

City of Isanti – Isanti County Labor Market Profile

Population Growth

East Central

Minnesota is one of the fastest growing regions in the state, expanding about 20 percent this decade, which was more than twice as fast as the state. Between 2000 and 2010, Region 7E gained 27,545 net new

residents, bringing the regional population to just under 164,000 people. Isanti County was the sixth fastest growing county in the state, gaining more than 6,500 people from 2000 to 2010, a 20.9% growth rate. Even faster, the total population in the city of Isanti increased 125.9%, or 2,927 people, from 2000 to 2010, to 5,251 people. That made Isanti the 13th fastest growing city in the state, moving it up to the 139th largest city in 2010, from the 222nd largest city in 2000. (See Table 1.)

The city of Isanti and Isanti County kept gaining population from 2010 to 2013, while the rest of the region saw population declines. Isanti County welcomed about 262 people (+0.7%) in the last three years, including 68 (+1.3%) new residents in the city of Isanti. Combined though, East Central Minnesota lost fewer than 500 people from 2010 to 2013. The state of Minnesota added about 43,815,000 people.

Table 2. Isanti Co. Population by Age Group, 2013

	City of Isanti		Isanti County		Minnesota
Age Group	Number	Percent	Number	Percent	Percent
0 to 4 years	649	12.2%	2,627	6.9%	6.6%
5 to 14 years	729	13.7%	5,445	14.3%	13.3%
15 to 24 years	548	10.3%	4,607	12.1%	13.6%
25 to 34 years	1,218	22.9%	4,836	12.7%	13.6%
35 to 44 years	878	16.95%	4,912	12.9%	12.6%
45 to 54 years	644	12.1%	6,207	16.3%	14.9%
55 to 64 years	346	6.5%	4,455	11.7%	12.2%
65 years & over	298	5.6%	4,950	13.0%	13.3%
Total Population	5,310	100.0%	38,039	100.0%	100.0%
<i>Median Age</i>	<i>30.9 years</i>		<i>38.2 years</i>		<i>37.6 years</i>

Source: U.S. Census Bureau

state, which both had more than 12 percent aged 65 and over, plus another 12 percent that were 55 to 64 years of age. (See Table 2.)

Due to all the population growth, the city of Isanti has a very young population in comparison to the state and the region. Isanti's median age in 2013 was 30.9 years, which was 7 years younger than the state (37.6 years) and Isanti County (38.2 years). A much larger percentage of the city's population was under 45 years of age, including about a quarter of the population that was 0 to 14 years of age, and almost one-fourth (22.9%) of the population was 25 to 34 years of age. In contrast, just over 12 percent of the county's population was 55 years and over, which was half the county or

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The recent population growth in Region 7E easily outpaced the state of Minnesota in all age groups. Residents in the 25- to 44-year-old group – considered the prime working years – expanded faster in Region 7E than the state of Minnesota as a whole. This growth led to a corresponding increase in children aged 14 years and under. Although the previous decade brought rapid growth to the region, the State Demographic Center predicts that the long term growth will slow by 2014, due in part by population declines in Kanabec and Pine County. Isanti County's growth should match the growth of Minnesota, increasing 13.4 percent by 2045. Isanti County should expect an additional 9,528 residents in the next 30 years. (See Table 3.)

Table 3: Population Projections, 2015 - 2045								2015 to 2045 Change
Area	Year 2015	Year 2020	Year 2025	Year 2030	Year 2035	Year 2040	Year 2045	
Chisago	103,792	109,257	111,524	112,818	113,013	113,394	113,819	9.7%
Isanti	71,164	74,692	76,519	77,722	78,241	79,316	80,692	13.4%
Kanabec	29,337	29,917	29,915	29,558	29,065	29,104	28,963	-1.3%
Mille Lacs	48,155	50,046	51,310	52,058	52,542	53,648	55,306	14.8%
Pine	53,697	54,510	54,333	53,254	52,091	51,335	51,107	-4.8%
Region 7E	306,145	318,422	323,601	325,410	324,952	326,797	329,887	7.8%
Minnesota	5,497,933	5,677,582	5,841,619	5,982,601	6,093,729	6,175,801	6,234,930	13.4%

