

Areas historically identified as “risky” investments for housing loans continue to experience lower social and economic outcomes today. This is an example of a persistent structural barrier to addressing economic security.

- In the 1930s, the federal Home Owners’ Loan Corporation (HOLC) began making assessments of cities and urban areas across the country to determine “safe” and “risky” investment areas, known as “redlining”.
- HOLC created maps, like the one below of Minneapolis, categorizing neighborhoods based on racial, ethnic and economic characteristics.
- The practice of redlining created boundaries between neighborhoods eligible and ineligible for new home loans, deeply impacting the financial wellbeing of these neighborhoods. Redlined communities quickly declined as families and individuals could not establish long-term generational financial wealth through new homeownership within these neighborhoods.
- The Fair Housing Act of 1968 outlawed the practice, but the socioeconomic effects of urban disinvestment persist today.

**Home Owners’ Loan Corporation Map of Minneapolis
(Map likely created in 1930s or 1940s)**

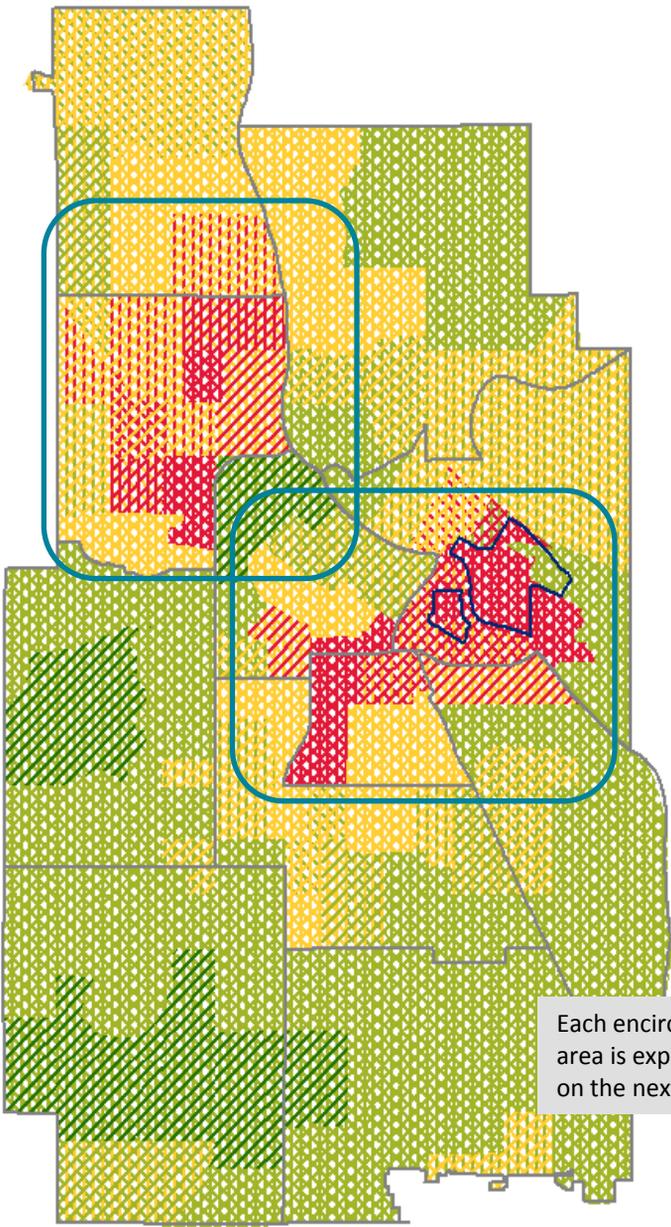


Data Source: Mapping Inequality: Redlining in New Deal America. http://dsl.richmond.edu/holc_national/

The intersection of poverty, unemployment and income is important because it reveals structural concentration and lack of opportunity.

- Analyzing poverty, unemployment and income through racial and geographic lenses is essential because it raises questions about structural concentration and lack of opportunity.
- Overlaying the indicators also allows for a more detailed analysis of:
 - Areas where indicators are behaving differently than expected (e.g. low unemployment in an area with high poverty). These areas are illustrated below where green and red lines are on top of each other.
 - Adjacent areas experiencing very different outcomes. These areas are illustrated below where predominantly red and predominantly green areas are right next to each other.

Median household income, unemployment rate and poverty rate by Census tract, 2010-2014



- Median household income (2010-2014)**
- Less than half the citywide median household income
 - Lower than citywide median household income
 - Higher than citywide median household income
 - More than twice the citywide median household income
- Unemployment rate (2010-2014)**
- More than twice the citywide unemployment rate
 - Higher than citywide unemployment rate
 - Lower than citywide unemployment rate
- Poverty rate (2010-2014)**
- More than twice the citywide poverty rate
 - Higher than citywide poverty rate
 - Lower than citywide poverty rate
- Minneapolis communities
 - University of Minnesota

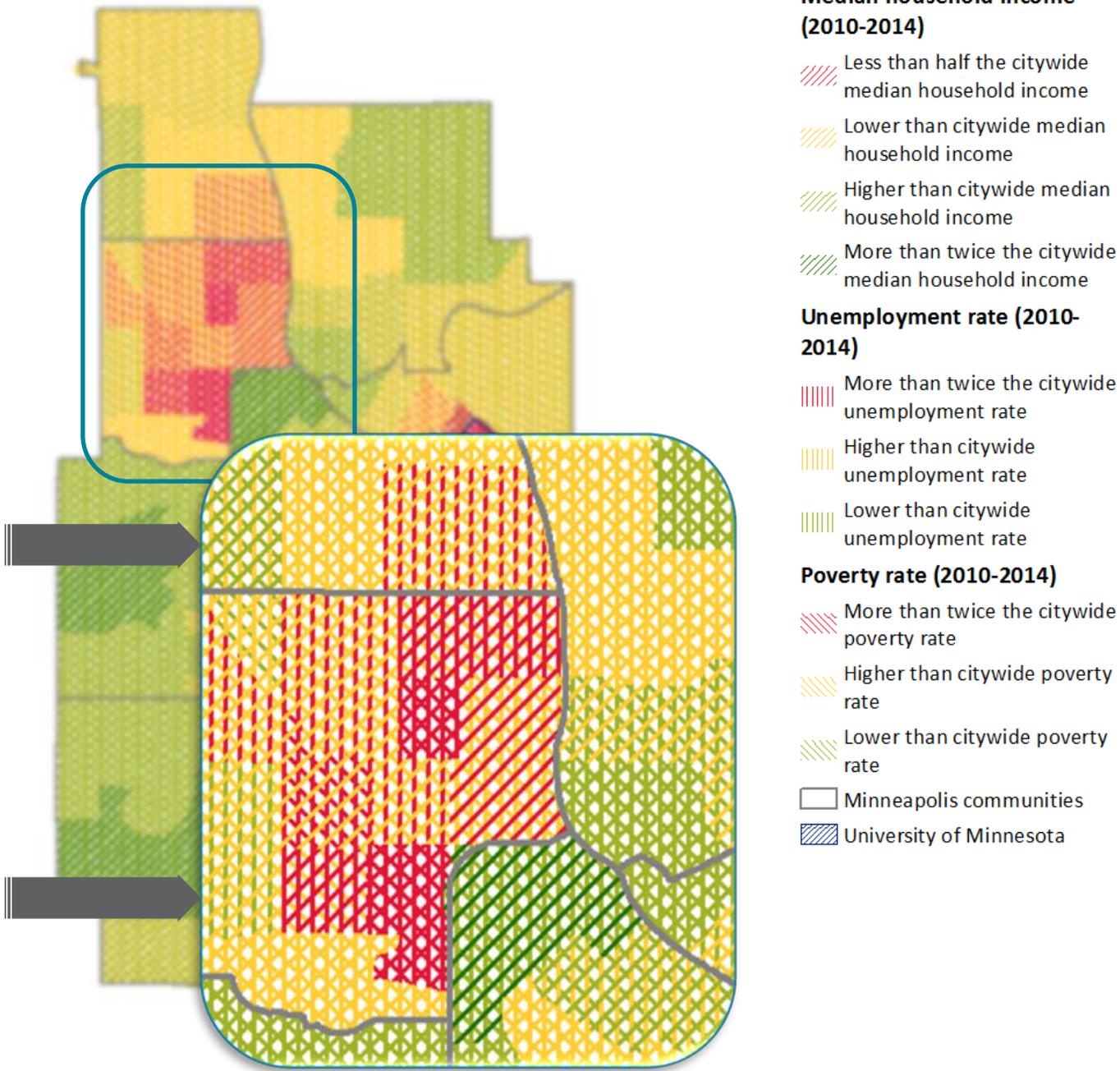
Each encircled geographic area is explored more deeply on the next pages.

Data sources: U.S. Census Bureau American Community Survey (Tables S1903, S2301, and S1701, 2010-2014 5-year estimates), City of Minneapolis, University of Minnesota

The geographic intersection of these indicators reveals that communities experience each indicator differently. As a result, targeted solutions are more likely to address the needs of specific communities.

- The top arrow in the inset identifies an area where people are less likely to have a job, but are earning higher than average incomes and have lower than average poverty rates.
- Though not far from the first arrow geographically, the second arrow identifies an area of “working poor” – in which more people have jobs but have a lower median household income and higher poverty rate.
- To develop solutions, the complexity of these areas must be understood.

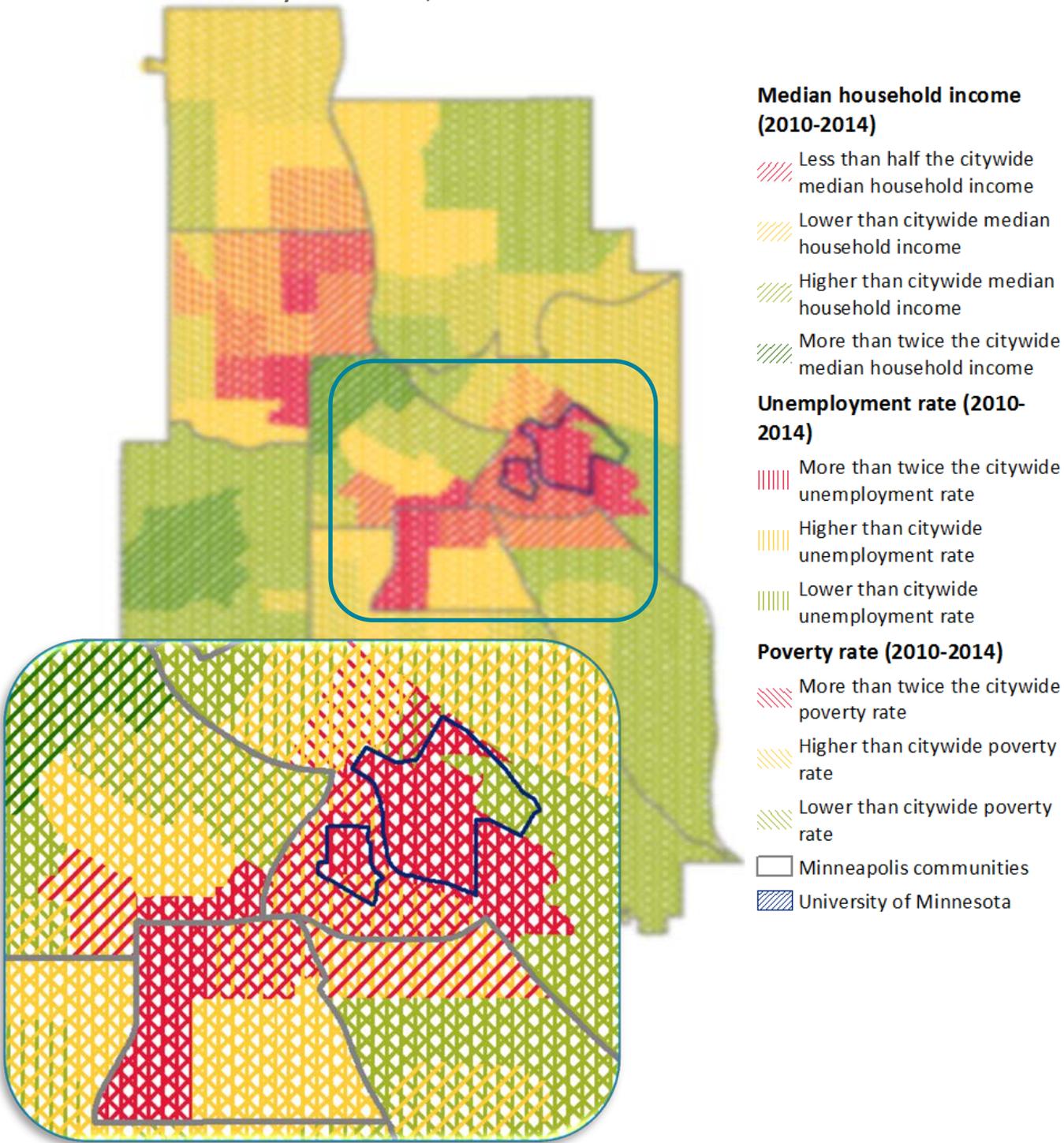
Median household income, unemployment rate and poverty rate by Census tract, 2010-2014



Data sources: U.S. Census Bureau American Community Survey (Tables S1903, S2301, and S1701, 2010-2014 5-year estimates), City of Minneapolis, University of Minnesota

A deeper dive is needed to understand why adjacent census tracts can have such stark differences in employment, income and poverty outcomes.

