



Welcome to the Future

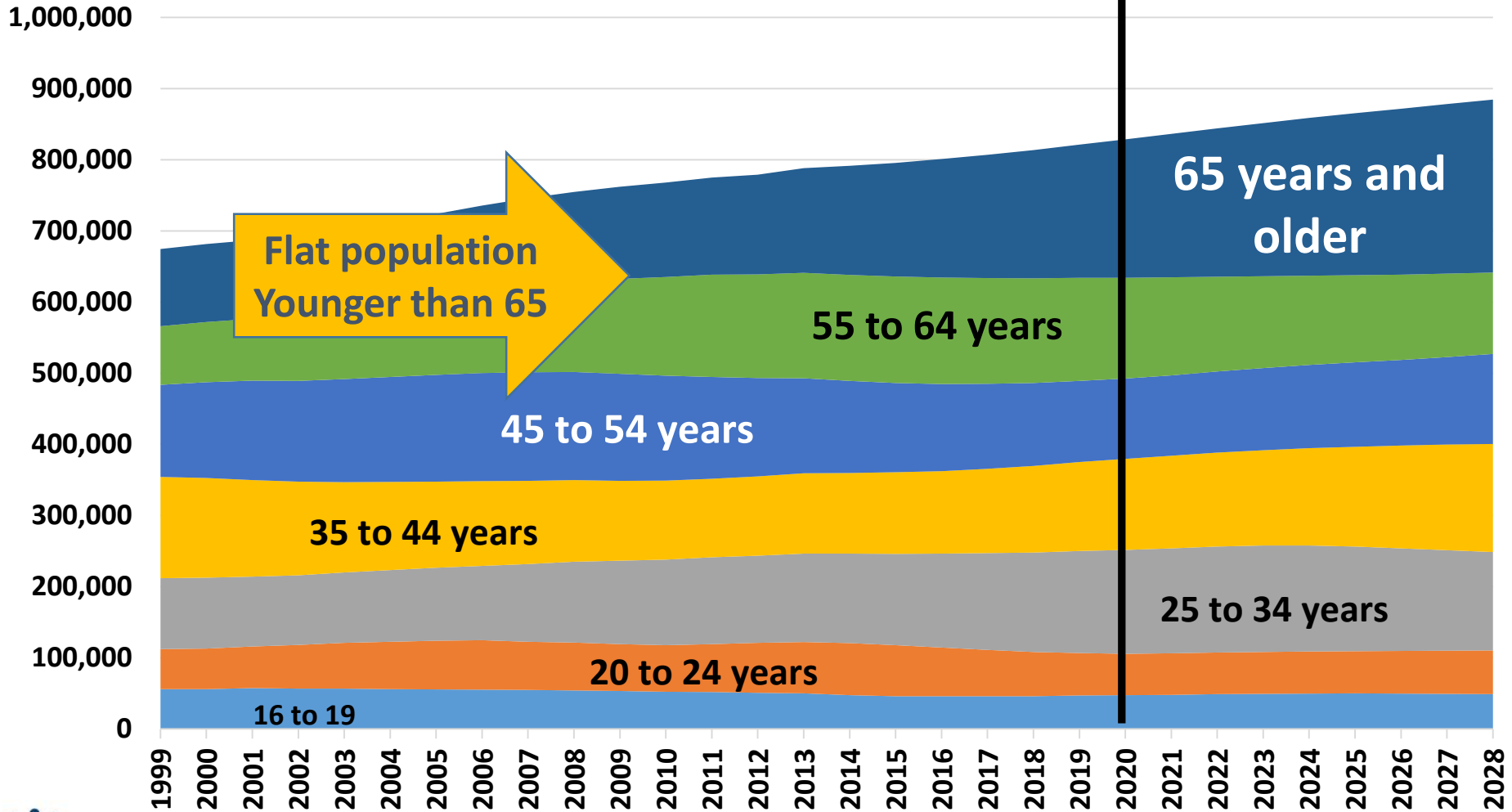
Persistent Economic & Workforce Trends in Montana



Overarching Workforce Trends

- Aging population
- In-migration critical to meeting worker needs
- Automation continuing
- Diversifying economy

Montana Population over 16

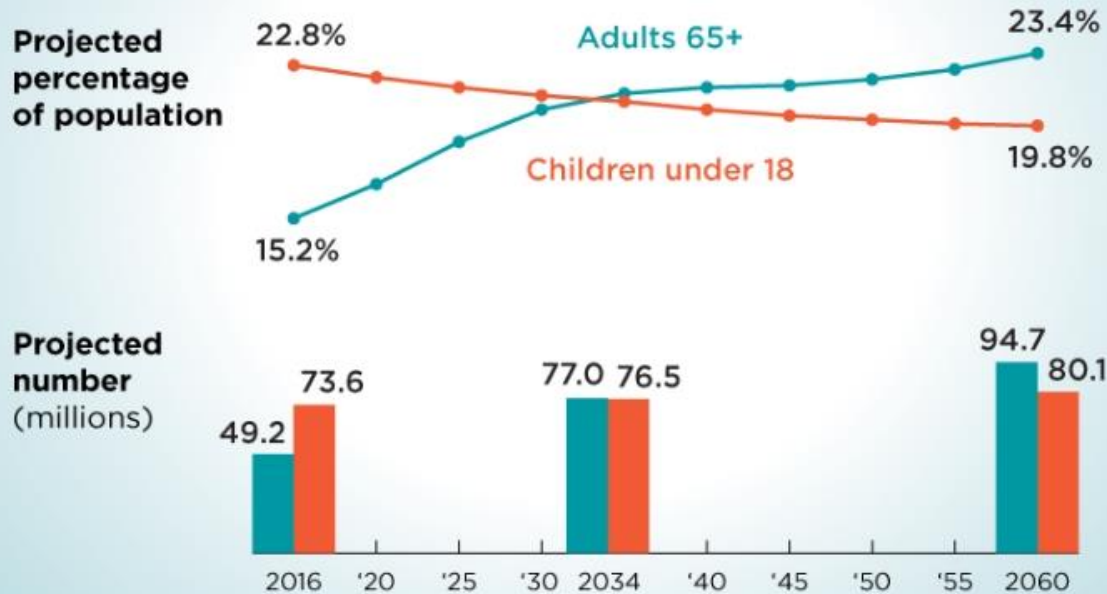




An Aging Nation

Projected Number of Children
and Older Adults

For the First Time in U.S. History Older Adults Are
Projected to Outnumber Children by 2034



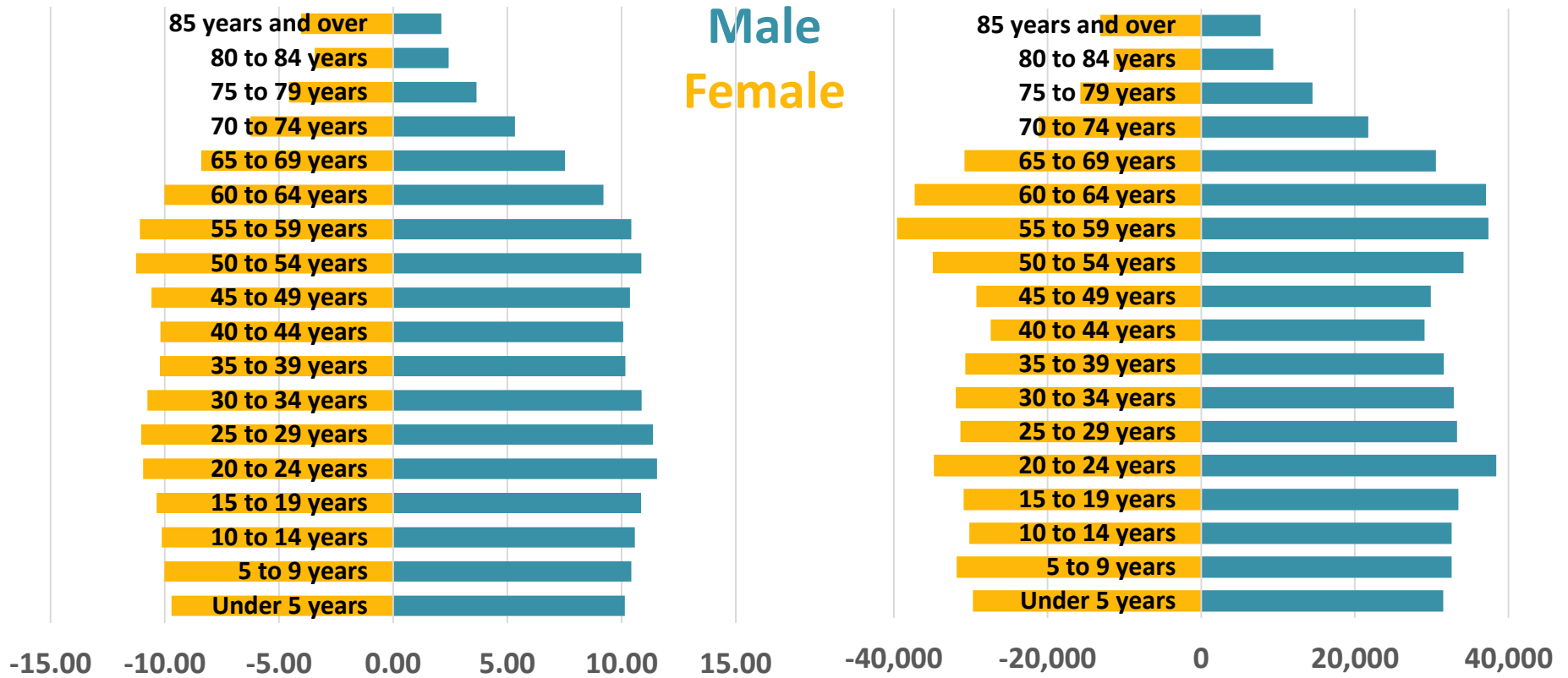
Note: 2016 data are estimates not projections.