Source: Minnesota State Demographic Center

Labor Force Availability

Because workers are less mobile than other factors of production, availability of workers is important to firm location. Much like population, East Central Minnesota offers one of the fastest growing available labor forces outside the Twin Cities Metropolitan Statistical Area. By definition, the most “available” workers in the area are the unemployed, since they have to be actively looking for a job to be so considered. Unemployment rates in the region have consistently been higher than state rates, especially during the recent recession. Through February 2015, Isanti County's unemployment rate was 5.8%, which was 1.4 percent higher than the state rate, which was to 4.4% (not seasonally adjusted) in February 2015. (See Table 4.)

Isanti County had about 20,641 available workers in February 2015, including about 1,200 unemployed workers actively seeking jobs. Isanti County's labor force grew quickly in the last decade, jumping 7.9% from 2003 to 2009. Labor force growth slowed during the recession and into the recovery. Overall Isanti County's labor force decreased has by 1,706 people (-7.6%) since the end of the recession in 2009. (See Figure 1.)

Table 4: Unemployment Statistics, Feb 2015 Data				
Geographic Area	Labor Force	Employment	Unemployment	Unemp. Rate
Isanti County	20,641	19,442	1,199	5.8%
Chisago County	29,119	27,577	1,542	5.3%
Kanabec County	9,001	8,133	868	9.6%
Mille Lacs County	13,053	12,027	1,026	7.9%
Pine County	14,818	13,665	1,153	7.8%
<i>Region 7E</i>	<i>86,632</i>	<i>80,844</i>	<i>5,788</i>	<i>6.7%</i>
State of Minnesota	2,996,671	2,863,978	132,693	4.4%

Source: DEED Local Area Unemployment Statistics (LAUS)

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Figure 1: Labor Force Statistics, Feb 2006-Feb 2015