Median household income, unemployment rate and poverty rate by Census tract, 2010-2014

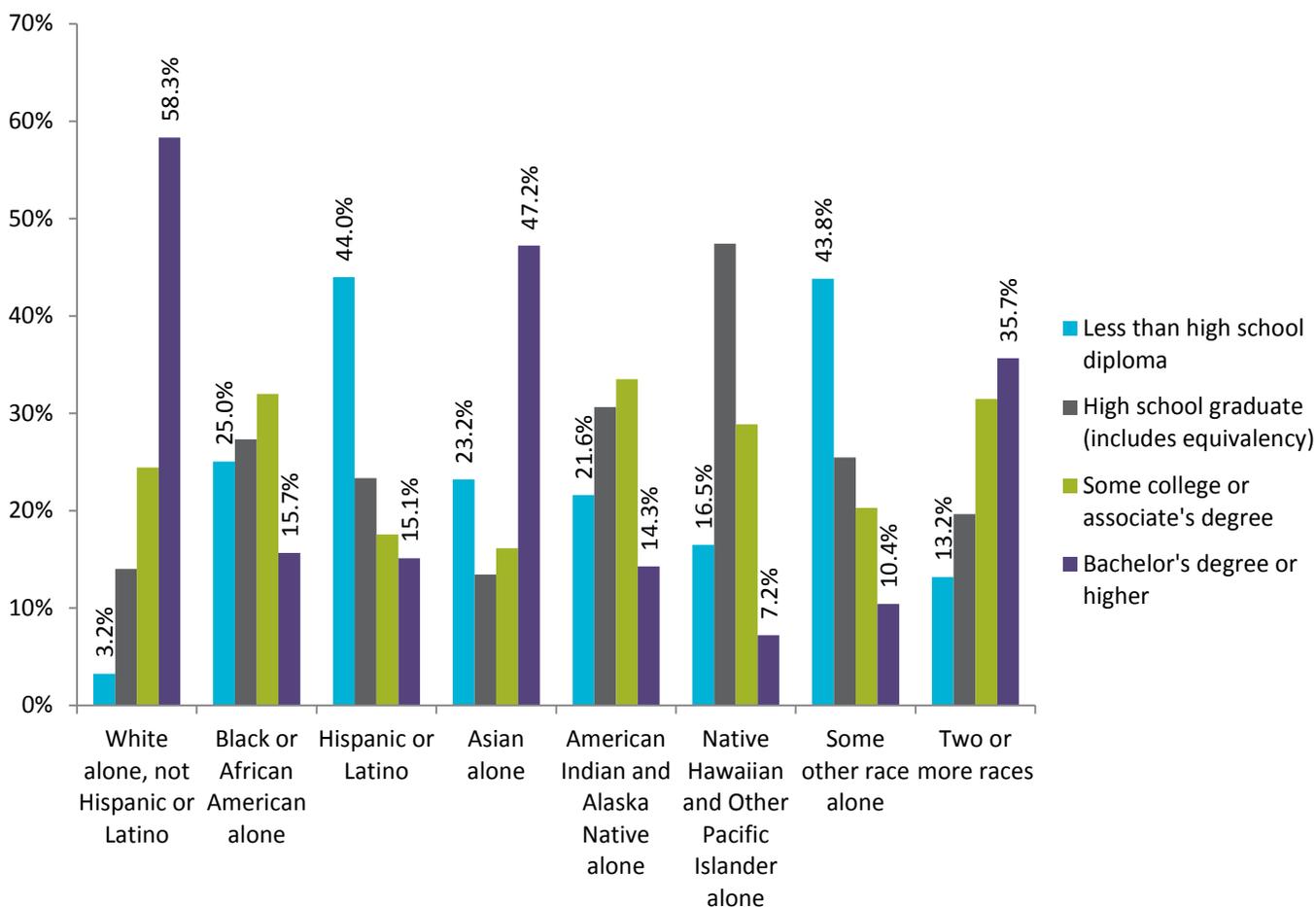


Data sources: U.S. Census Bureau American Community Survey (Tables S1903, S2301, and S1701, 2010-2014 5-year estimates), City of Minneapolis, University of Minnesota

Educational attainment is highest for white and Asian residents. It's important to look at the distribution of educational attainment within each race and ethnicity in order to understand unique challenges faced by specific groups.

- White and Asian residents also have the highest median earnings.
- It is important to note that the distribution of educational attainment for white Minneapolis residents is drastically different than for Asian residents. Though nearly half of Asian residents have at least a bachelor's degree, nearly one-fourth of Asian residents have not completed a high school education. This indicates a distinct educational divide within the Asian community. Success at the highest levels of education does not mean success at all levels.
- We will explore these dynamics further in our July conversation on Educational Attainment and Employment.

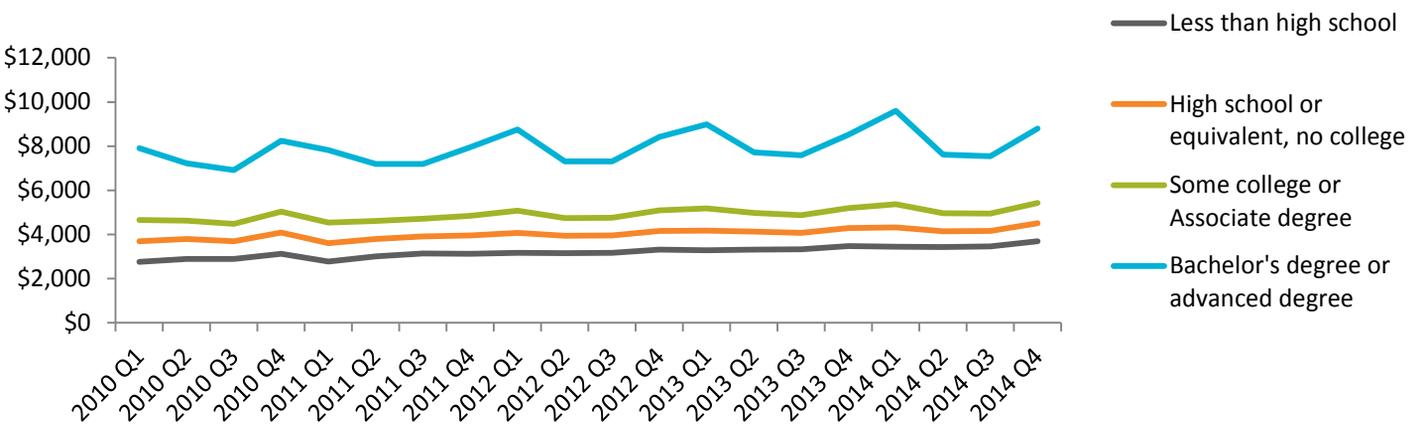
Minneapolis educational attainment by race, 2010-2014 (population 25 years and over)



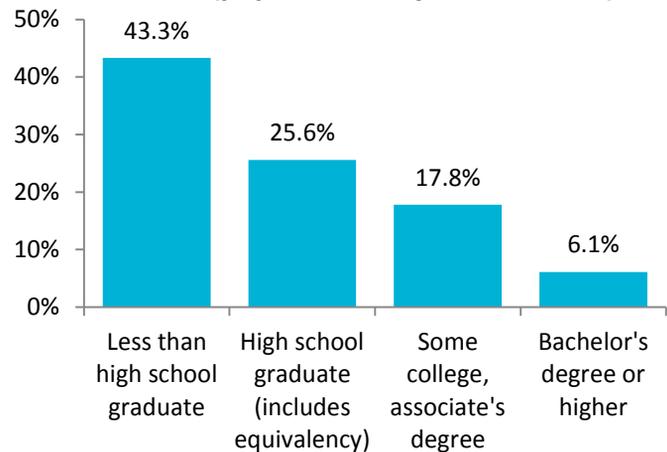
Data source: U.S. Census Bureau American Community Survey (Tables C15002A-H, 2010-2014 5-year estimates).

Educational attainment is positively associated with important outcomes in employment, poverty and earnings.

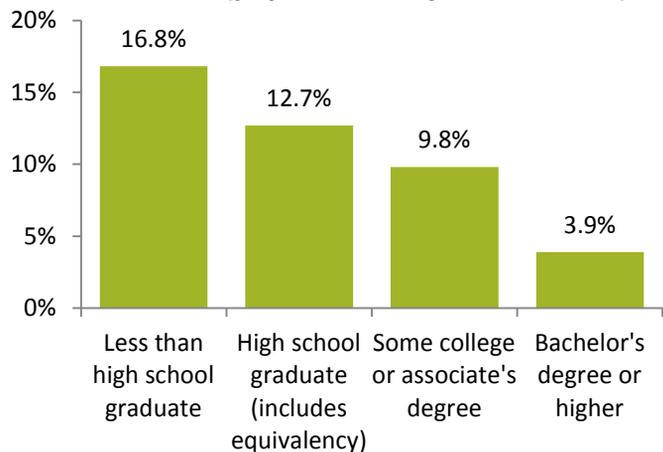
Minneapolis average monthly earnings by educational attainment level, 2010-2014 (population 25 years and over)¹



Percent of Minneapolis residents in poverty by educational attainment level, 2010-2014 (population 25 years and over)²



Percent of Minneapolis residents unemployed by educational attainment level, 2010-2014 (population 16 years and over)³



Data sources:

1. U.S. Census Bureau Quarterly Workforce Indicators (Longitudinal Employer-Household Dynamics). Dataset: EarnS – Full Quarter Employment (Stable): Average Monthly Earnings. City of Minneapolis WSA. Data includes average monthly earnings of employees with stable jobs (i.e., worked with the same firm throughout the quarter).
2. U.S. Census Bureau American Community Survey (Table S1701, 2010-2014 5-year estimates).
3. U.S. Census Bureau American Community Survey (Table S2301, 2010-2014 5-year estimates).

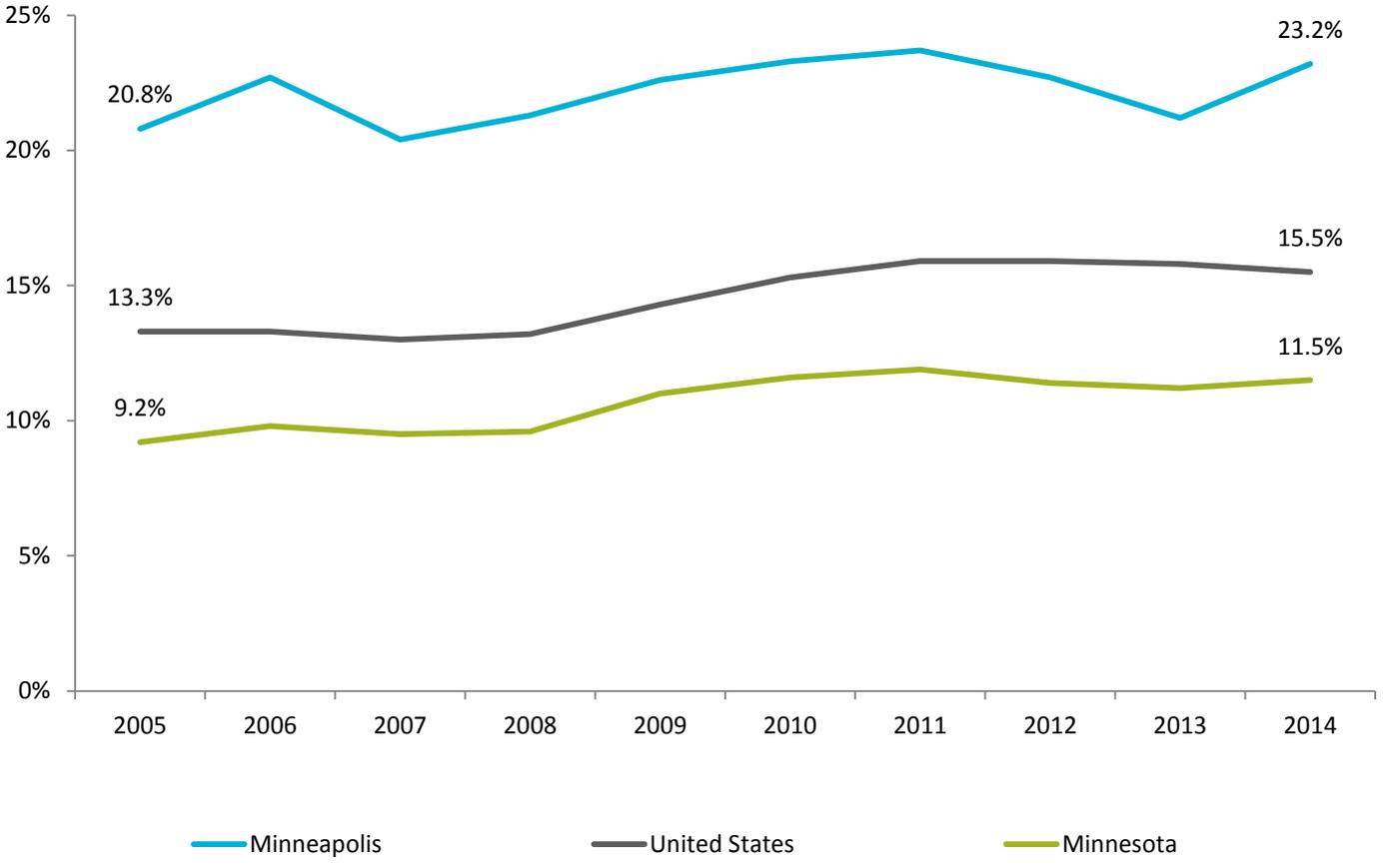
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POVERTY RATES ARE INCREASING EVEN AS THE ECONOMY (MEASURED BY THE UNEMPLOYMENT RATE AND AVERAGE MONTHLY EARNINGS) GROWS MORE ROBUST.