2018 Population Levels

U.S.

Montana

Male
Female



Millions of People

20% of Montana's workforce will retire in next 10 years

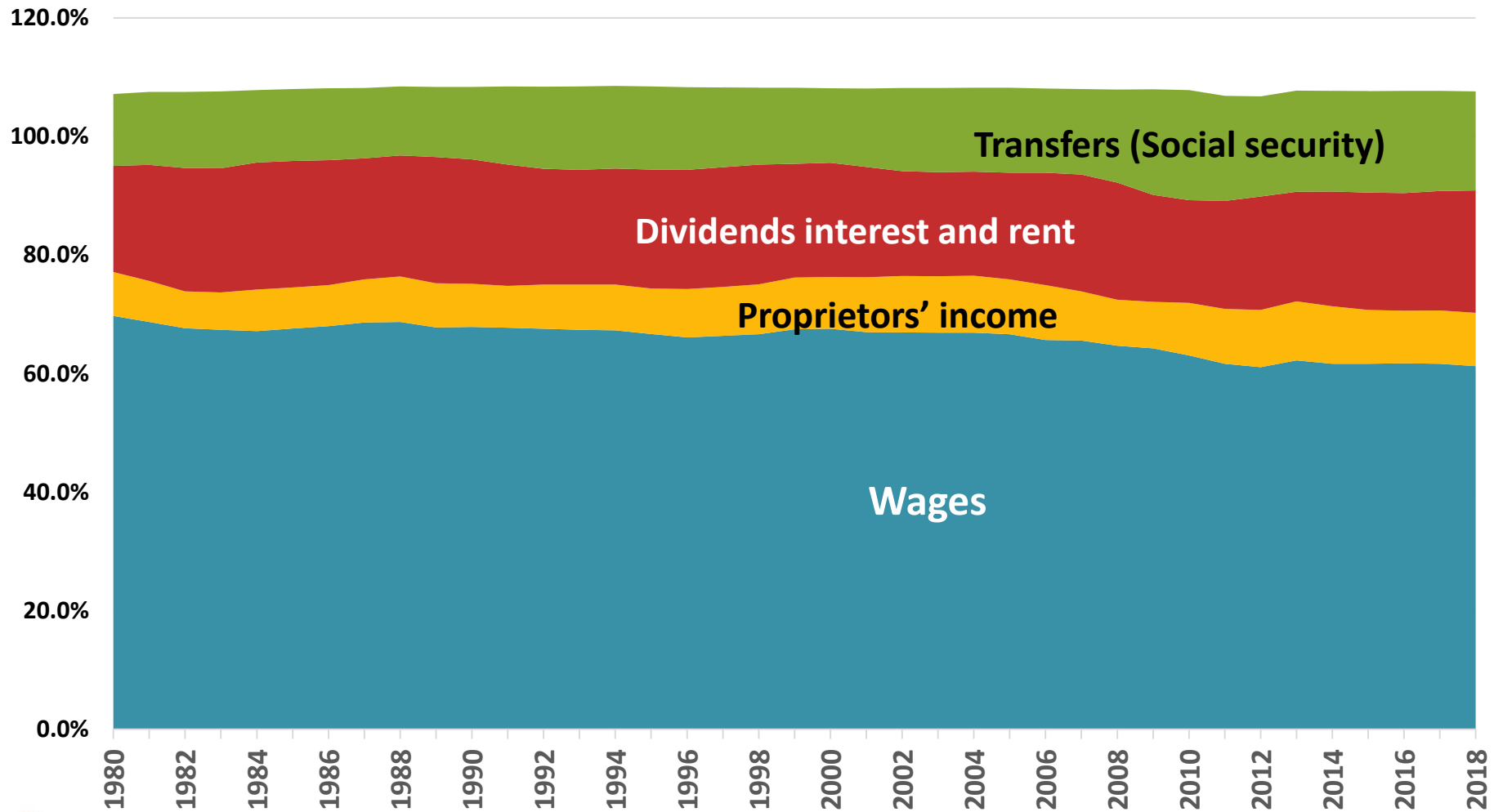
2013-2018 Population estimates, U.S. Census Bureau

Effects of an Aging Population



- More consumer spending to healthcare
- Larger share of income from retirement
- Can businesses sell to the younger generation?
- Changing demands on housing and communities