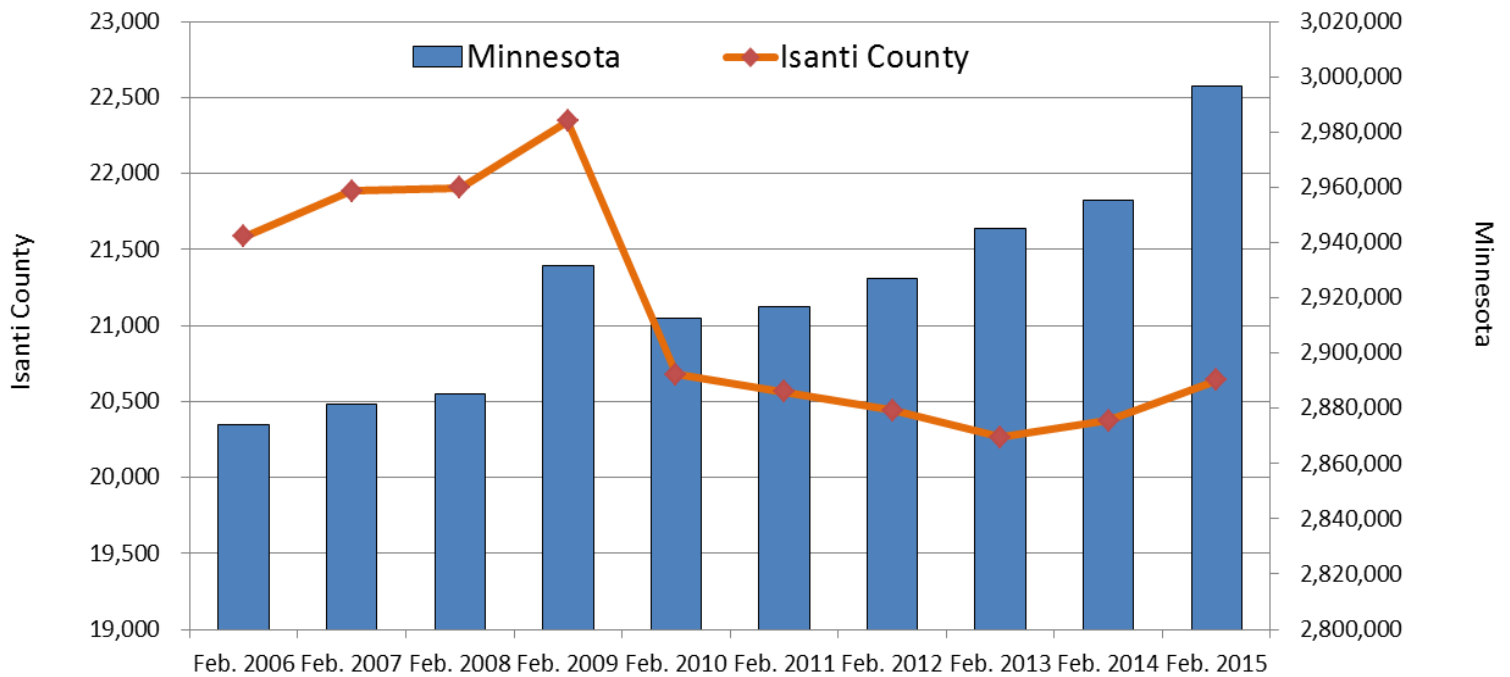


Table 5. Isanti County Commute Shed and Labor Shed Report, 2011					
Commute Shed: Where Workers who Live in Isanti	2011		Labor Shed: Where Workers Live who are Employed in Isanti Co.	2011	
	Count	Share		Count	Share
Total Primary Jobs	19,248	100%	Total Primary Jobs	9,705	100%
Jobs in Counties Where Workers are Employed	2011		Jobs in Counties Where Workers Live	2011	
	Count	Share		Count	Share
Isanti Co.	4,785	24.9%	Isanti Co.	4,785	49.3%
Hennepin Co.	3,821	19.9%	Chisago Co.	938	9.7%
Anoka Co.	3,350	17.4%	Anoka Co.	779	8.0%
Ramsey Co.	2,033	10.6%	Kanabec Co.	751	7.7%
Chisago Co.	962	5.0%	Pine Co.	542	5.6%
Sherburne Co.	614	3.2%	Mille Lacs Co.	323	3.3%
Dakota Co.	432	2.2%	Hennepin Co.	250	2.6%
Washington Co.	404	2.1%	Ramsey Co.	226	2.3%
Mille Lacs Co.	344	1.8%	Sherburne Co.	225	2.3%
Kanabec Co.	276	1.4%	Stearns Co.	89	0.9%
All Other Locations	2,227	11.6%	All Other Locations	797	8.2%
Source: U.S. Census Bureau, OnTheMap Worker-Origin Destination Database					

Isanti County is a net labor exporter, having more workers than jobs. According to data from the U.S. Census Bureau's Worker-Origin-Destination database, about 4,785 workers both live and work in Isanti County, while another 14,500 workers live in Isanti County but drive to other counties for their jobs.

In contrast, Isanti County also draws workers from surrounding counties, including just over 930 workers from Chisago County, about 780 workers from Anoka County, about 750 workers from Kanabec County, as well as smaller numbers from Pine, Mille Lacs, and other counties to the south. (See Table 5.)

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This job mobility has led to longer travel times for Isanti County workers, including about one in every three residents (30.7%) who commute more than 45 minutes to work one way, which was more than three times higher than the state comparison (11.6%). Only one-fourth of workers (26.5%) drove less than 15 minutes to work, as compared to one-third (32%) in the state. About 70% of workers in the state had commutes less than 30 minutes, while less than half of workers in Isanti County had less than half-hour commutes. (See Table 6.)