The percent of Minneapolis residents living in poverty has increased over the last 10 years.

- The percent of Minneapolis residents living in poverty has increased over the last 10 years. This has also been true for Minnesota and the United States.
- Minneapolis's poverty rate is more than double that of Minnesota.

Poverty rate: Minneapolis, Minnesota, United States
2005-2014

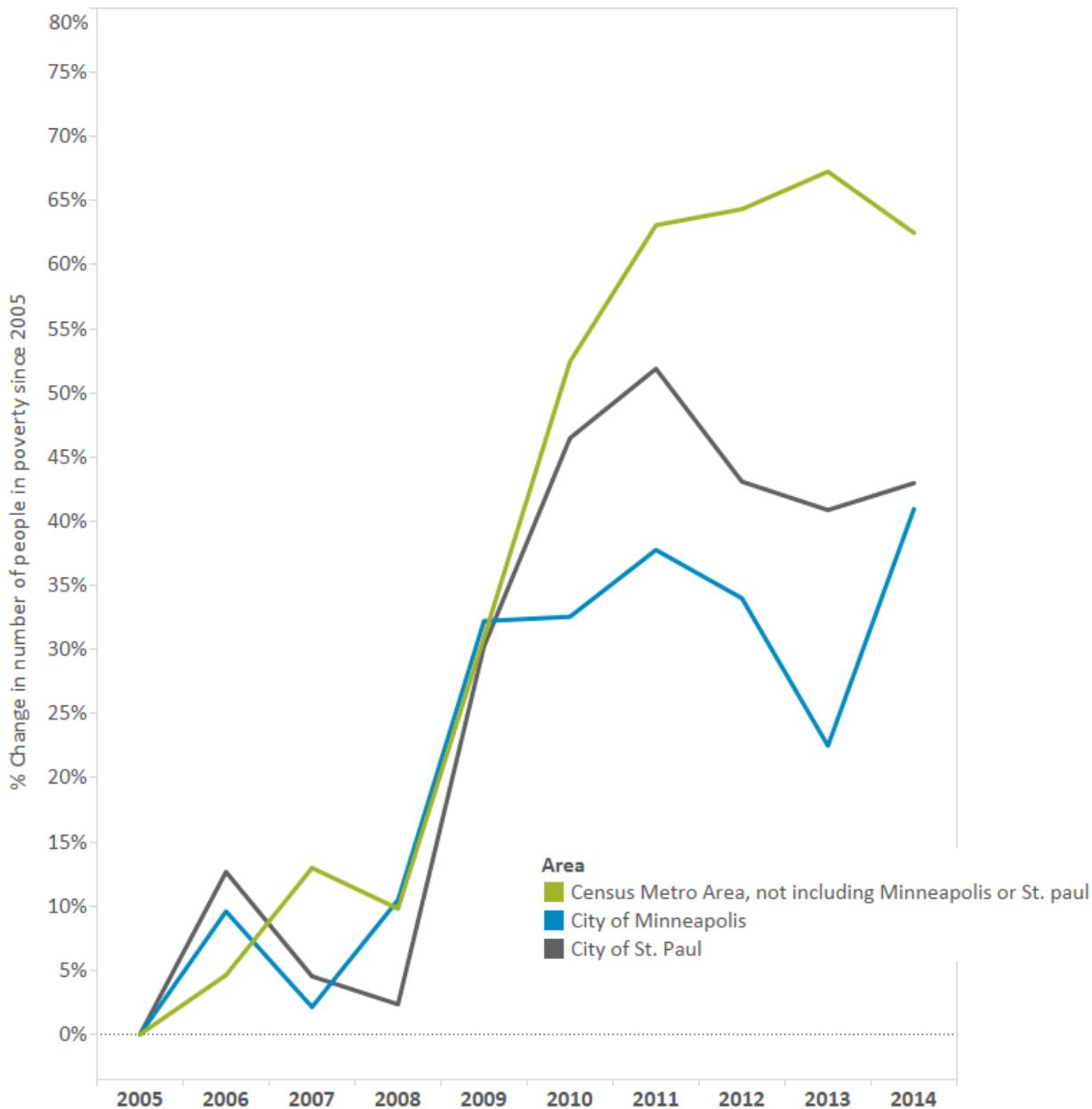


Data source: U.S. Census Bureau American Community Survey (Table S1701, 2005-2014 1-year estimates)

Poverty is increasing in the suburbs at an even faster rate.

- Poverty has increased since 2005 in Minneapolis, St. Paul and the Metropolitan Area. Overall, the increase in Minneapolis has been slower than in St. Paul or the Metro Area.
- Increasing poverty rates require local, state and federal governments to intervene in the suburbs to a degree that they haven't in the past. This increase in intervention may have two very different outcomes: 1) Regional, state, and federal resources to address poverty may be stretched, or 2) Increased lobbying could lead to overall increases in resources.

Percent change in number of people living in poverty since 2005



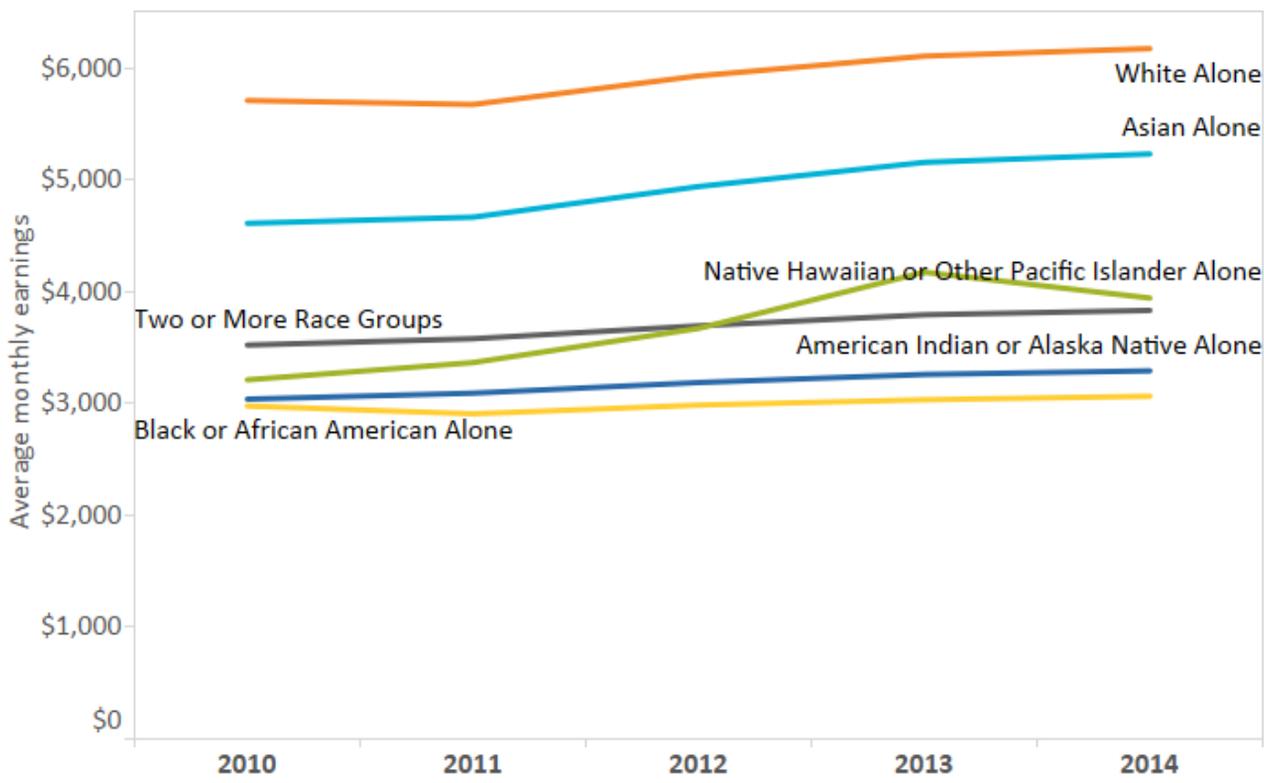
Twin Cities Metropolitan Area: the metropolitan statistical area includes the cities of Minneapolis and St. Paul as well as 19 counties from Minnesota and two from Wisconsin.

Data source: U.S. Census Bureau American Community Survey (Table S1701, 2005-2014 1-year estimates)

Average monthly earnings have been increasing in Minneapolis. However, most of this growth has gone to white and Asian workers.

- White and Asian workers may experience better employment and wage opportunities.
- Black and Hispanic workers make up a greater proportion of workers in service, production and transportation and material moving occupations in Minneapolis.

Average monthly earnings by race, 2010-2014¹



Percent Distribution of Employed People by Race/Ethnicity in Minneapolis, 2014²

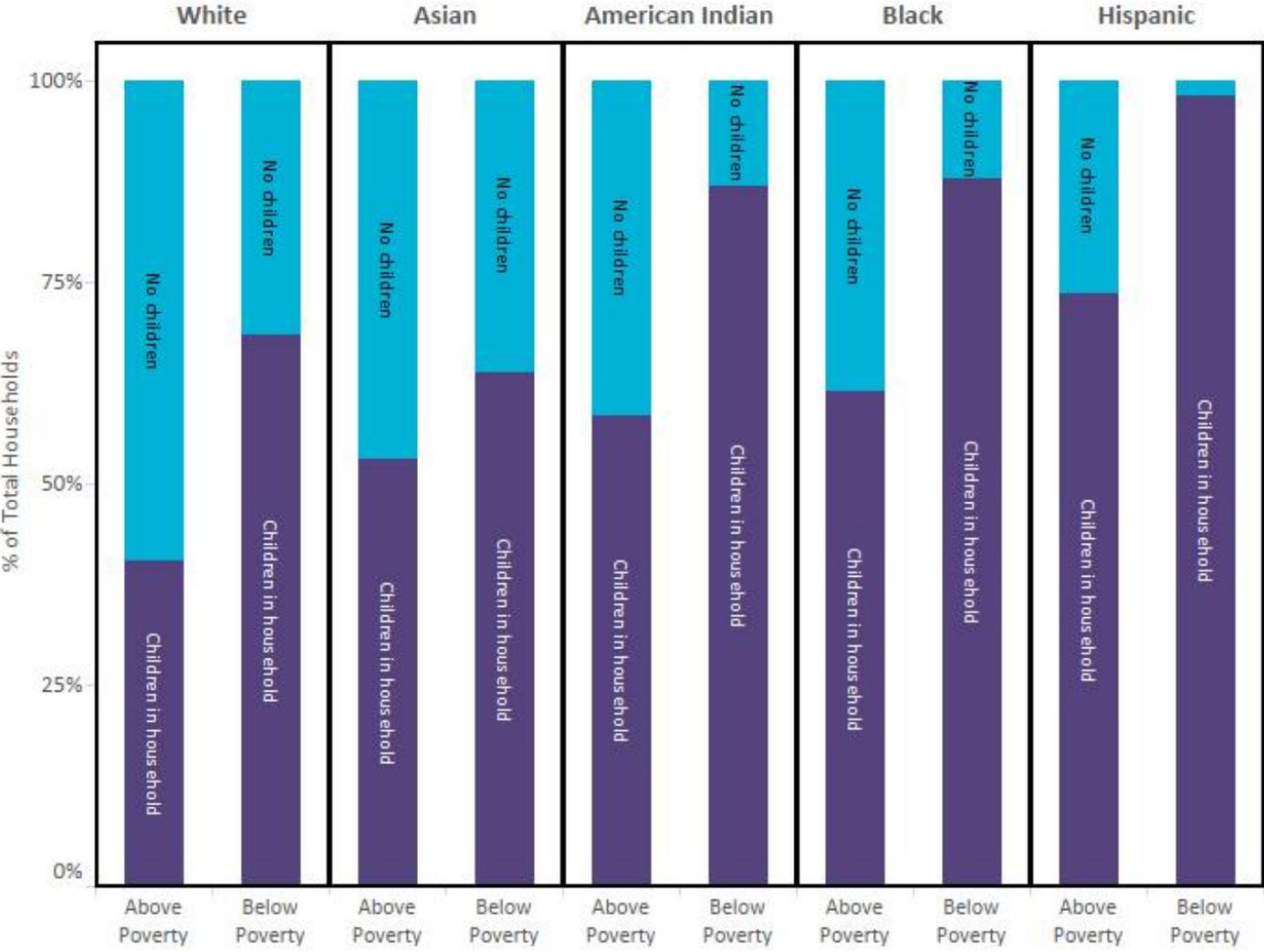
Occupational Grouping	White	Black or African American	Asian	Hispanic or Latino
Management, Business and Financial	18.5%	4.3%	3.8%	5.2%
Professional and Related	34.1%	18.8%	30.8%	5.5%
Service	16.6%	40.7%	31.5%	40.5%
Sales and Related	9.5%	7.7%	5.2%	7.5%
Office and Administrative Support	9.3%	8.6%	7.4%	4.9%
Construction	1.0%	NA	1.3%	4.6%
Installation, Maintenance and Repair	1.7%	NA	NA	NA
Production	3.5%	6.0%	17.1%	19.9%
Transportation and Material Moving	5.9%	14.0%	2.9%	12.0%
NA = Data were not available.				