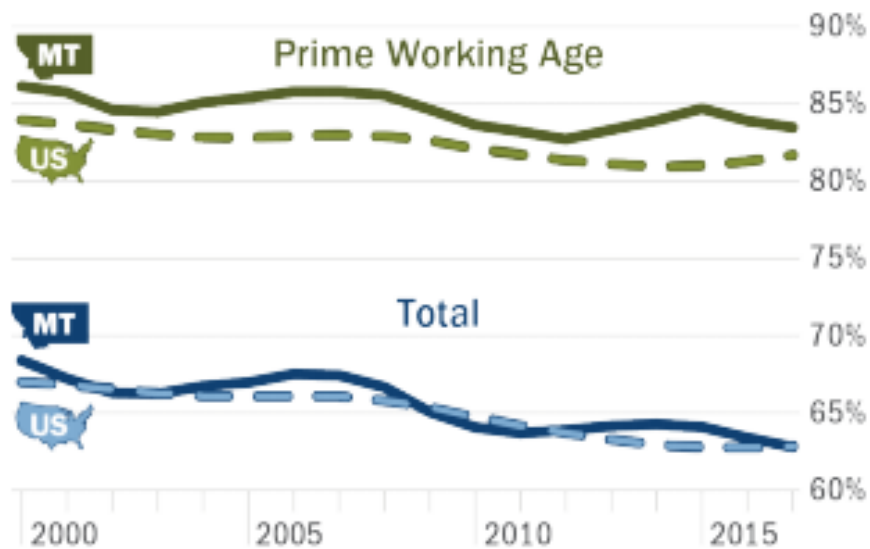
Changing Sources of Income



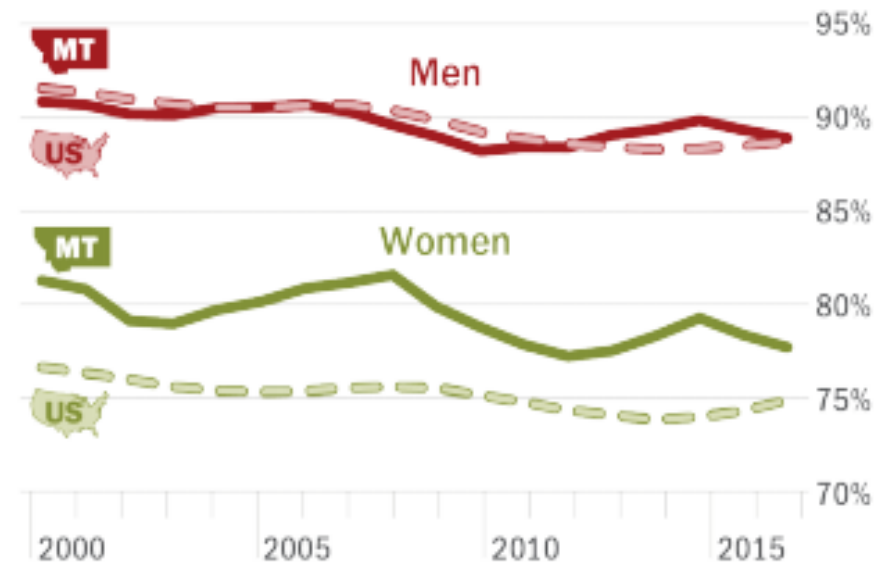


Labor Force Participation

Labor Force Participation Rates



LFPRs of the Prime Working Age by Gender

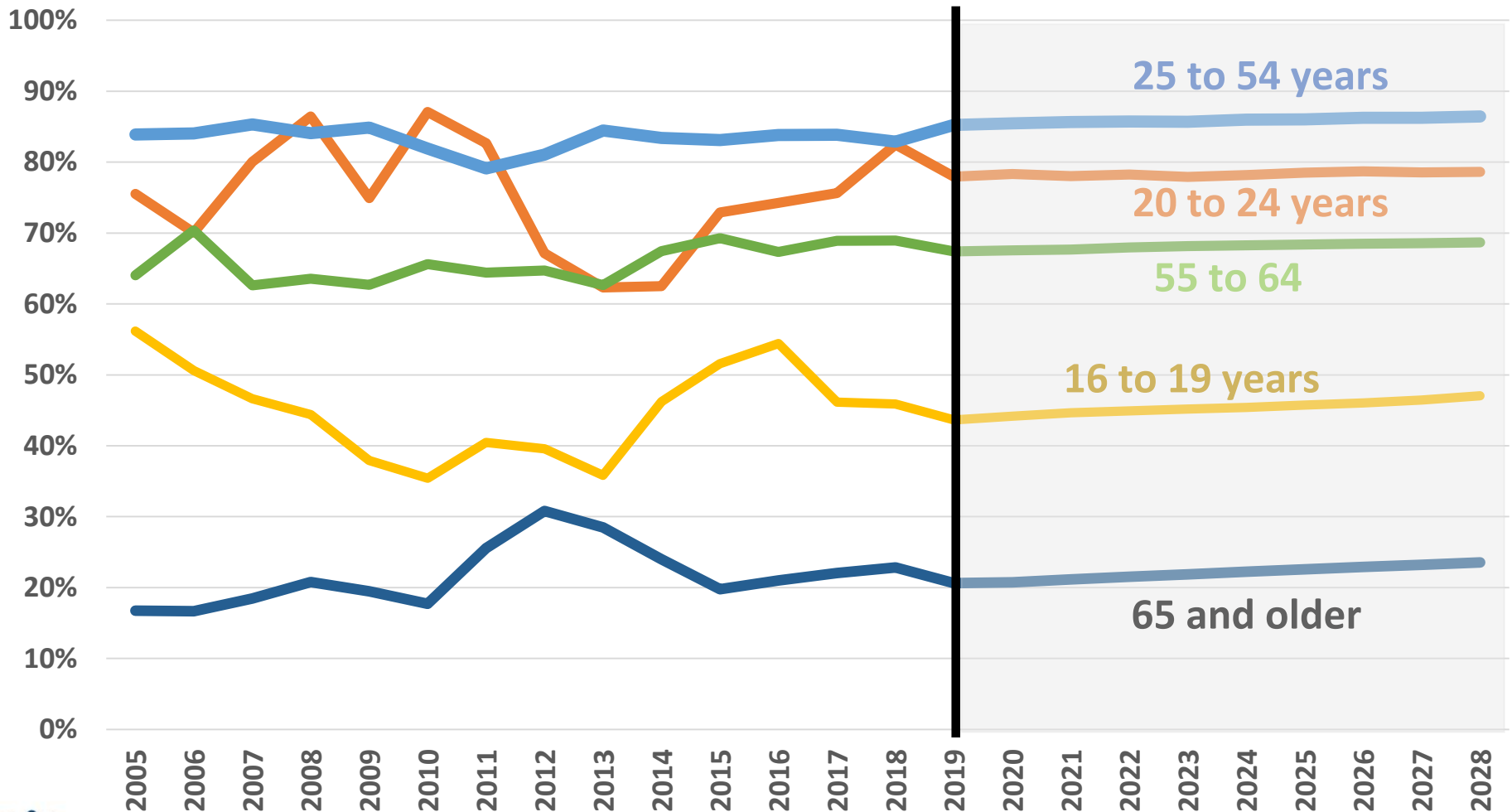


Source: Data for LFPRs by demographic is from the Bureau of Labor Statistics CPS. Note: LFPRs shown in this graph are a three-year moving average of the annual rates.