According to data from the American Community Survey, Isanti County actually had the longest average travel times in the state, at 33.2 minutes. Two other counties in the region – Kanabec and Chisago – had one-way commutes that averaged more than a half hour as well, while Mille Lacs and Pine had travel times just below 29 minutes. Isanti County's average travel time to work was more than 10 minutes longer than the state average (22.6 minutes).

Table 6. Travel Time to Work, 2013				
	Isanti Co.		State of Minnesota	
	Number	Percent	Number	Percent
Less than 15 minutes	5,118	26.5%	874,435	32.0%
15 to 29 minutes	4,326	22.4%	1,024,728	37.5%
30 to 44 minutes	3,959	20.5%	513,730	18.8%
45 to 59 minutes	2,665	13.8%	172,154	6.3%
60 minutes or more	3,264	16.9%	144,828	5.3%
Mean (One Way) Travel Time to Work	33.3 minutes		23 minutes	
Source: U.S. Census Bureau, 2011-2013 American Community Survey				

Table 7: Median Annual Wages by Occupational Group, 2014		
Occupation	EDR 7E	Twin Cities
Total, All	\$33,011	\$41,426
Management	\$73,815	\$104,886
Business and Financial Operations	\$48,223	\$64,773
Computer and Mathematical	\$56,534	\$78,558
Architecture and Engineering	\$63,775	\$74,668
Life, Physical, and Social Science	\$57,605	\$64,521
Community and Social Services	\$38,687	\$43,638
Legal	\$45,219	\$86,529
Education, Training, and Library	\$40,447	\$48,656
Arts, Design, Entertainment, Sports, and Media	\$25,230	\$48,446
Healthcare Practitioners and Technical	\$60,895	\$68,287
Healthcare Support	\$24,737	\$28,802
Protective Service	\$38,905	\$38,233
Food Preparation and Serving Related	\$18,985	\$19,011
Building and Grounds Cleaning and Maintenance	\$24,822	\$24,385
Personal Care and Service	\$20,914	\$23,218
Sales and Related	\$22,342	\$30,155
Office and Administrative Support	\$32,717	\$37,079
Farming, Fishing, and Forestry	\$30,599	\$26,214
Construction and Extraction	\$45,798	\$59,753
Installation, Maintenance, and Repair	\$38,170	\$46,144
Production	\$32,251	\$35,805
Transportation and Material Moving	\$31,985	\$34,170
Source: DEED: Occupational Employment statistics		

Although businesses *will* pay more for higher quality workers, they would rather have equivalently skilled workers at less cost. The Cambridge area in Region 7E offers skilled, available workers at less cost than the Twin Cities Metro Area. Since labor is a major cost of business, these savings translate directly to the bottom line. Included is data collected from the first quarter 2014 Minnesota Salary Survey from DEED, showing the median hourly wages for different occupation groups in Region 7E and compared to the Twin Cities metro area. (See Table 7.)

Some of the largest gaps in pay between Region 7E and the Twin Cities occur in management occupations, but there are also noticeable wage disparities for production workers, sales and related workers, construction and extraction workers, architecture and engineering occupations, computer and mathematical occupations, and business and financial operations workers. Lower salaries can create a significant cost difference for a business over the course of a year.

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City of Isanti Industry Statistics

As the second largest city in Isanti County, Isanti also was the second largest employment center, with 120 business establishments providing 1,060 covered jobs. Isanti's employment jumped 9 percent from 2013 to 2014, a gain of 86 net new jobs. After adding 68 new jobs in the last year, Isanti's largest industry was education and health services, with 281 jobs at 13 firms. That put it just ahead of leisure and hospitality, which had 220 jobs at 14 institutions. Average wages have declined in 3 of the 8 industry super sectors. (See Table 8.)