Data sources
 1. U.S. Census Bureau Quarterly Workforce Indicators (Longitudinal Employer-Household Dynamics). BLS, Geographic Profile of Employment and Unemployment, 2014
 2. Full Quarter Employment (Stable): Average Monthly Earnings. Data includes average monthly earnings of employees with stable jobs (i.e., worked with the same firm throughout the quarter).

Families with children make up the majority of households in poverty. This is especially true for American Indian, black, and Hispanic households.

- Aside from white residents above the poverty threshold, every racial and ethnic group in Minneapolis has a greater percentage of its population living with children, reflected below as the purple bars, than without them – regardless of poverty status.
- For all racial and ethnic groups, the percentage of families living below the poverty line is greater for households with children. The gap is the smallest for Asian families.
- The majority of American Indian, black, and Hispanic households in poverty have children.

Poverty status by race and children in household, 2010-2014

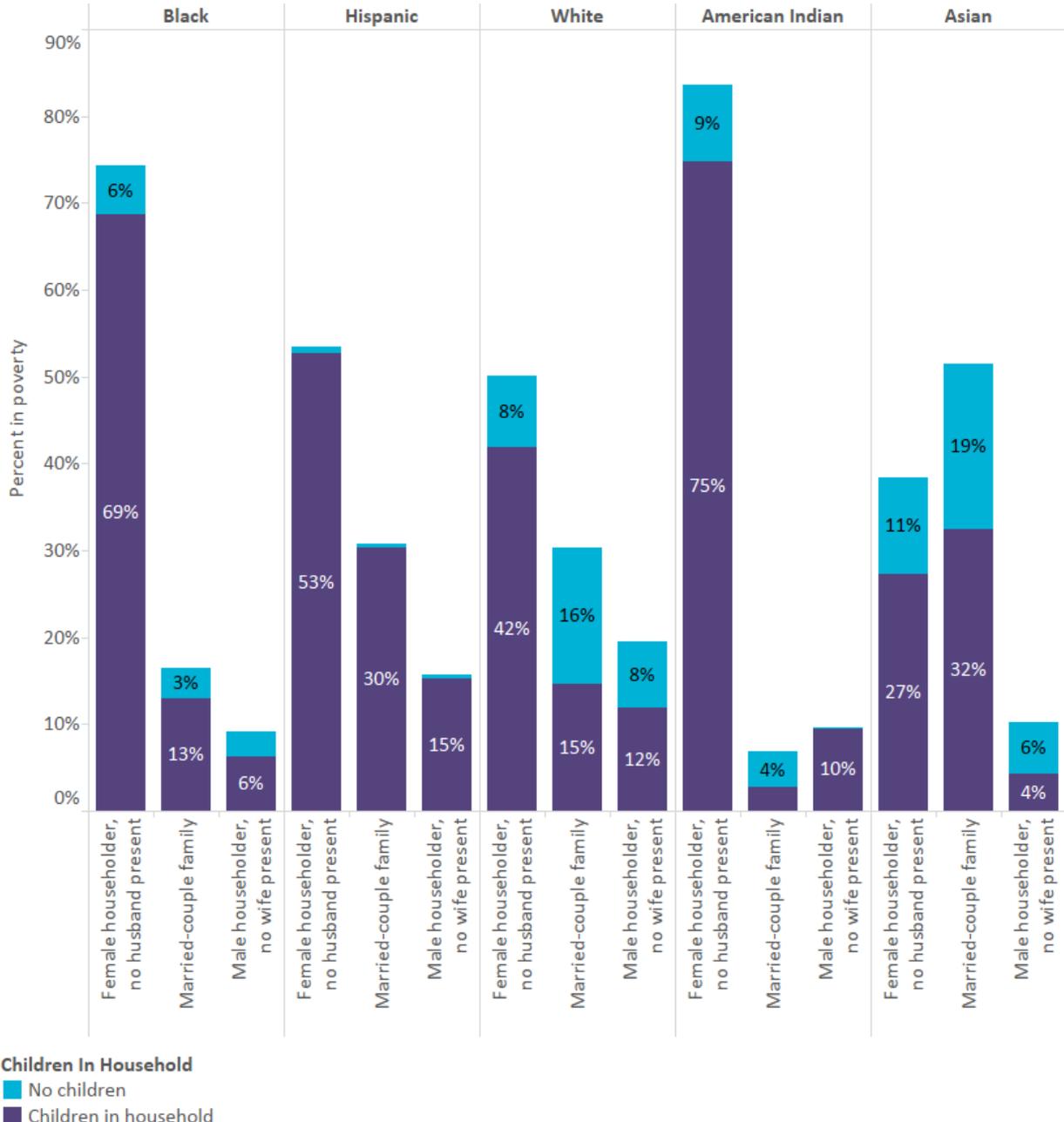


Data source: U.S. Census Bureau American Community Survey (Tables B17010B, B17010C, B17010D, B17010H, and B17010I, 2010-2014 5-year estimates)

All households experiencing poverty in Minneapolis are primarily made up of single female-headed households with children. Black and American Indian female-headed households are particularly disadvantaged compared to male-headed or married family households.

- Over one third of households in poverty are female-headed, black households with children present in the home

Composition of and presence of children in households below the poverty level, by race



Data source: U.S. Census Bureau American Community Survey (Tables B17010B, B17010C, B17010D, B17010H, and B17010I, 2010-2014 5-year estimates)

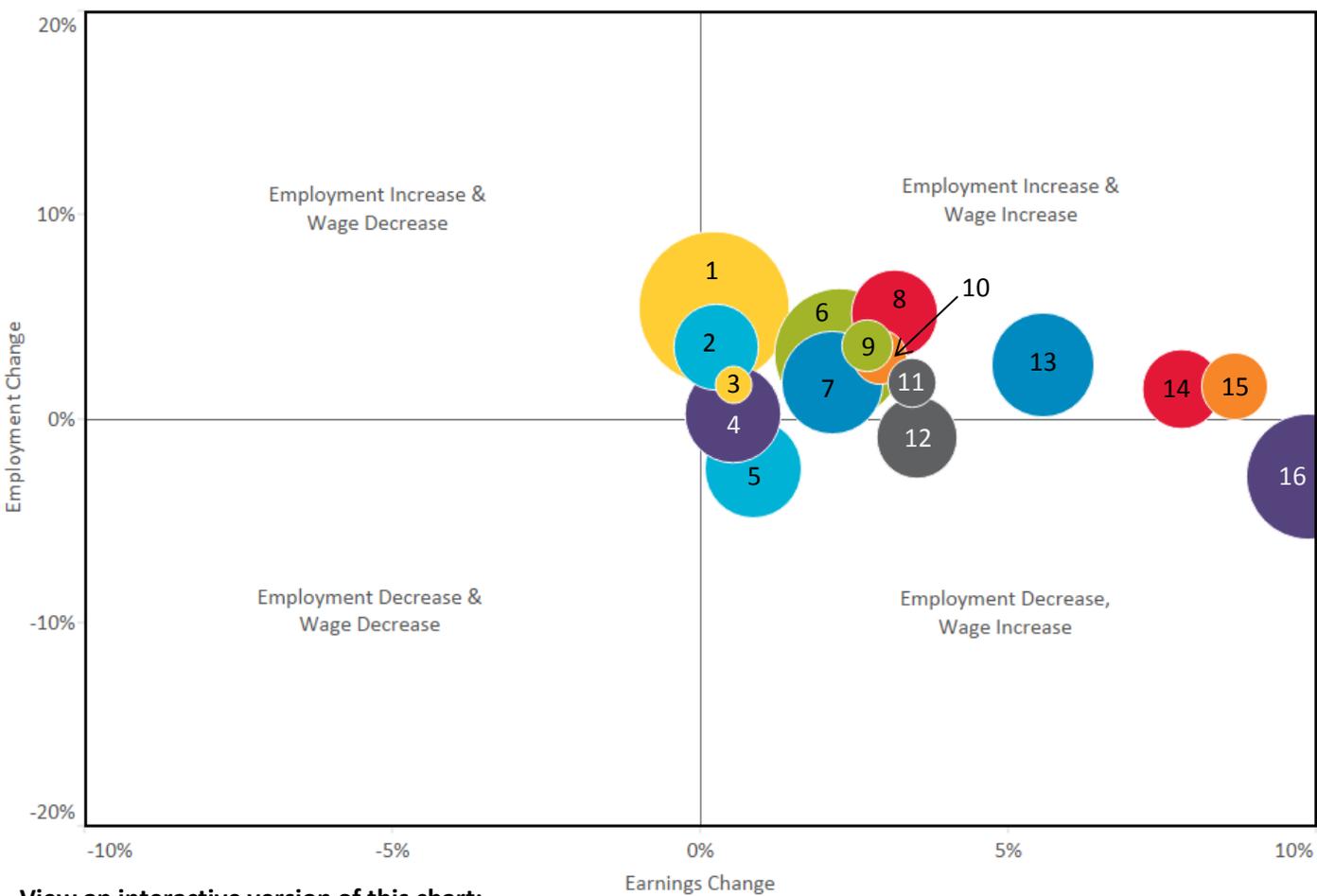
The change in average monthly earnings and size of employment sector varies widely by race and industry.

The visualization below illustrates the relative size and growth of sixteen industries in Minneapolis.

- Each bubble is labeled with a number, which is reflected in the table at right.
- The size of each bubble indicates the relative number of people employed in that industry.
- Industries represented by bubbles further to the right have experienced higher growth in wages.
- Industries represented by bubbles further to the top have experienced higher employment increases.

Number	Industry name	Number	Industry name
1	Health Care and Social Assistance	9	Construction
2	Admin/Support and Waste Management	10	Educational Services
3	Transportation and Warehousing	11	Arts, Entertainment, and Recreation
4	Retail Trade	12	Other Services (except Public Admin)
5	Manufacturing	13	Management of Companies and Enterprises
6	Professional/Scientific/Technical Services	14	Wholesale Trade
7	Accommodation and Food Services	15	Real Estate and Rental and Leasing
8	Information	16	Finance and Insurance

While this visualization reflects employment for all races and ethnicities, some racial and ethnic groups have experienced more employment and wage growth than others. These disparities will be explored in further depth in the July 2016 conversation on Educational Attainment and Employment.



View an interactive version of this chart: https://public.tableau.com/shared/XD6QHCB75?:display_count=no

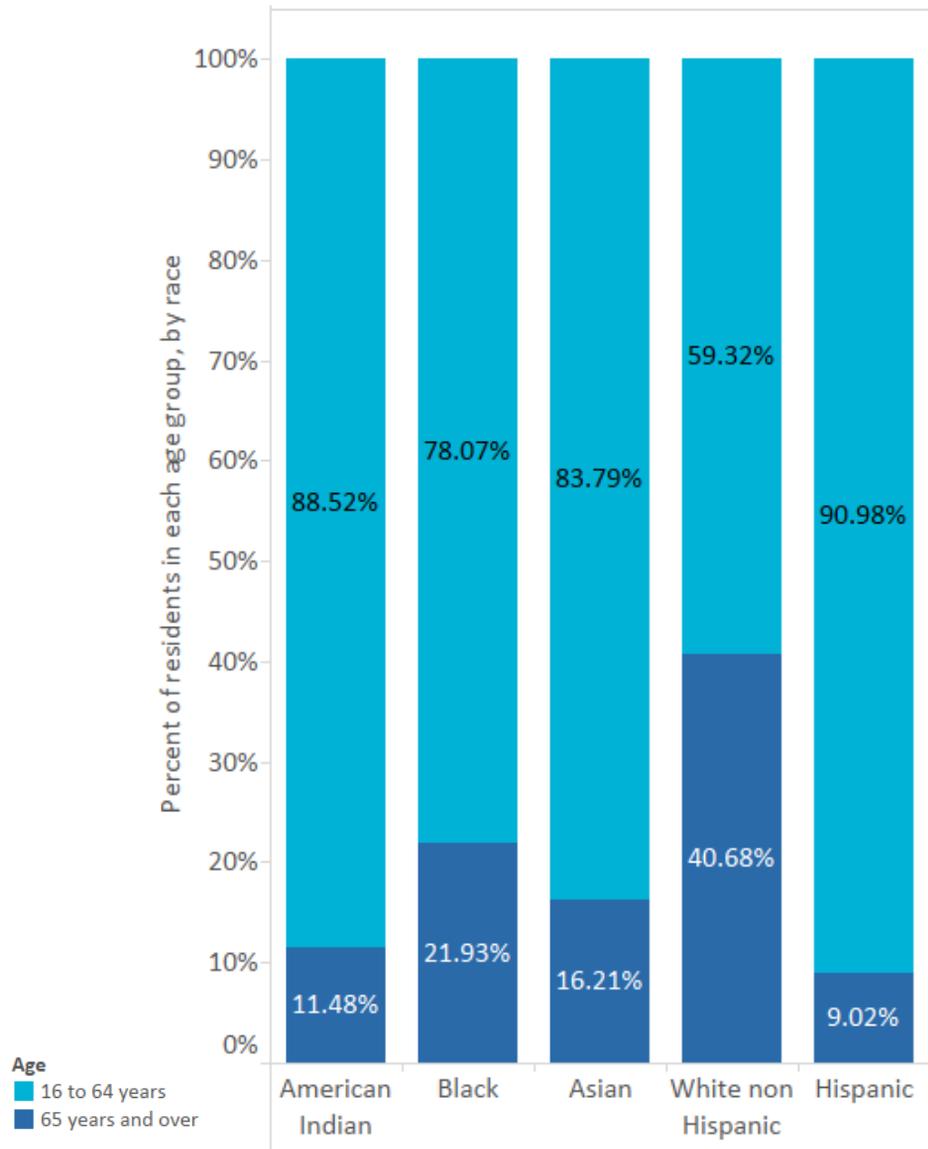
economic security

THE HIGH PERCENTAGE OF PEOPLE OUT OF THE LABOR FORCE OR FACING ECONOMIC INSECURITY REPRESENTS UNTAPPED ECONOMIC POTENTIAL IN MINNEAPOLIS.