Prime working age = 25 to 54

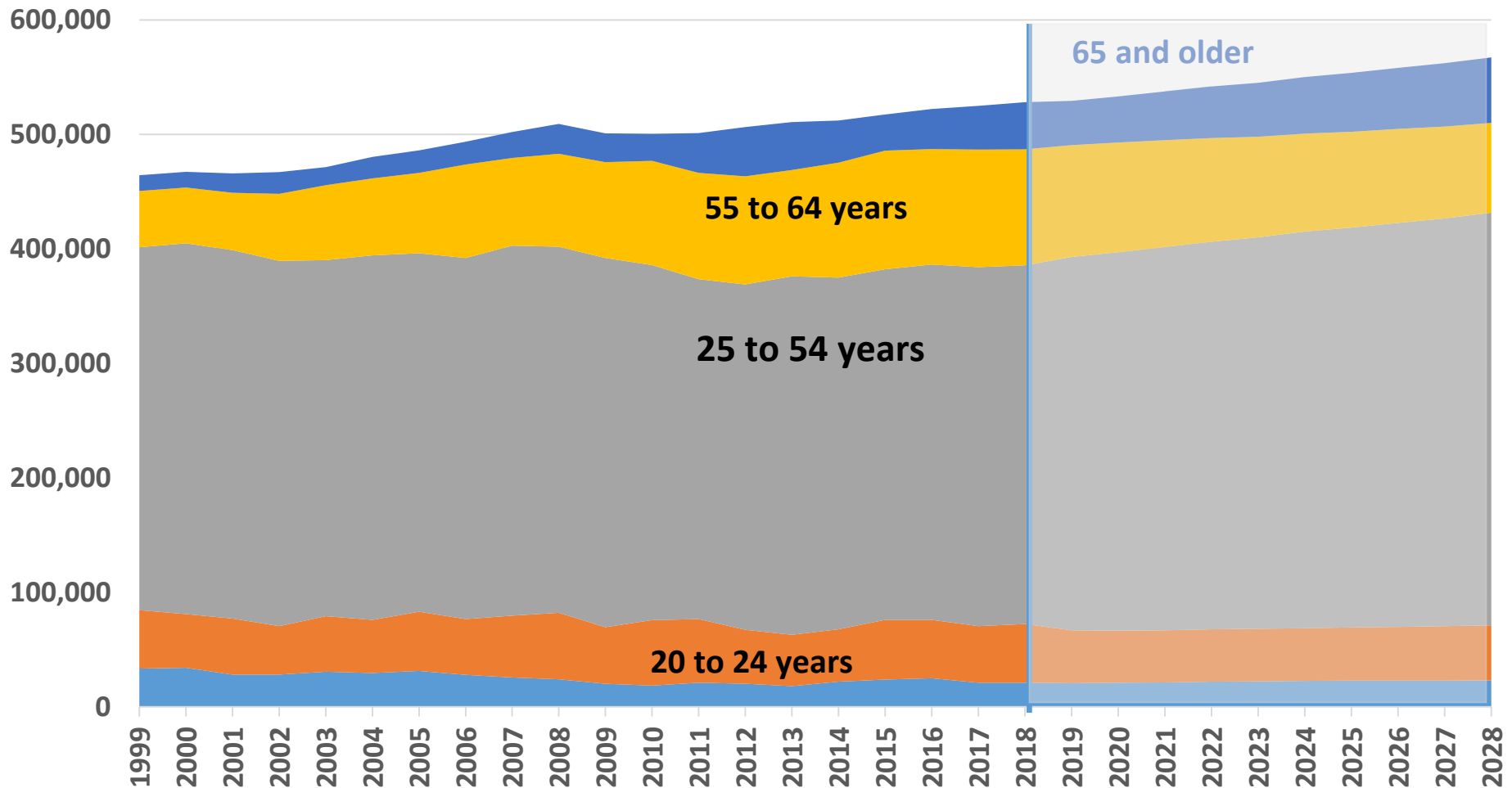


Montana Labor Force Participation Rates



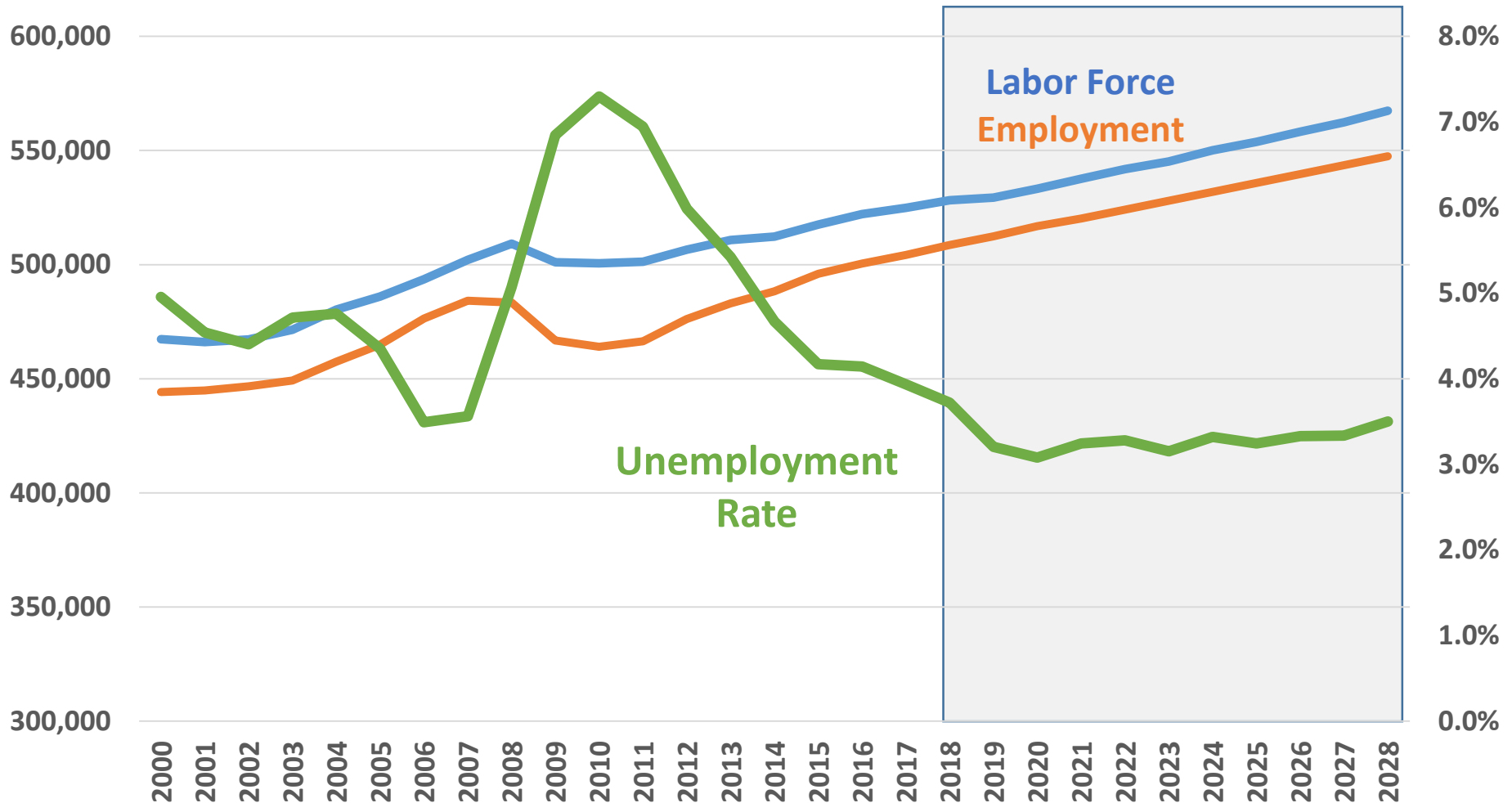


Montana Labor Force Forecasts

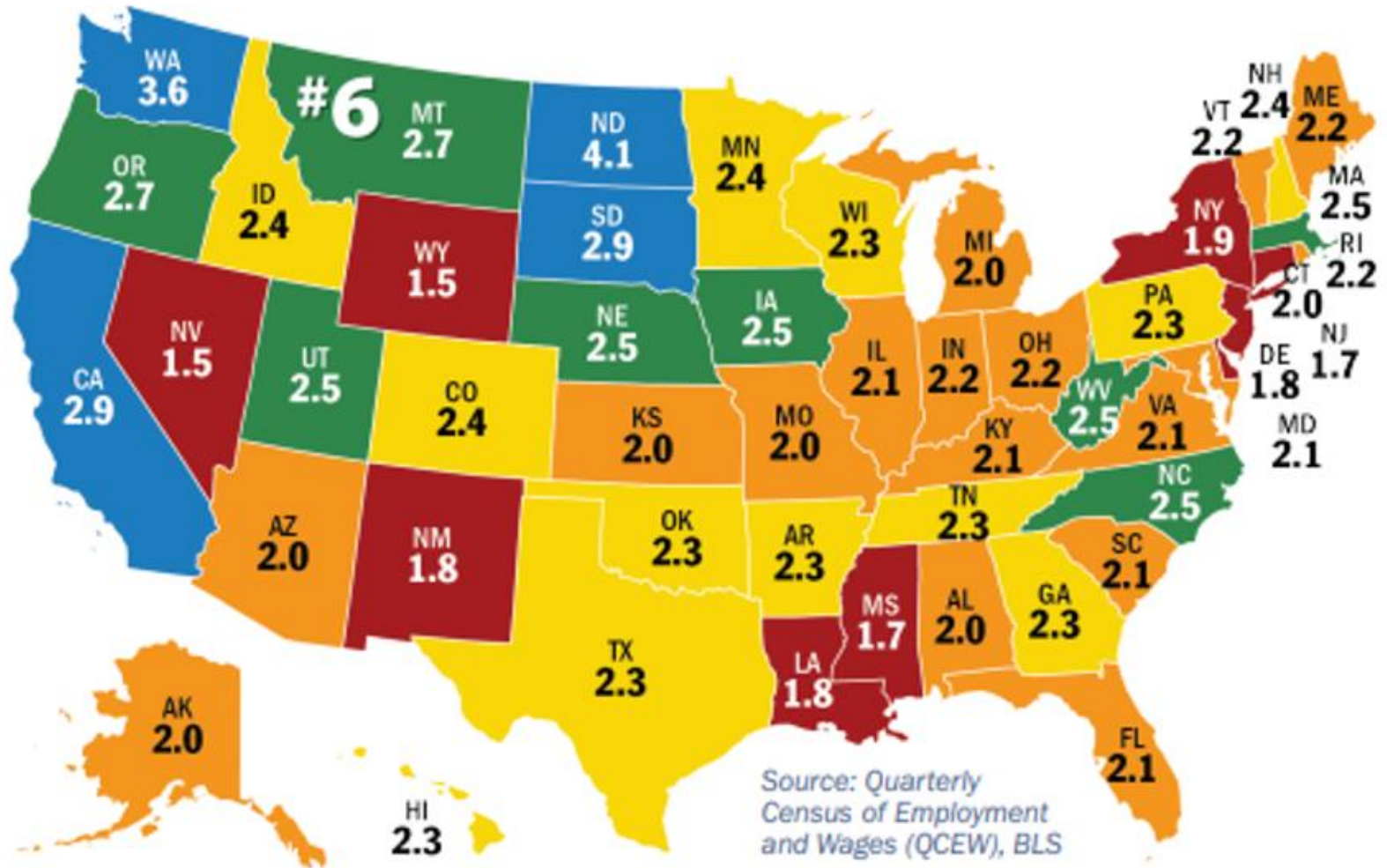




Labor Markets Tight Until 2025



10-Year Wage Growth by State

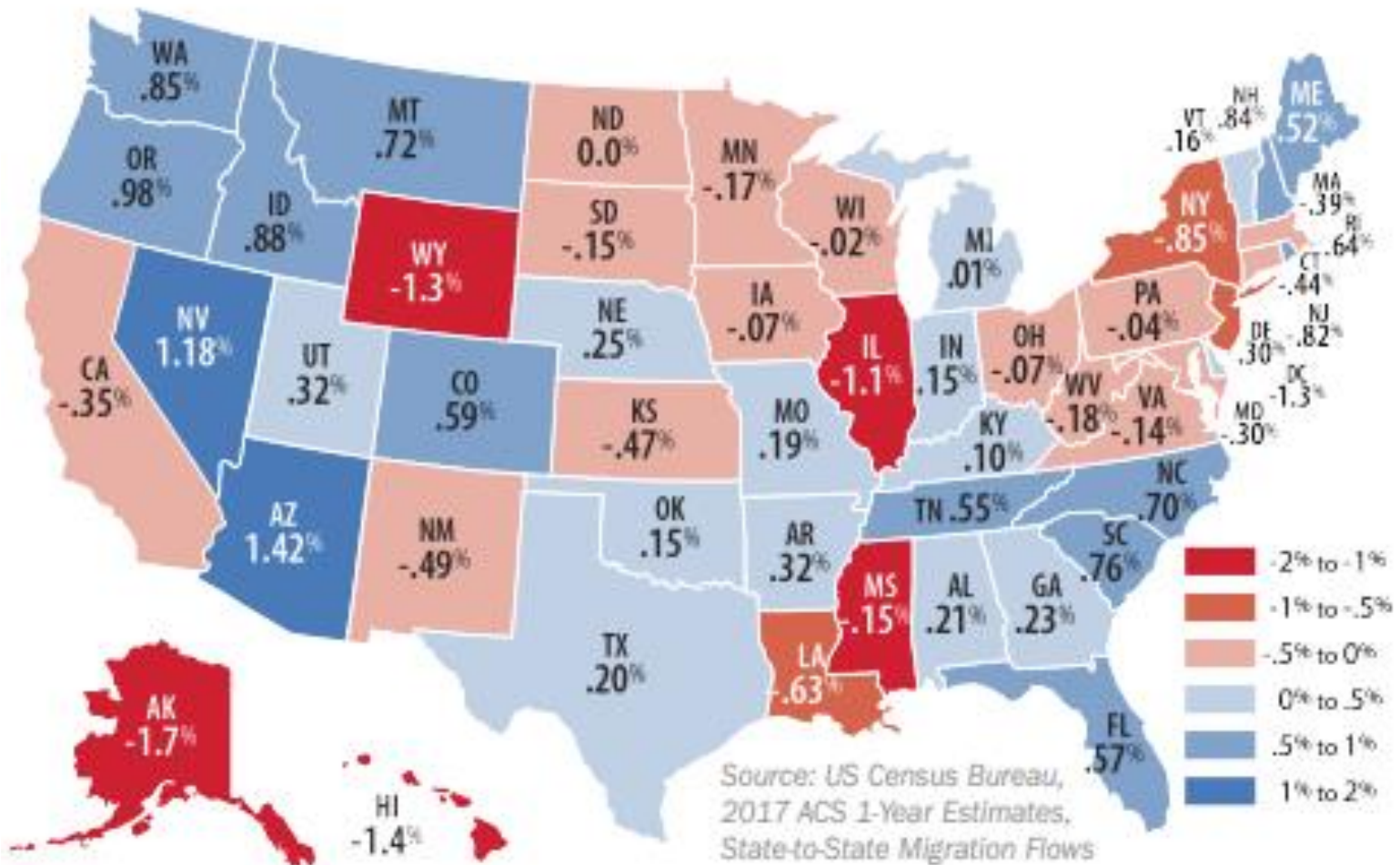


Source: Quarterly
Census of Employment
and Wages (QCEW), BLS