Table 8: 3rd. Qtr. 2014 Industry Statistics, City of Isanti					3rd Qtr. 2013 - 2014 Change		
	Firms	Employment	Share of Jobs	Average Annual Wages	Employment	Firms	Average Annual Wage
Total, All Industries	120	1,060	100%	\$29,796	86	4	-\$936
Construction	17	50	4.7%	\$45,240	16	1	-\$5,200
Manufacturing	16	172	16.2%	\$46,956	-24	0	\$2,548
Trade, Transportation and Utilities	22	147	13.9%	\$31,200	2	-1	\$2,340
Financial Activities	7	34	3.2%	\$30,680	3	2	-\$832
Education and Health Services	13	281	26.5%	\$30,004	68	-1	-\$5,460
Leisure and Hospitality	14	220	20.8%	\$11,440	14	1	\$572
Other Services	14	77	7.3%	\$21,320	0	1	-\$2,652
Public Administration	3	45	4.2%	\$46,124	2	0	\$52

Source: DEED Quarterly Census of Employment and Wages (QCEW) program

Isanti County Industry Employment Statistics

Isanti County was home to 763 business establishments providing 10,769 covered jobs, and average annual wages of \$36,348 in 2014. The population growth profiled above had helped Isanti County add jobs in several industries in the last decade, but the lingering recession and population leveling led to declines from 2007 to 2010. In the last year, however, Isanti County employers returned to net job growth, adding 171 jobs over the last year, a 1.6% increase. (See Table 9.)

Table 9: 3rd. Qtr. 2014 Industry Statistics, Isanti County					3rd Qtr. 2013 - 2014 Change		
	Firms	Employment	Share of Jobs	Average Annual Wages	Employment	Firms	Average Annual Wage
Total, All Industries	763	10,769	100%	\$36,348	171	-6	\$260
Accommodation and Food Services	47	905	8.4%	\$12,428	39	3	\$520
Admin. Support and Waste Mgmt.	30	320	3.0%	\$55,588	1	0	-\$3,172
Ag., Forestry, Fishing and Hunting	9	125	1.2%	\$28,028	-13	-1	\$6,552
Arts, Ent., and Recreation	12	92	0.9%	\$8,424	0	0	-\$52
Construction	128	386	3.6%	\$42,640	16	-4	\$2,340
Finance and Insurance	34	269	2.5%	\$40,404	-19	0	-\$2,236
Health Care and Social Assistance	63	2,612	24.3%	\$39,156	ND	ND	ND
Information	12	224	2.1%	\$30,420	4	0	\$572
Manufacturing	68	1,497	13.9%	\$50,180	-40	0	\$936
Other Services	82	358	3.3%	\$19,032	-1	4	-\$832
Public Administration	23	547	5.1%	\$46,436	25	-2	\$936
Real Estate and Rental	21	60	0.6%	\$31,564	-5	-1	\$6,344
Retail Trade	106	1,712	15.9%	\$24,752	-76	-2	\$1,716
Transportation and Warehousing	28	271	2.5%	\$40,092	14	3	-\$416