Most people who are not in the labor force are of working age, revealing a large amount of foregone potential.

- The labor force participation rate includes those who are working and those who are unemployed but actively looking for work.
- There are many reasons individuals may not participate in the labor force. While some people are out of the labor force by choice, some are out of the labor force involuntarily.
- Individuals in prison are not in the labor force due to their incarceration status. However, demographic information about incarcerated persons are not available at the Minneapolis level. Because of this data limitation, information regarding labor force participation includes those who may be incarcerated.

Population not in labor force by race and age, 2010-2014¹

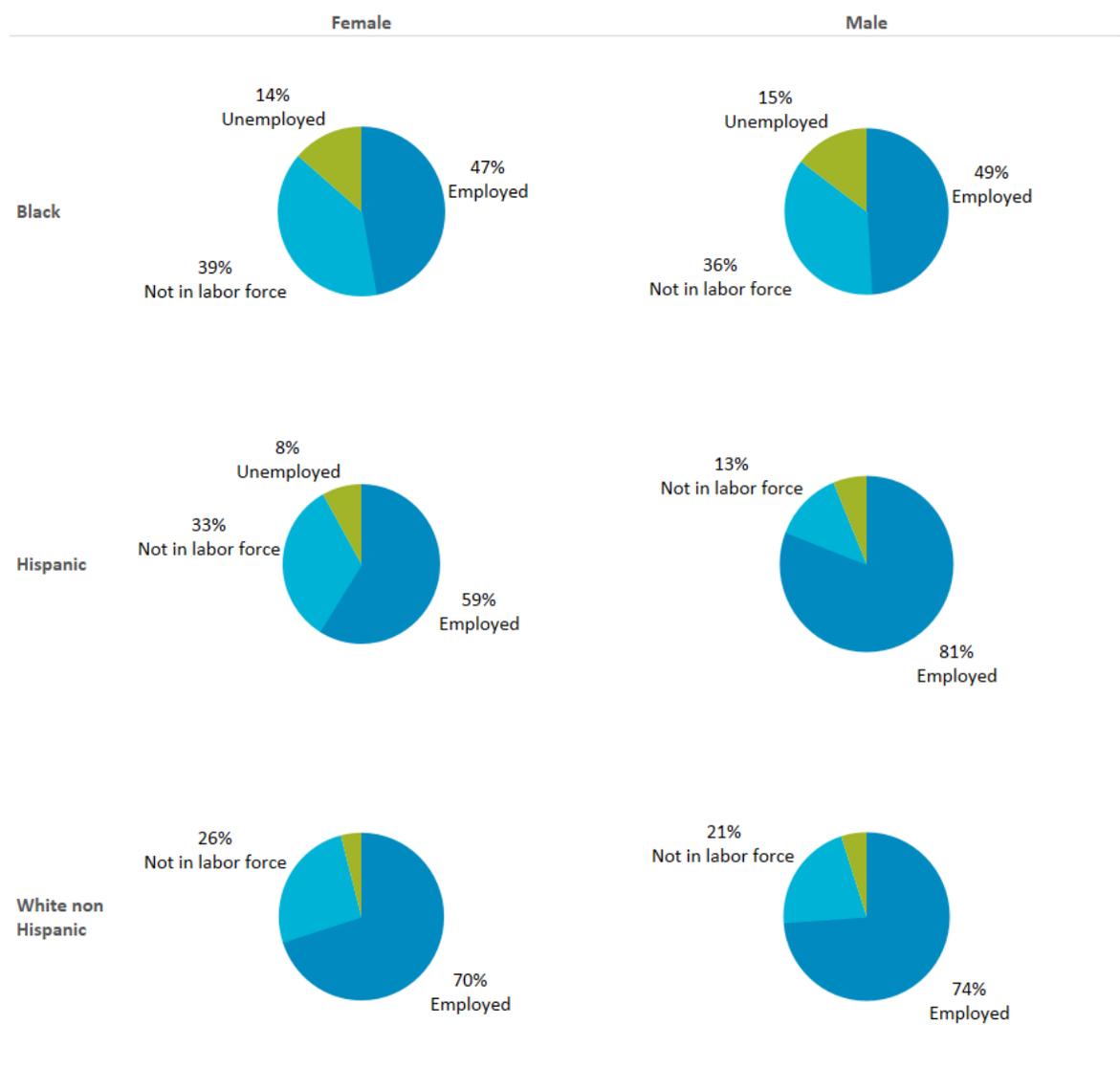


Data Sources:

1. U.S. Census Bureau American Community Survey (Tables C23002A, C23002B, C23002C, C23002D, C23002H and C23002I 2010-2014 5-year estimates).
2. U.S. Census Bureau American Community Survey (Table B02001, 2010-2014 5-year estimates).
3. Minnesota Department of Corrections Adult Inmate Profile, 2014 : http://www.doc.state.mn.us/pages/files/1114/2357/9915/Minnesota_Department_of_Corrections_Adult_Inmate_Profile_01-01-2015.pdf

A disproportionate number of black residents and Hispanic women are not in the labor force.

- Minneapolis women are out of the labor force at a slightly higher rate than men. Overall, 29.6% of Minneapolis women are out of the labor force compared to 23.7% of Minneapolis men.
- This gap varies by racial and ethnic group. Labor force participation among white residents reflects overall patterns. This gap between women and men’s labor force participation rate is smallest for black residents and highest for Hispanic residents.
- Overall, black women and men are out of the labor force at the highest rate.
- Hispanic men have a much higher employment rate than any other group, including white men and women.

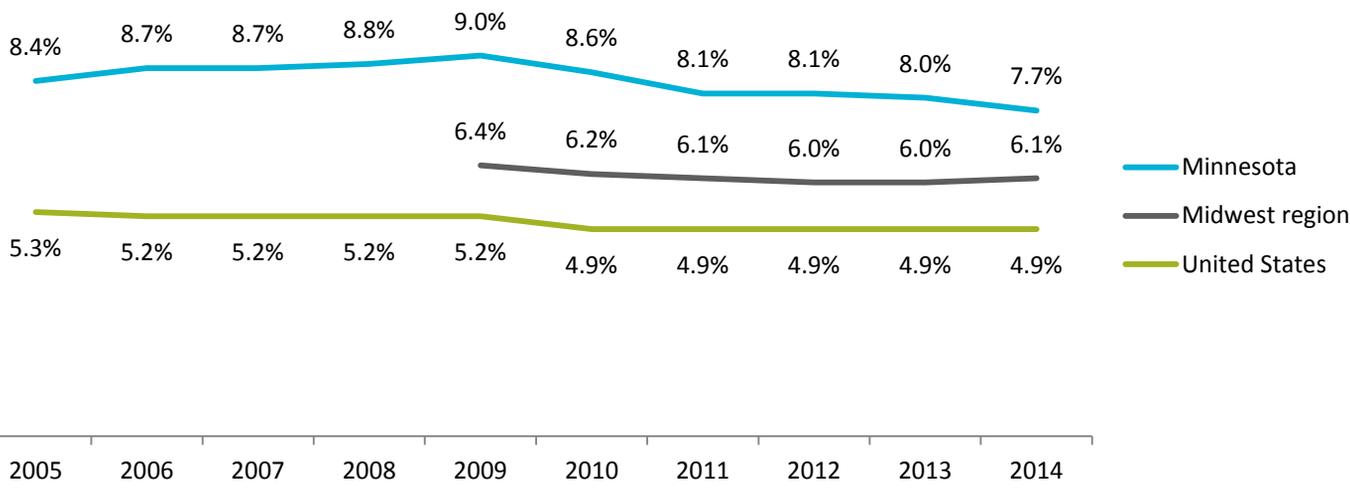


Data source: U.S. Census Bureau American Community Survey (Table C23002A-Dand C23002H-I, 2010-2014 5-year estimates). Includes population 16 years and older.

Minnesota has a greater percentage of people working multiple jobs than the Midwest region or United States, a potential measure of income instability.

- A higher percentage of Minnesotans are multiple jobholders than in the Midwest region or the United States.
- In Minneapolis, in the second quarter of 2015, 8% of jobs were listed as temporary. The majority of these jobs were grounds cleaning and maintenance (40%) and construction (33%).¹
- Individuals with low and moderate income face economic instability. Although individuals below the poverty line report up to 25% of monthly income is unpredictable, individuals up to 300% of the poverty level report that 9% of their monthly income is unpredictable.²

Multiple jobholders as a percentage of total employment
Annual averages, Minnesota, Midwest region and United States, 2005-2014³



Data sources:

1. Minnesota Department of Employment and Economic Development, Quarterly Census of Employment and Wages (QCEW) <http://mn.gov/deed/data/data-tools/qcew/index.jsp>
2. National Poverty Center (2014). "The Help that We Get: Racial Differences in Private Safety Nets and the Scarring Effects of Unemployment Following the Great Recession." <http://npc.umich.edu/publications/u/2014-01-npc-working-paper.pdf>
3. Current Population Survey.
 - a. 2014 data source: <http://www.bls.gov/opub/mlr/2015/article/multiple-jobholding-in-states-in-2014.htm>
 - b. 2013 data source: <http://www.bls.gov/opub/mlr/2014/article/multiple-jobholding-in-states-in-2013.htm>
 - c. 2012 data source: <http://www.bls.gov/opub/mlr/2013/article/multiple-jobholding-in-states-in-2012.htm>
 - d. 2011 data source: <http://www.bls.gov/opub/mlr/2012/05/art4full.pdf>
 - e. 2009 and 2010 data source: <http://www.bls.gov/opub/mlr/2011/09/art3full.pdf>
 - f. 2007 and 2008 data source: <http://www.bls.gov/opub/mlr/2009/12/art3full.pdf>
 - g. 2005 and 2006 data source: <http://www.bls.gov/opub/mlr/2007/09/rgtrends.pdf>

economic security

**POVERTY-LEVEL EARNINGS DO NOT MEET THE
COST OF LIVING IN MINNEAPOLIS.
ADDITIONALLY, MANY STRUCTURAL BARRIERS
MAKE IT DIFFICULT FOR PEOPLE IN POVERTY TO
OBTAIN AND KEEP WORK.**

There is a wide gap between the poverty threshold and the true cost of living. This gap disproportionately burdens single-parent households.