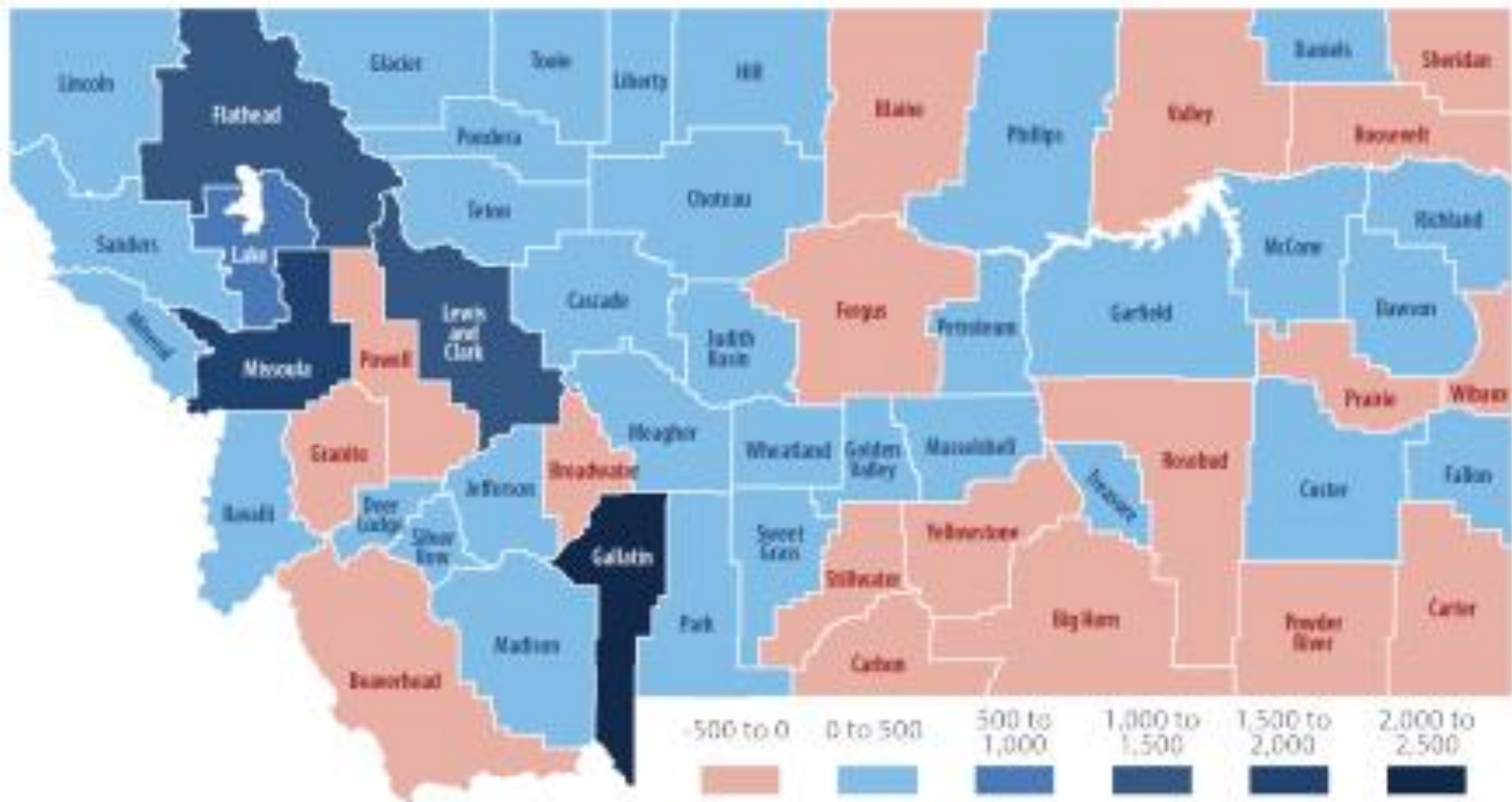


Net Migration by State





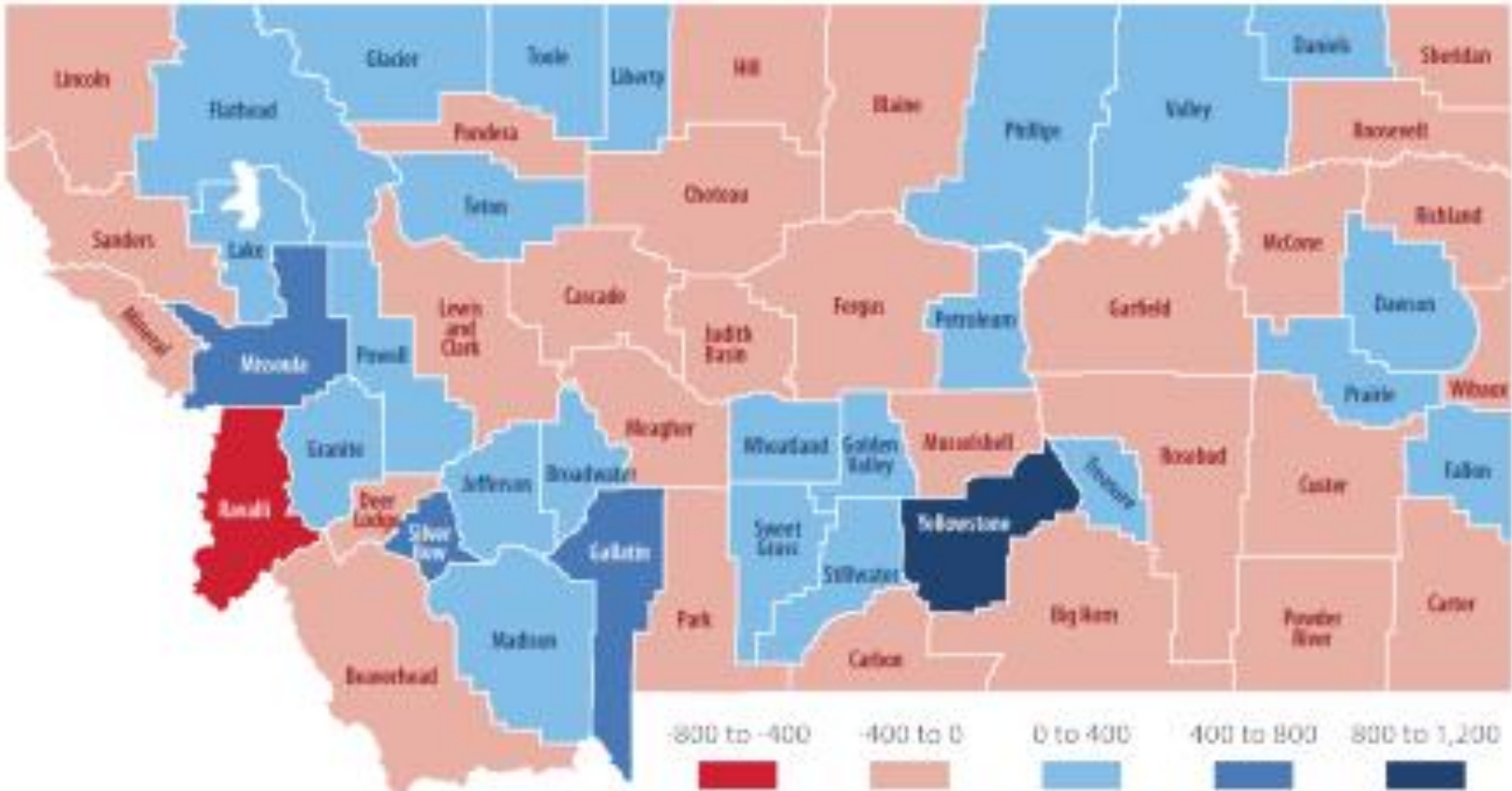
Destinations of In-migrants from Other States



Source: US Census Bureau, American Community Survey, 2013-2017 County-to-County Flows



Net Migration within Montana

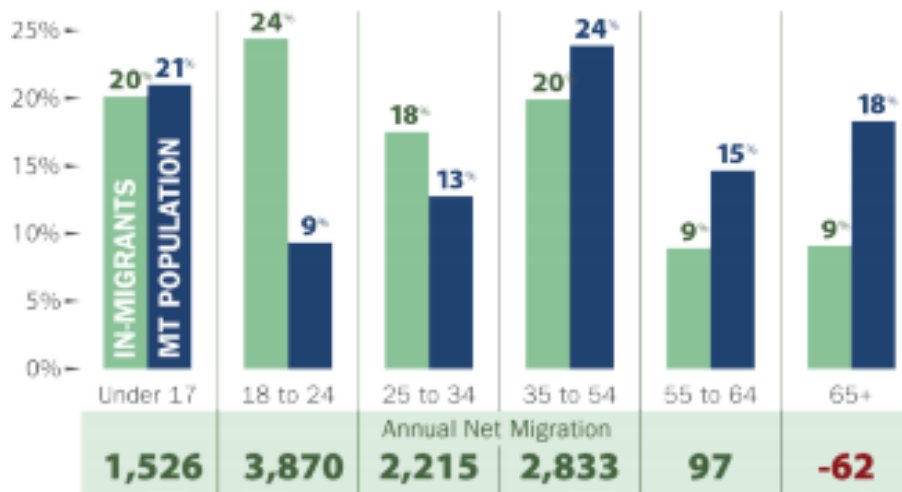


Source: US Census Bureau, American Community Survey, 2013-2017 County-to-County Flows