Source: DEED Quarterly Census of Employment and Wages (QCEW) program

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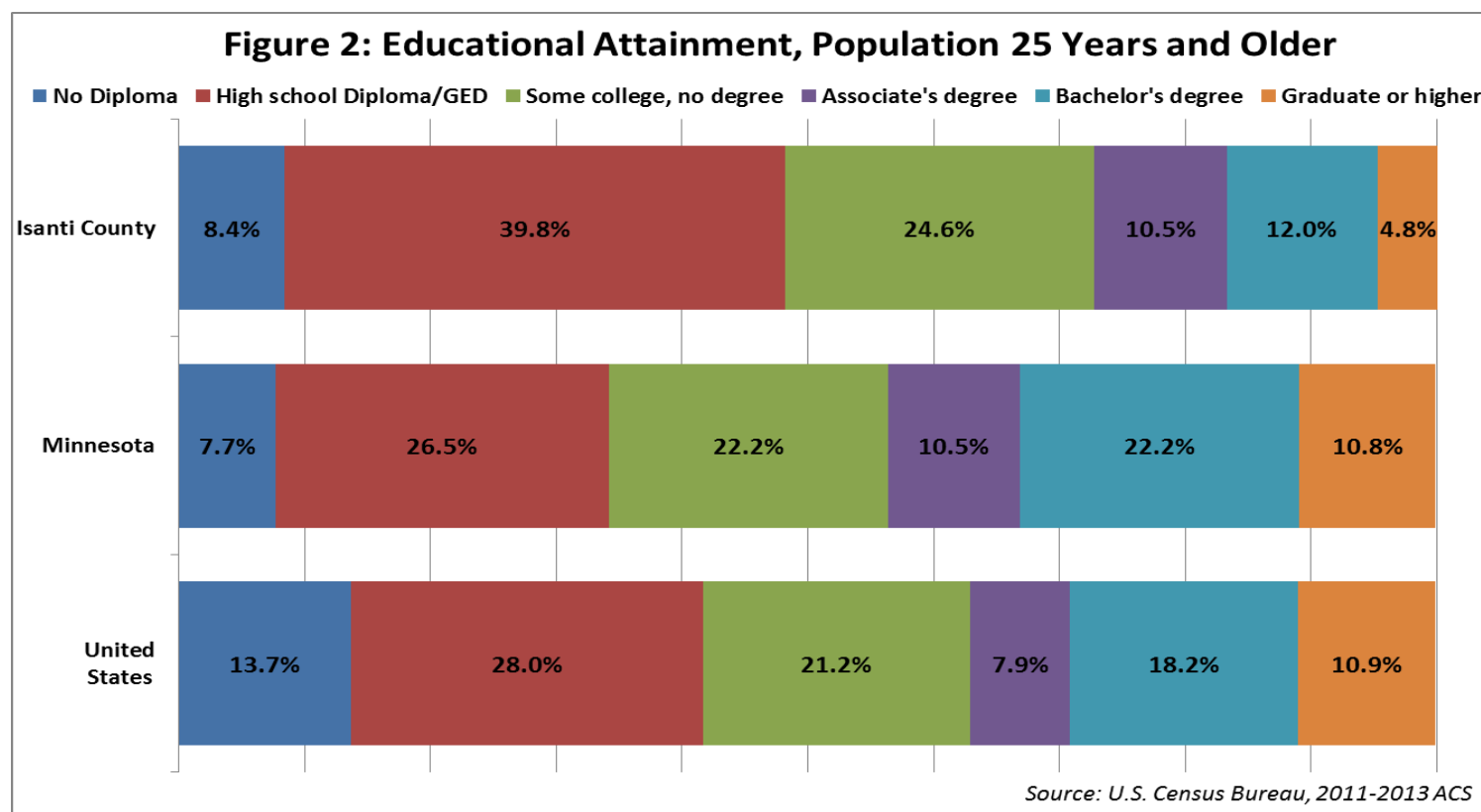
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Educational Attainment

The educational attainment of the workforce is often found to matter for business growth. Minnesota is well known for its high-quality education and high graduation rates. Just over 92 percent of Minnesota residents aged 25 years and over are high school graduates, and one-third of people have a bachelor's degree or higher. In comparison, 86.3% of U.S. residents aged 25 years and over are high school graduates and 29.1% have a bachelor's degree or higher.

Isanti County has a higher percentage of people with high school diplomas or GEDs (91.6%) than the nation, but lower than the state. Isanti County also has a lower percentage of people with a bachelor's degree or higher (16.8%). Instead, Isanti County has a higher percentage of people with some college, but no degree (24.6%) and a higher percentage of people with associate degrees (10.5%) than the U.S. In sum, more than one in every four adults in Isanti County has a college degree, and more than half (51.9%) has at least some college experience. (See Figure 2.)