Gap between Federal poverty thresholds and actual cost of living in Minneapolis, by family size and composition

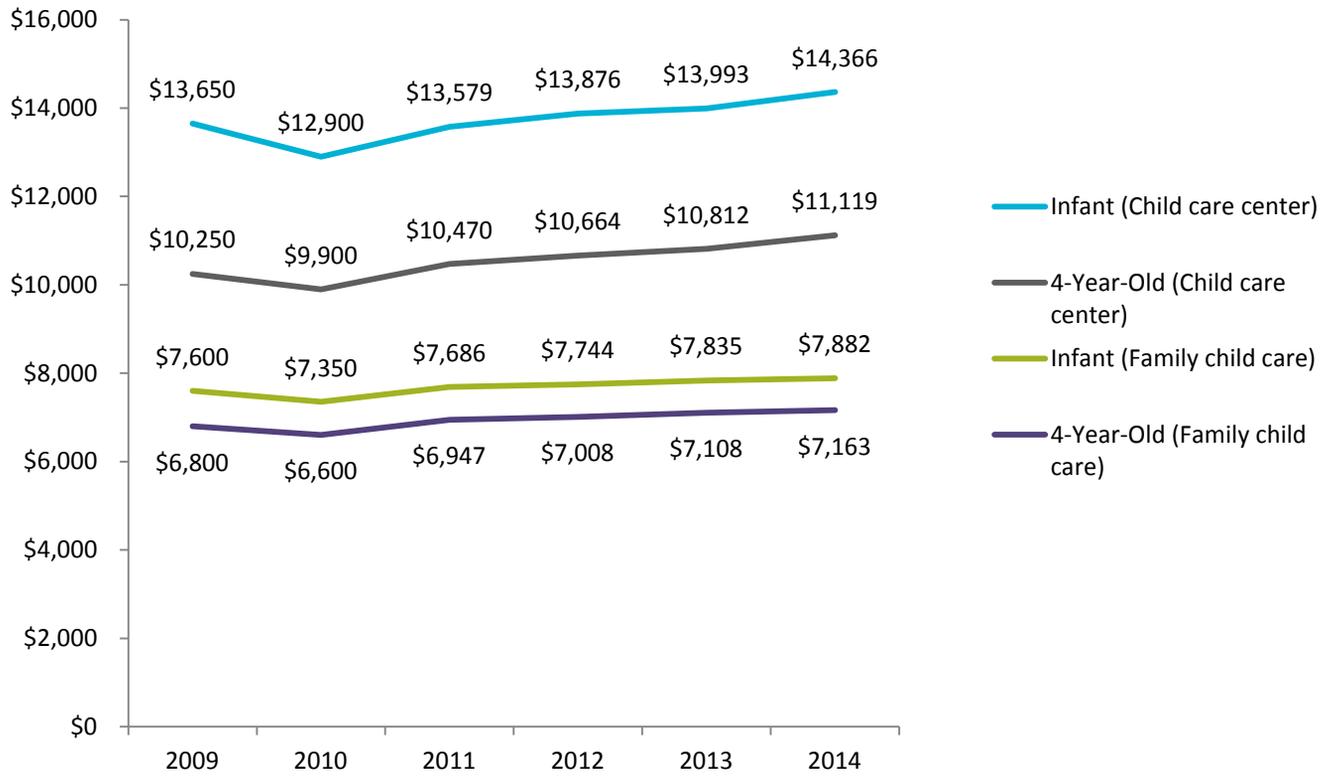


Data source: Minnesota Department of Employment and Economic Development Cost of Living Tool. <http://mn.gov/deed/data/data-tools/col/>

Although Minnesota ranks among the top 10 states regarding child care center regulations and standards¹, high quality child care comes at a steep price, especially for those with limited income.

- Minnesota child-care costs are the fourth highest in the country.²
- Low income parents can receive childcare assistance in one of two forms:
 - 1) As a participant (or transitioning off of) Minnesota Family Investment Program (MFIP), Minnesota’s welfare program for low-income families.
 - 2) Enrolling in the state-funded Basic Sliding Fee Program. However, the waiting list for this program can be long. As of October 2015, there were 3,590 families on the waiting list for sliding fee childcare assistance in Hennepin County.³

Average annual cost of full-time child care in Minnesota, 2009-2014²



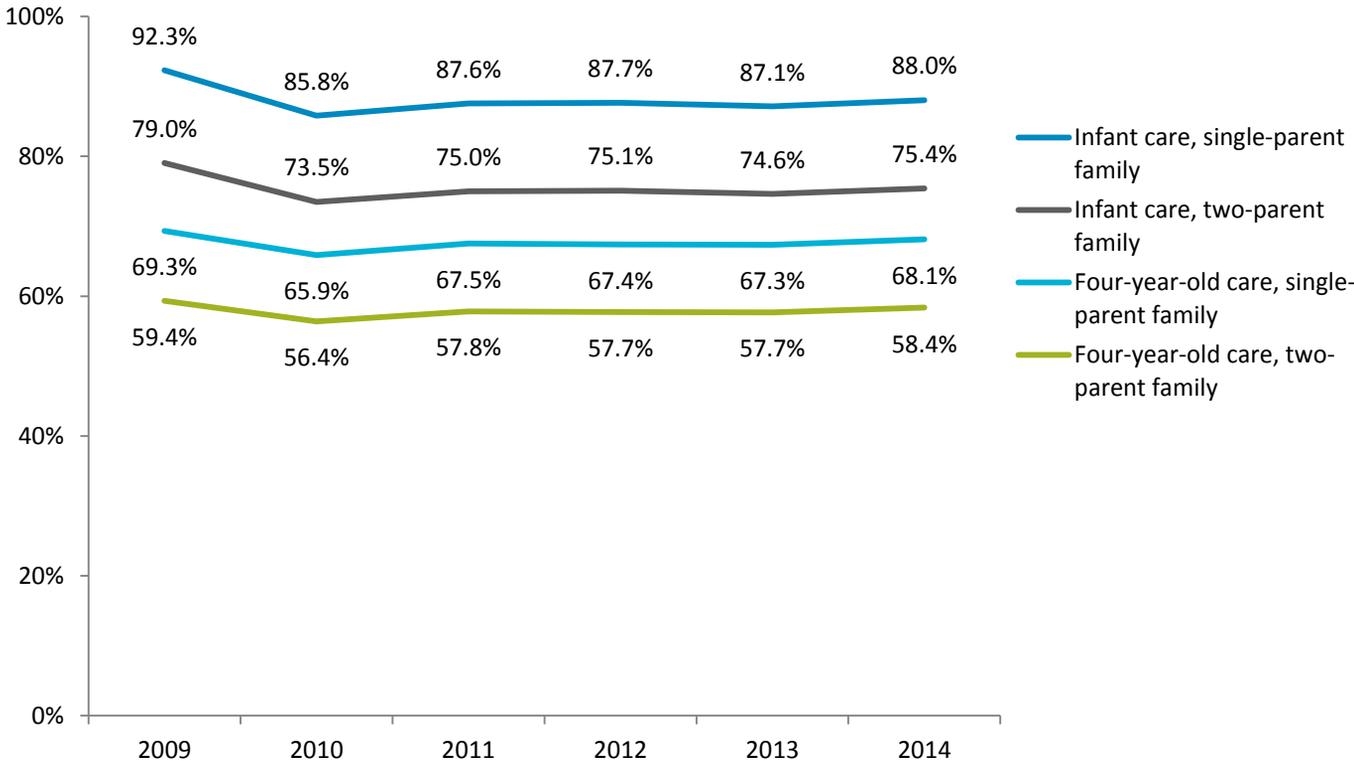
Data sources:

1. Child Care Aware® of America surveys of Child Care Resource and Referral State Networks
2. Child Care Aware® of America Scores and Rankings for Program Oversight and Benchmarks Combined. http://usa.childcareaware.org/wp-content/uploads/2015/10/wecandobetter_20rankings2020041013.pdf
3. Minnesota Department of Health Services. Child Care Assistance Program: Number of Families on Basic Sliding Fee Waiting List (October 2015). http://www.dhs.state.mn.us/main/groups/children/documents/pub/dhs_id_057782.pdf

Without government assistance, child care costs are unaffordable for families in poverty.

- The cost of infant child care at a center represents almost **90%** of the federal poverty guidelines for a family of two.
- The cost of four-year-old child care at a center represents **75%** of the federal poverty guidelines for a family of two.

**Affordability of center-based child care in Minnesota:
Cost as a percentage of federal family poverty thresholds, 2009-2014**



Single-parent family definition: Two people, householder under 65 years, including one related child under 18 years
 Two-parent family definition: Three people, including one related child under 18 years

Federal poverty thresholds for families with one or two parents²

Year	Single-parent family with one child	Two-parent family with one child
2010	\$15,030	\$17,552
2011	\$15,504	\$18,106
2012	\$15,825	\$18,480
2013	\$16,057	\$18,751
2014	\$16,317	\$19,055

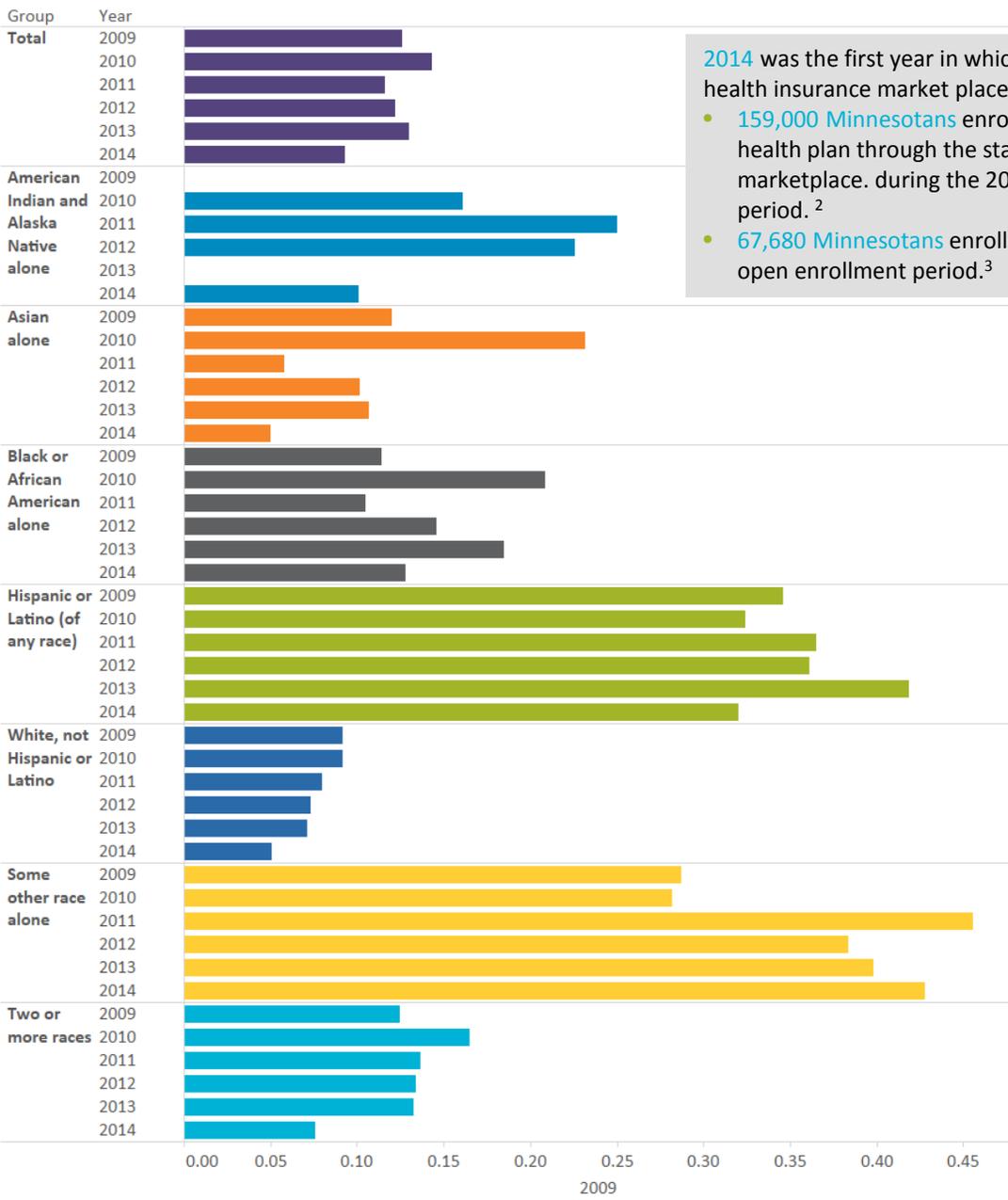
Data sources:

1. Child Care Aware® of America surveys of Child Care Resource and Referral State Networks.
2. Poverty Thresholds (2015). U.S. Census Bureau, <http://www.census.gov/hhes/www/poverty/data/threshld/index.html>

Although MNSure has increased access to health insurance for many Minnesotans, substantial racial disparities remain between the insured and uninsured in Minneapolis.

- The biggest decline in uninsured status from 2013-2014 was for Latino residents. Still, nearly one-third of Minneapolis residents do not have health insurance.