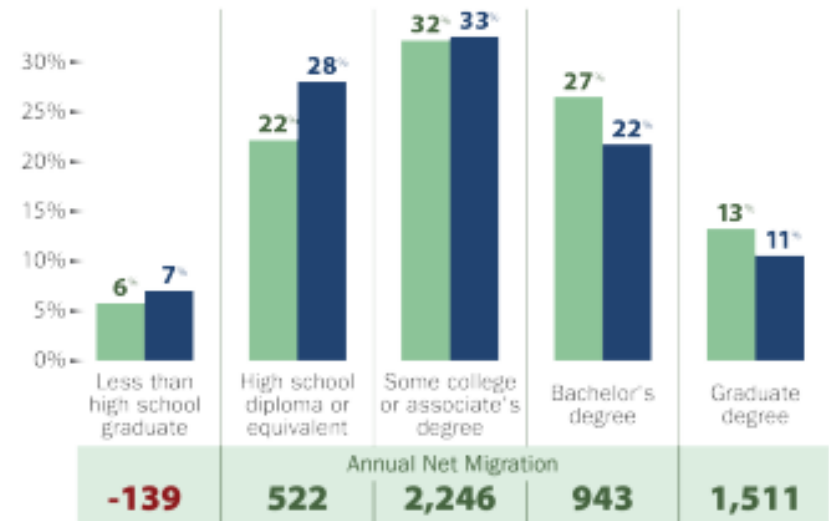
Demographics of In-Migrants

Age Distribution of In-Migrants vs. Statewide Population and Net Flows 2013-2017



Source: US Census Bureau, American Community Survey 2017 1-Year Estimates; IPUMS USA, University of Minnesota, www.ipums.org. 2013-2017 ACS Sample

Education Level of In-Migrants vs. Statewide Population, and Net Flows, 2013-2017*