Updated On:

March 31st, 2015

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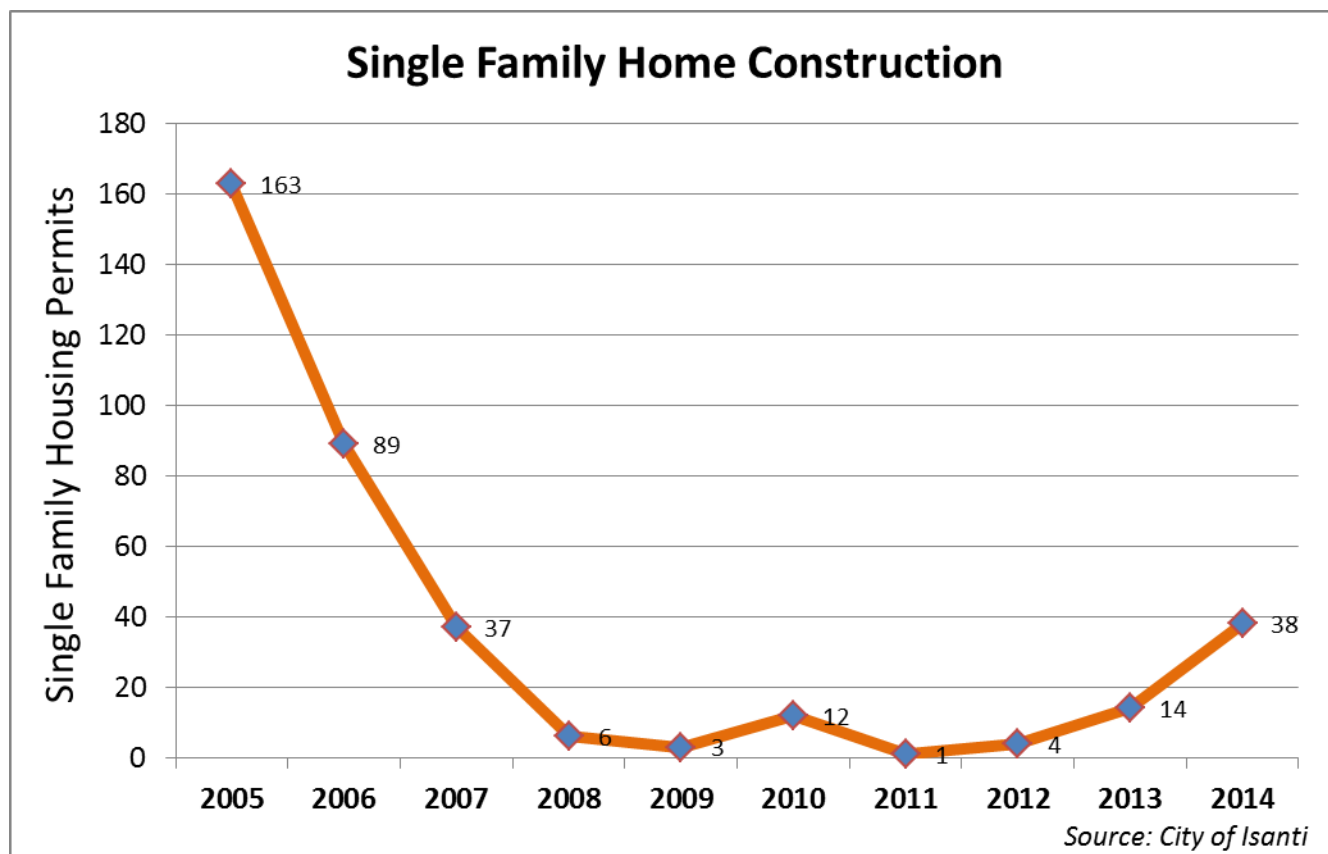
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