Percent of Minneapolis residents who are uninsured by race, 2009-2014¹



2014 was the first year in which Affordable Care Act health insurance market places were in effect

- 159,000 Minnesotans enrolled in a qualified health plan through the state-based marketplace. during the 2015 open enrollment period.²
- 67,680 Minnesotans enrolled during the 2016 open enrollment period.³

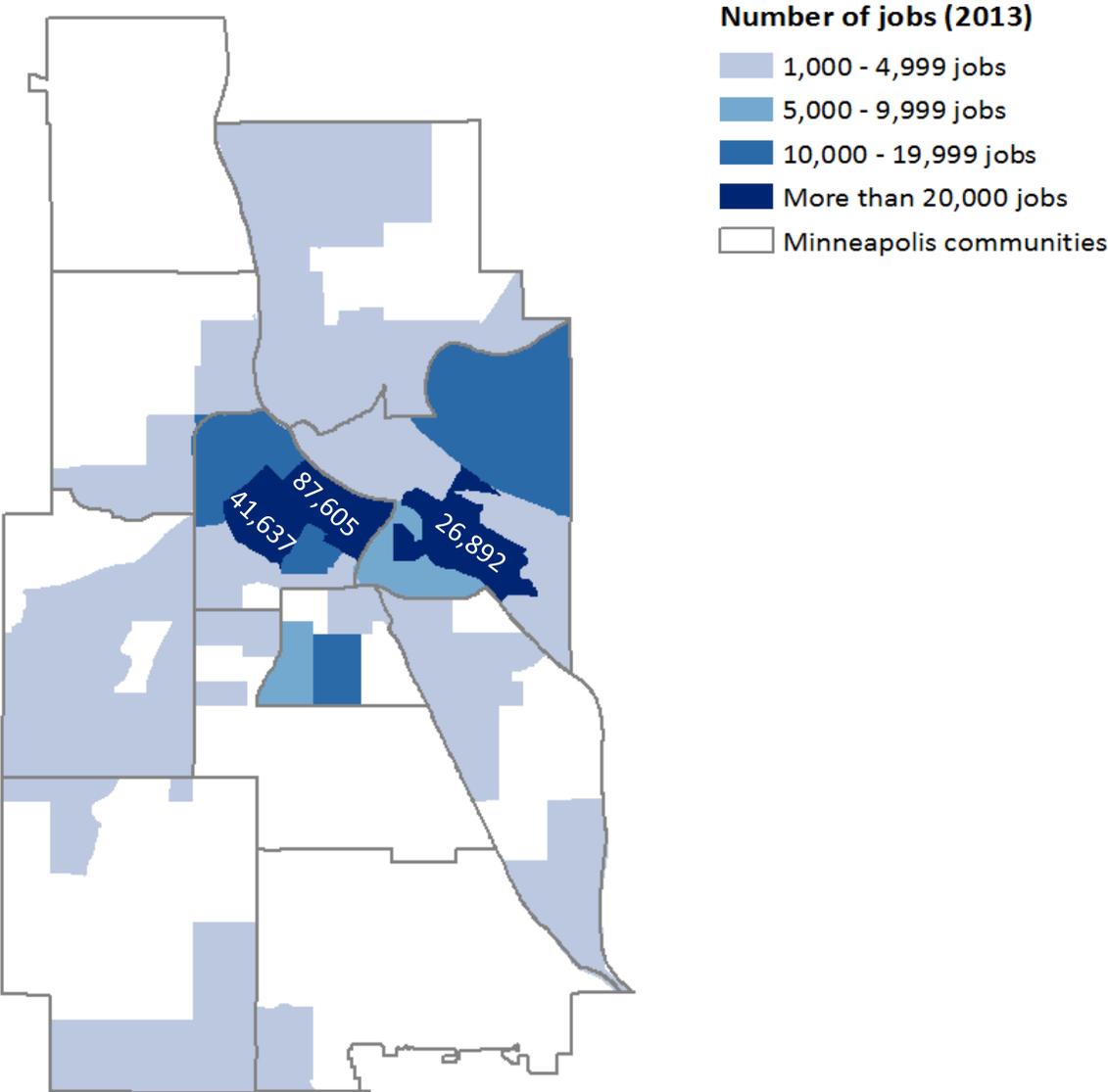
Data sources:

- U.S. Census Bureau American Community Survey (Table S2701, 1-year estimates)
- <https://www.mnsure.org/news-room/news/news-detail.jsp?id=486-156688> (2015)
- <https://www.mnsure.org/news-room/news/news-detail.jsp?id=486-177164> (2016)

Jobs are unevenly distributed across the city. There are fewer jobs in North Minneapolis where there are concentrated areas of unemployment, which may make it more difficult for these residents to access work. In fact, two-thirds of low-income residents work outside of the city.

- There were 325,337 jobs in Minneapolis in 2013.¹ These jobs are concentrated in the downtown core and University area. There are very few jobs in North Minneapolis and in predominantly residential neighborhoods.
- Of all workers employed in Minneapolis, only 25 percent also live in Minneapolis.
- We will discuss this topic further in the July 2016 conversation on Educational Attainment and Employment.

Number of jobs by Census tract, 2013



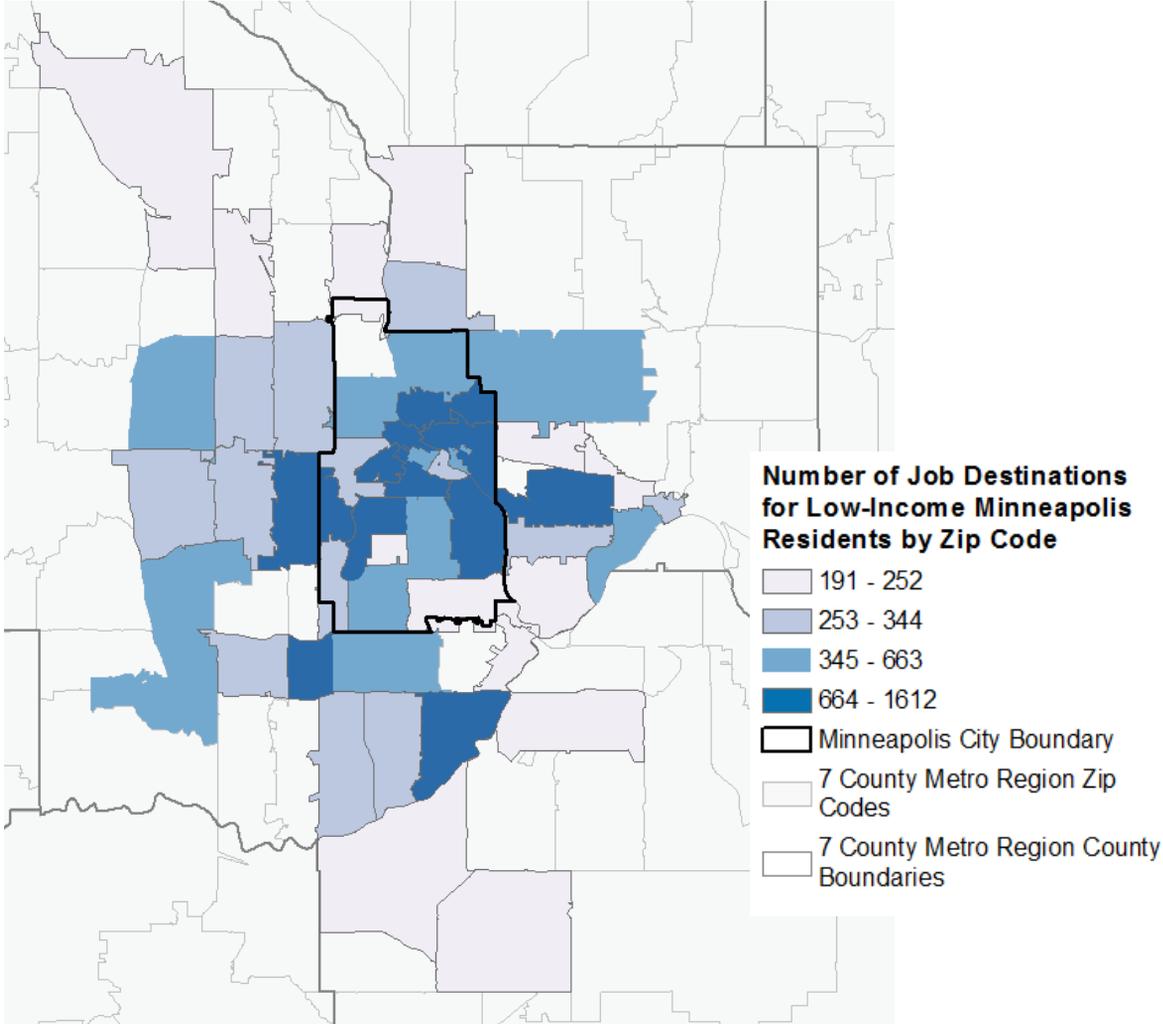
Data sources:

1. U.S. Census Bureau Center for Economic Studies. OnTheMap Home Destination Analysis and Work Destination Analysis: All jobs. <http://onthemap.ces.census.gov/>

Although Minneapolis is an employment hub, many low-income residents work outside of the city.

- Though Minneapolis has the single greatest number of jobs in the Twin Cities, Minneapolis jobs represent less than 17 percent of all jobs across the seven-county metropolitan area.¹
- Of all workers living in Minneapolis, only 45% also work in Minneapolis.
- Of low-wage workers(making \$1,250 or less a month) living in Minneapolis, 43% also work in Minneapolis.
- Slightly more low-wage workers are going outside of Minneapolis for work compared to Minneapolis workers as a whole.

Work destinations for low-income Minneapolis residents by zip code, 2013²



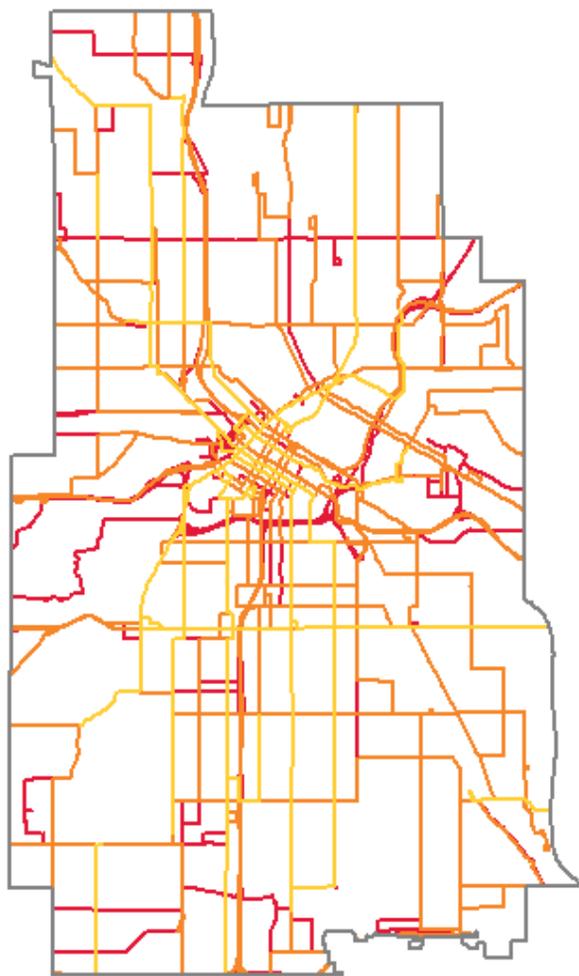
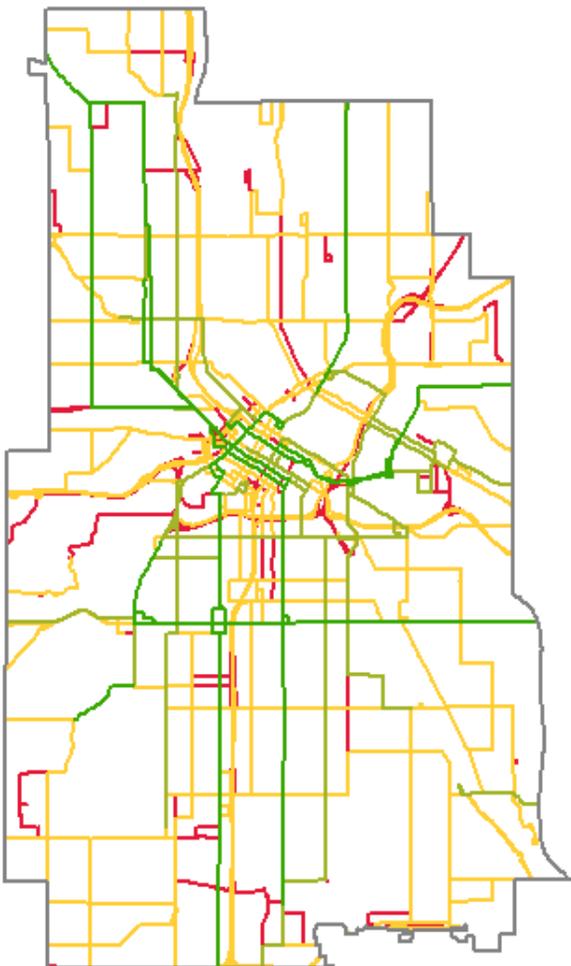
Data sources:

1. Southwest Journal. "Council committee approves moving ahead with minimum wage study."
<http://www.southwestjournal.com/news-feed/council-committee-approves-moving-ahead-with-minimum-wage-study>
2. U.S. Census Bureau Center for Economic Studies. OnTheMap Home Destination Analysis and Work Destination Analysis: All jobs.
<http://onthemap.ces.census.gov/>

Transit dependent individuals might have a harder time accessing work during second and third shifts.