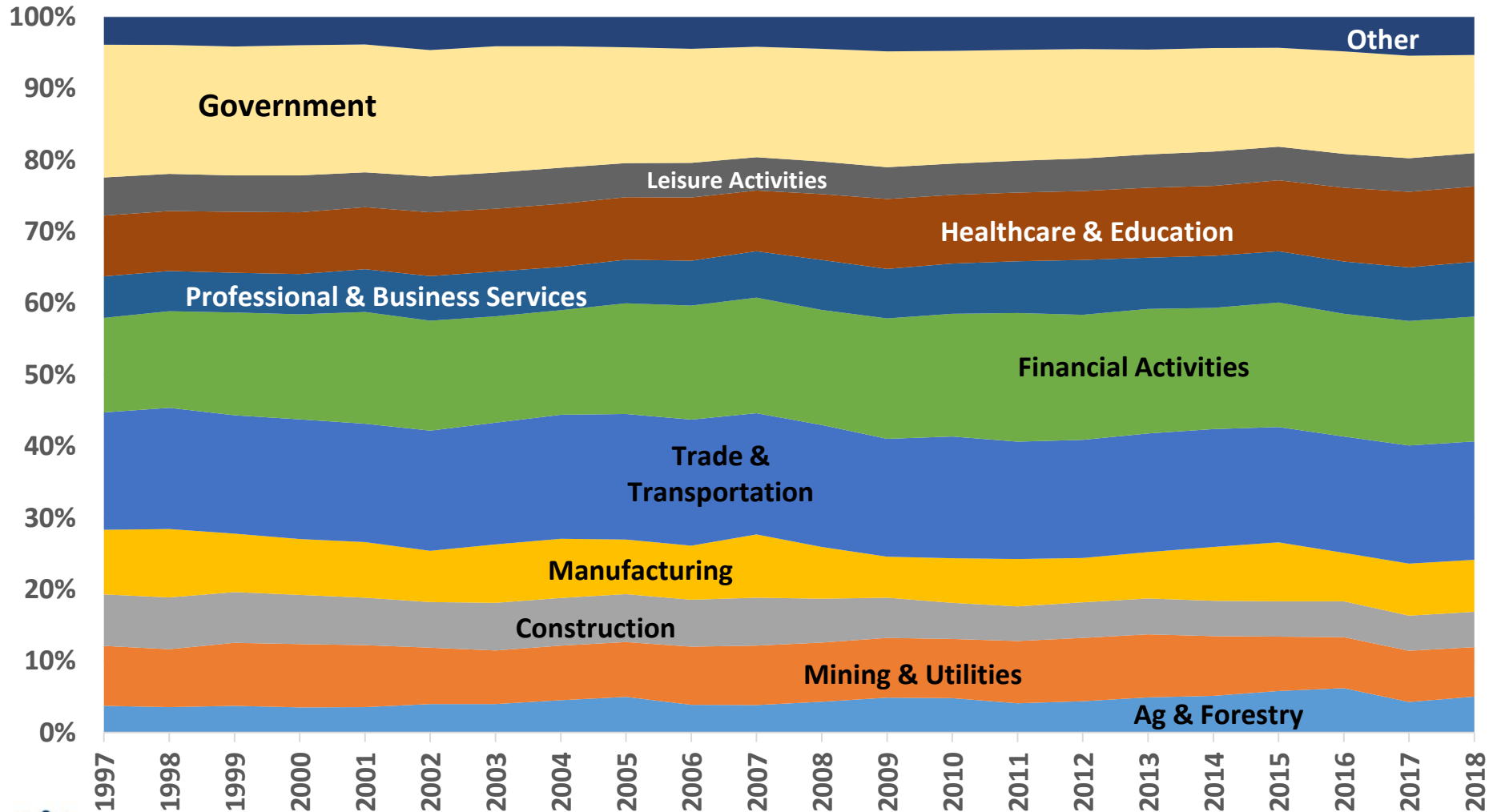


Source: US Census Bureau, 2017 American Community Survey 1-Year Estimates; IPUMS USA, University of Minnesota, www.ipums.org. 2013-2017 ACS Sample
* Educational achievement data available for the population over age 24 only.