Night transit trips by route in Minneapolis, 2015

Early morning transit trips by route in Minneapolis, 2015



Night Routes (9:00pm-1:30am)

- No Routes
- Few Routes (1-7)
- More Routes (8-12)
- Most Routes (13-19)
- Minneapolis City Boundary

Early Morning Routes (4:30am-6:00am)

- No Trips
- Very Few Trips (1-3)
- Few Trips (4-7)
- Minneapolis City Boundary

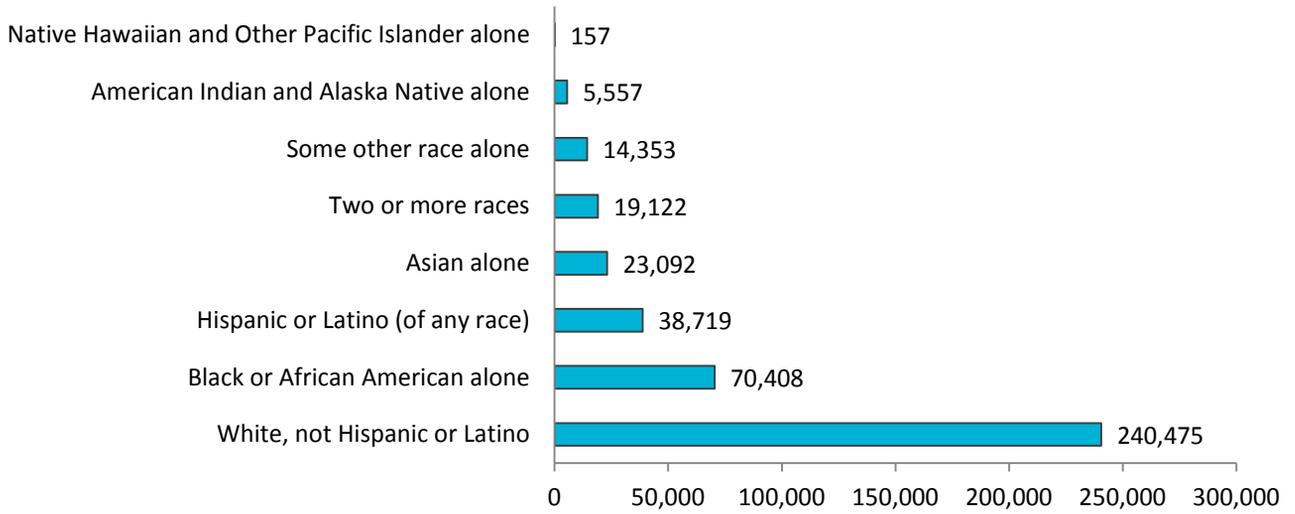
Data source: Metropolitan Council. Transit Routes. <https://gisdata.mn.gov/dataset/us-mn-state-metc-trans-transit-routes>. Downloaded December 17, 2015.

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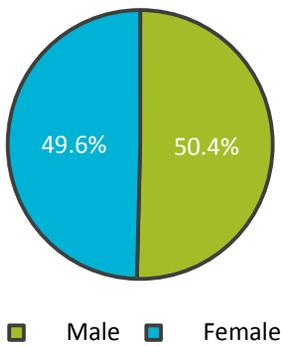
APPENDIX

City Demographics

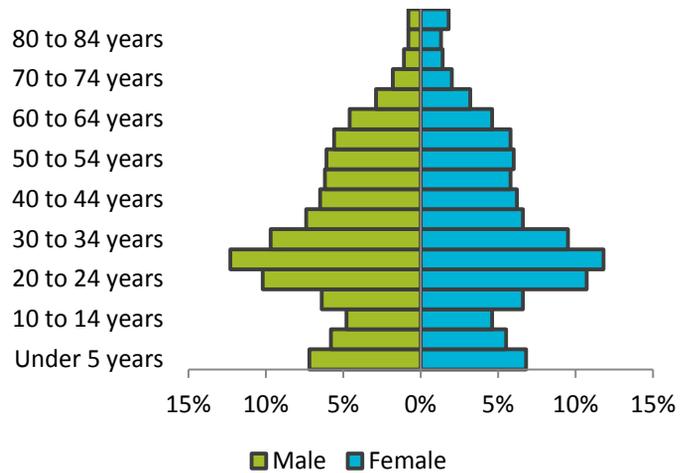
Minneapolis population by race and ethnicity, 2010-2014



Minneapolis population by sex, 2010-2014



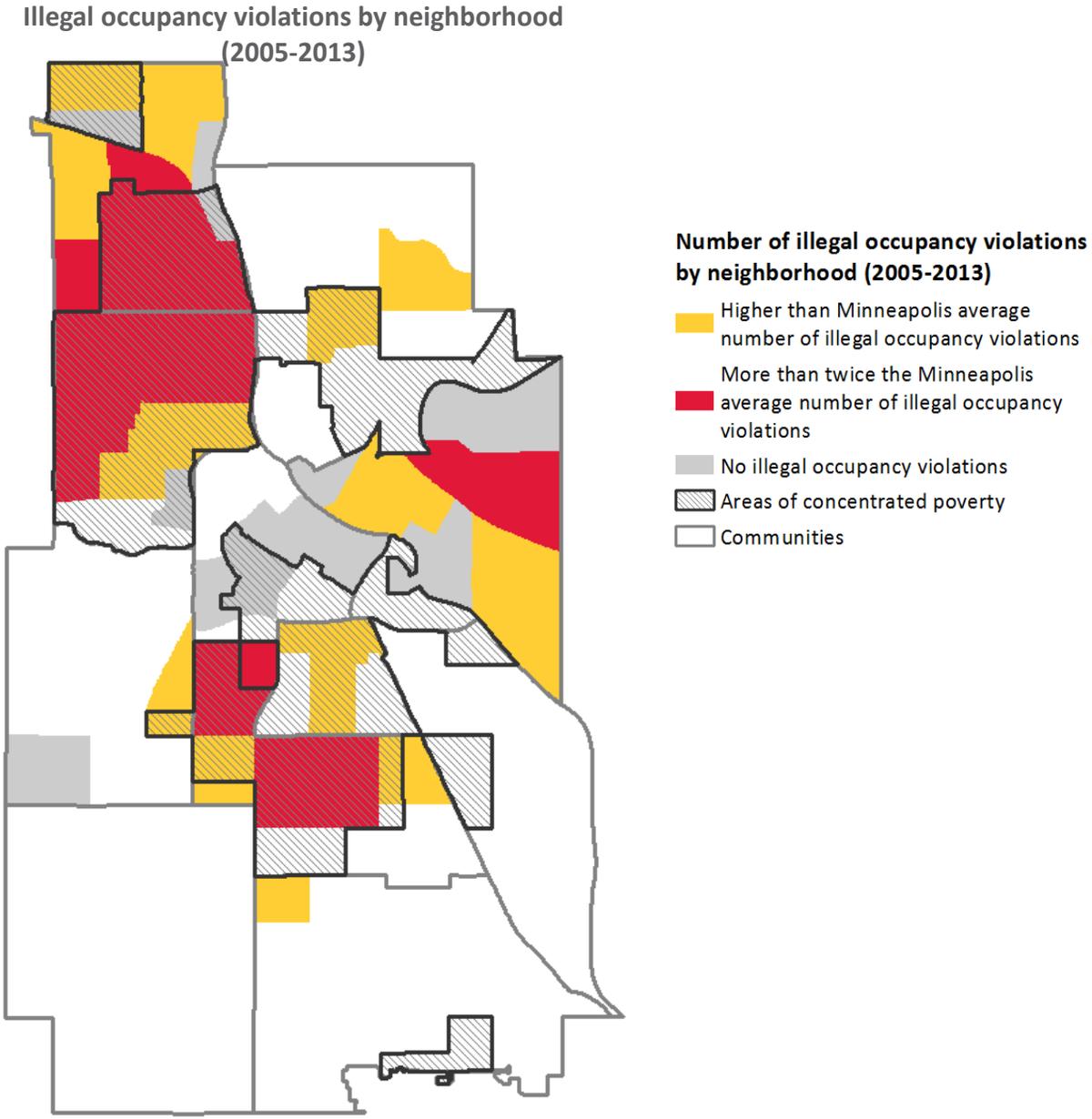
Minneapolis population by age and sex, 2010-2014



Data sources: U.S. Census Bureau American Community Survey (Table S0101 and Table DP05, 2010-2014 5-year estimates)

Illegal occupancy is a symptom of housing instability, both for the individual or family and for neighbors.

- The definition for illegal occupancy of between one and three housing units is tied to the zoning of the building. For most of the properties included in this map, it is legal to have one family and two unrelated people living together in a single unit.
- Properties are flagged through both proactive inspections and complaints.
- The average number of illegal occupancy violations by neighborhood from 2005-2013 was 20.

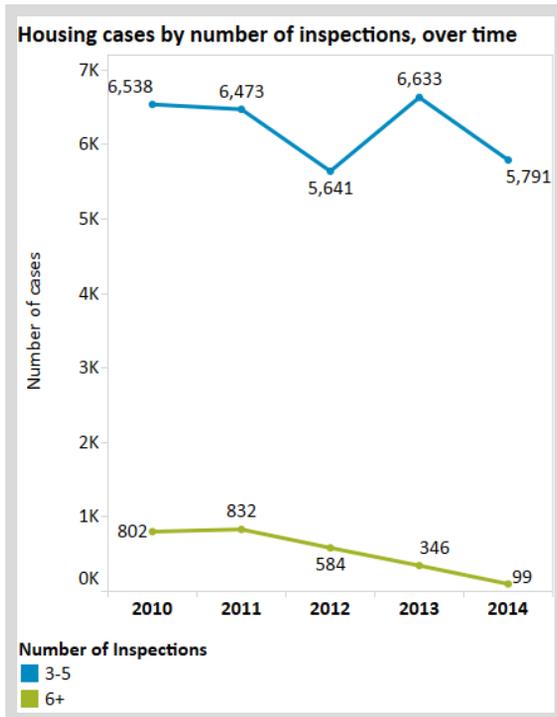
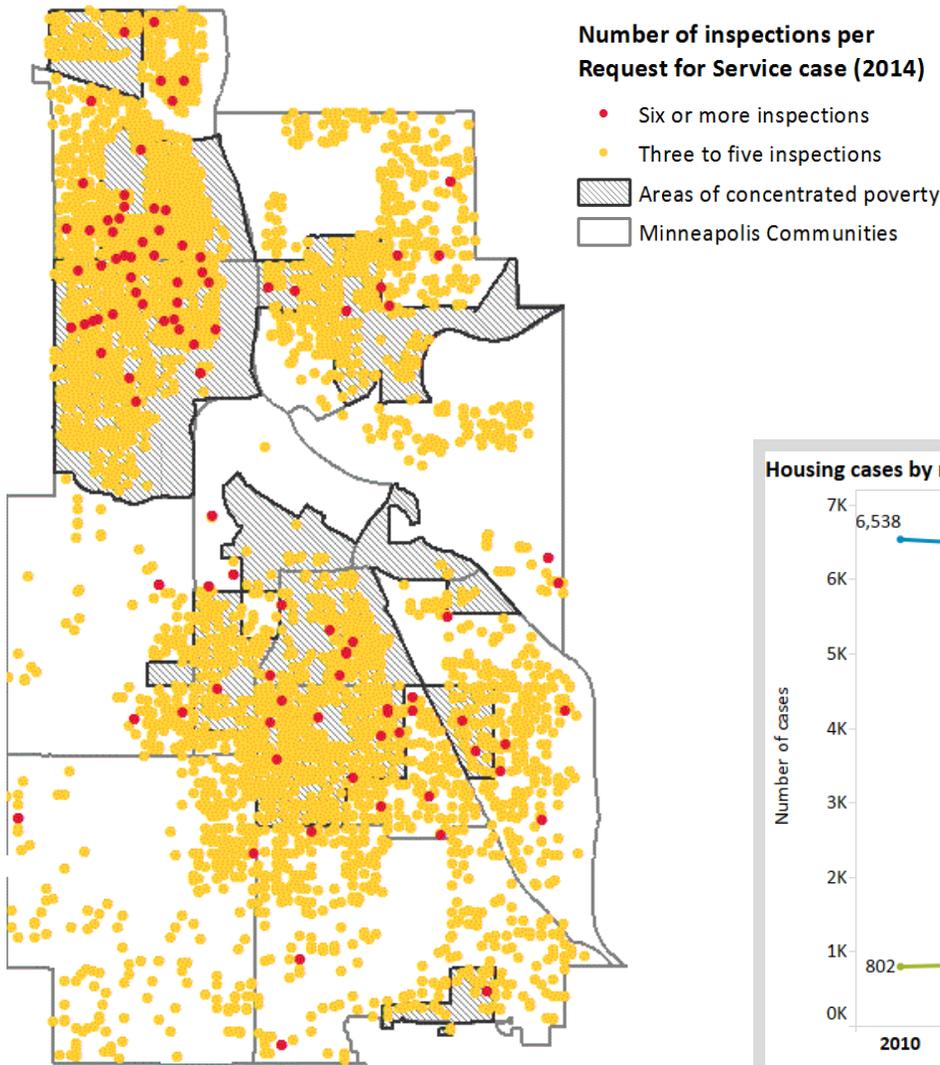


Source: City of Minneapolis, Regulatory Services

The number of inspections required to resolve a housing violation highlights the amount of time a tenant and surrounding community has been affected by subpar housing conditions.

- Cases requiring 3-5 inspections have remained somewhat steady, but the number of cases with 6 or more inspections have been in decline.
- The majority of housing violations occur either in rental properties or are exterior violations in homesteaded properties.
- A typical violation requires two inspections, one to verify the violation is occurring and the second to verify that it has been rectified. Once a violation reaches five inspections, it is typically upgraded to an administrative citation.

Number of inspections per Request for Service case (2014)



Data sources: Minneapolis Regulatory Services Department, Metropolitan Council, City of Minneapolis