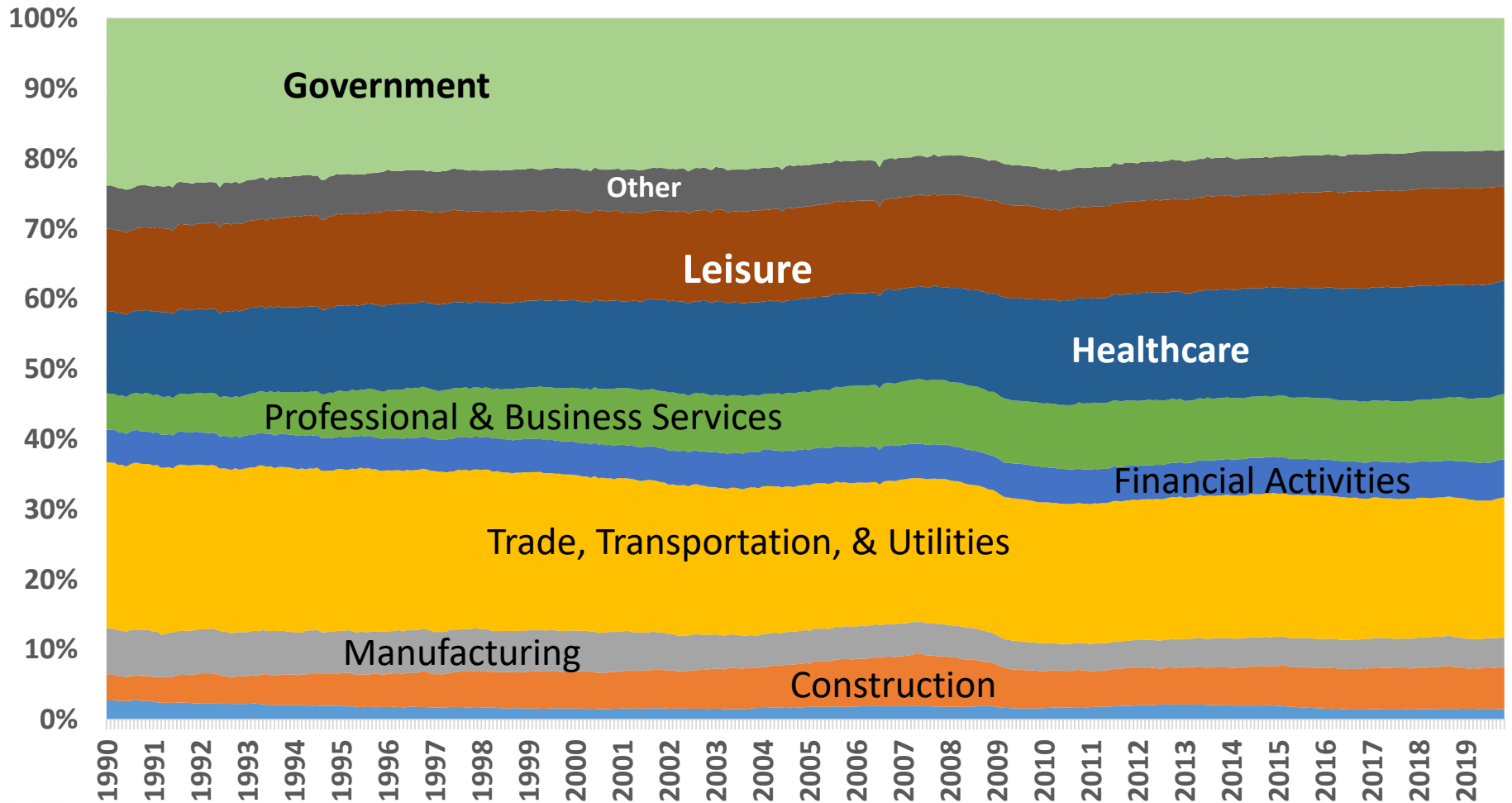
Changing Economy in Montana

Share of Total GDP by Industry





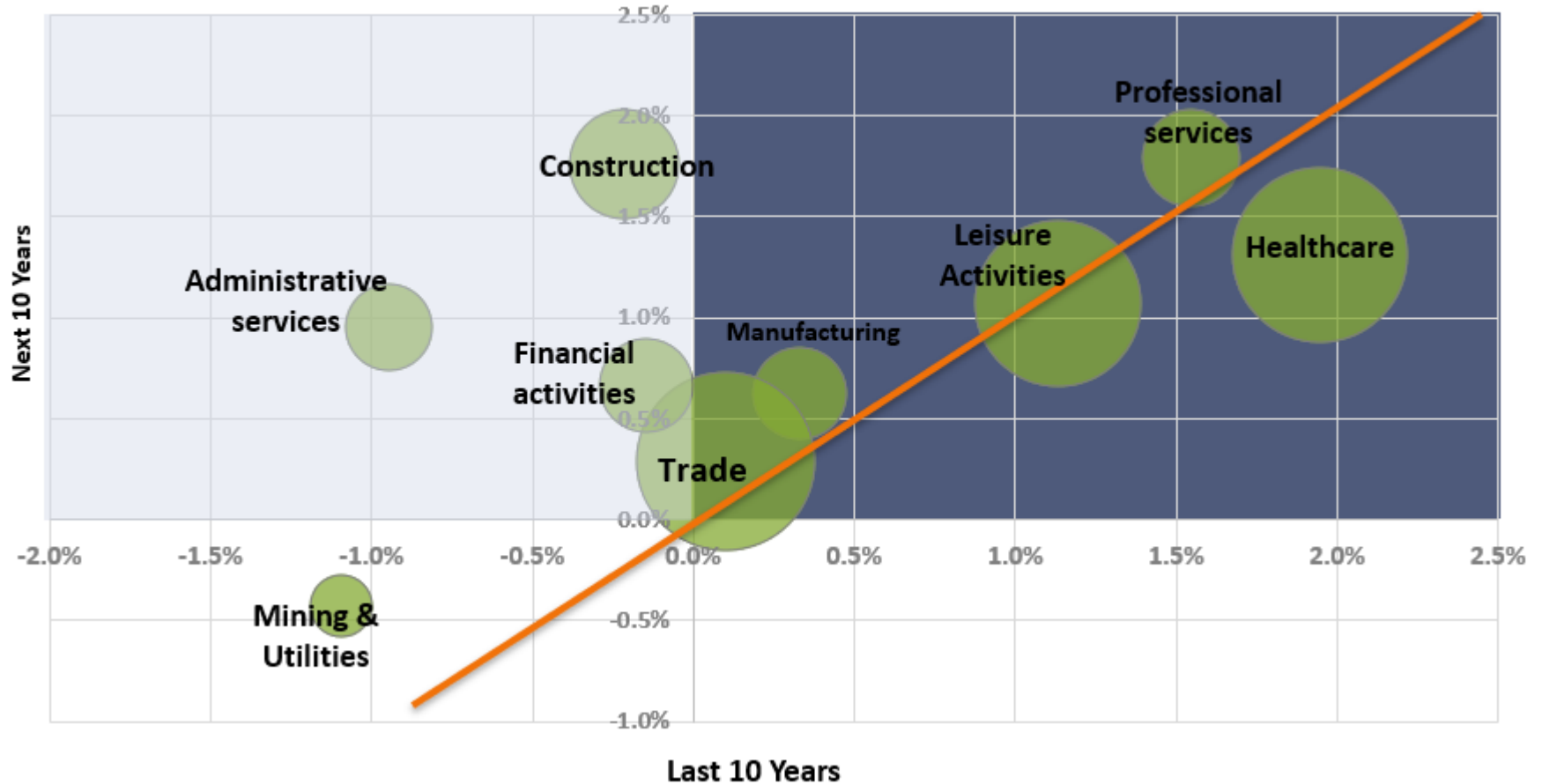
Montana Payroll Employment Share by Industry





Industry Projections

Forecasted and Historic Employment Growth by Industry





High-Paying Jobs at Between HS diploma and Bachelor's

- Associate, Post-secondary award, or Some College, \geq \$40k
 - Adding roughly 255 jobs per year
 - Total openings of 2,370 per year

Rank	Title	Education & Training Required	Total Annual Openings	2018 Average Wage
1	Truck Drivers	PS Award & Short OJT	740	\$46,100
2	Computer User Support Specialists	Some College	225	\$46,060
3	LPNs	PS Award	210	\$43,770
4	Heating & Air Conditioning Mechanics and Installers	PS Award & Long OJT	130	\$48,740
5	Paralegals & Legal Assistants	Associate's	120	\$44,330

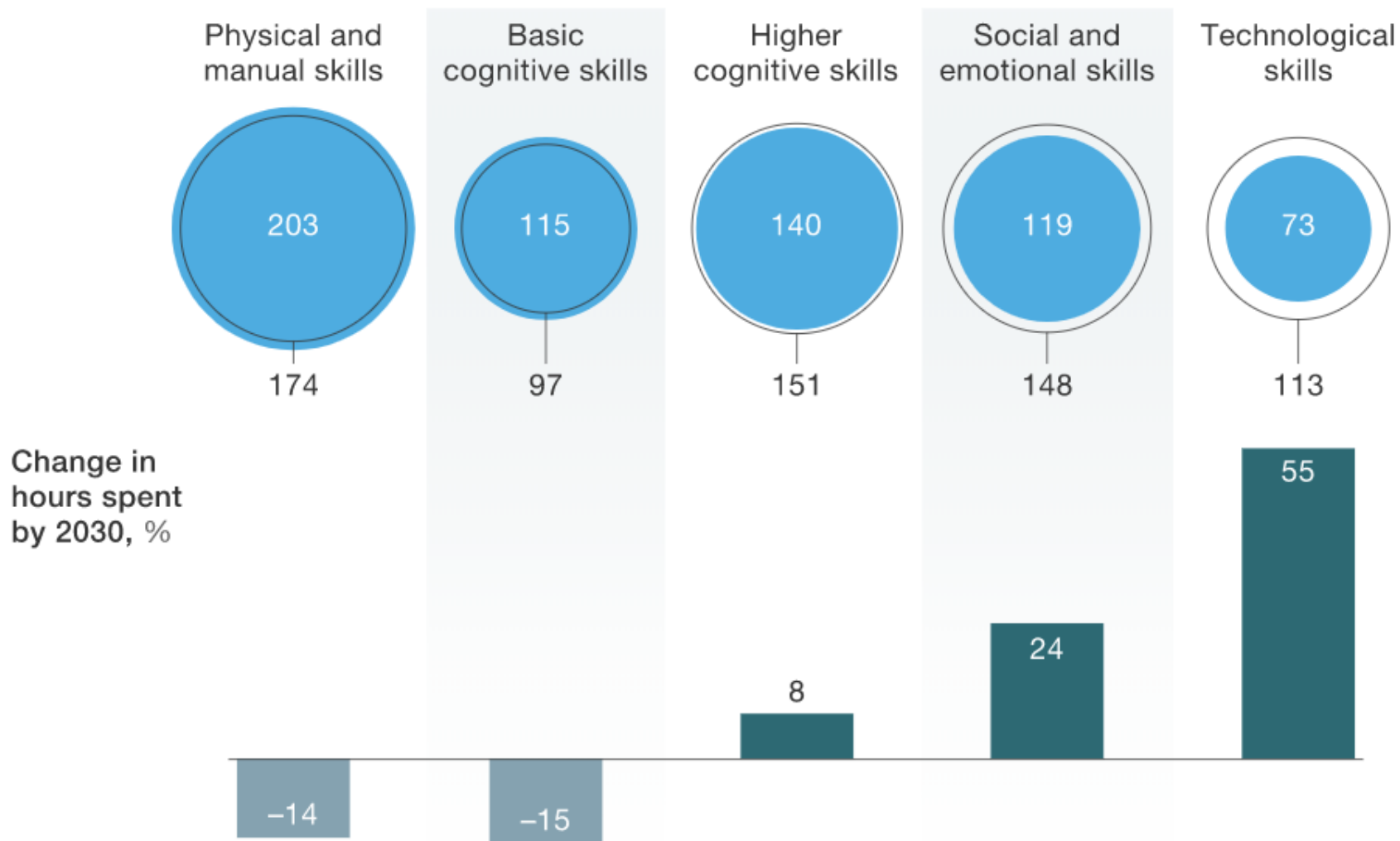


Automation



Total hours worked in Europe and United States, 2016 vs 2030 estimate, billion

● 2016 ○ 2030



Source: McKinsey Global Institute Workforce Skills Model; McKinsey Global Institute analysis



Take-aways

- The economy changes slowly, but there are changes.
 - Automation is already here and has been here.
 - Rate of change may increase.
 - Economic diversification
 - Increased nonprofit activity
- Aging population brings opportunities and challenges
 - Tight labor markets continue.
 - Continued need for in-migrants.
 - Intergenerational wealth transfer and business purchasing.
 - Changing sources of income.



More Information at [Imi.mt.gov](https://imi.mt.gov)

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