# AGENDA
# ECONOMIC DEVELOPMENT AUTHORITY
# REGULAR MEETING
# CITY OF WYOMING, MINNESOTA
# APRIL 11, 2022
# 6:00 PM

**CALL TO ORDER:**

**CALL OF ROLL:**

**DETERMINATION OF A QUORUM:**

**PLEDGE OF ALLEGIANCE:**

**OPEN FORUM:**
*"An opportunity for members of the public to address the City Council on items on/or not on the current agenda. Items requiring Council action maybe deferred to staff or Boards and Commissions for research and future Council Agendas if appropriate. You will be limited to three (3) minutes and we ask that you conduct yourself in a professional, courteous manner, and refrain from the use of profanity. Failure to abide by this policy may result in the loss of your privilege to speak".*

**APPROVAL OF MINUTES:**

**1.** . To consider approving the minutes of the "Regular Meeting" of the Wyoming, Minnesota City EDA for March 14, 2022

**COMMUNICATIONS:**

**2.** Initiative Foundation Donation Thank you

**OLD BUSINESS:**

**3.** Chisago County Labor Assessment Review

**4.** To discuss a 2022 Work Plan - Goals and Marketing for the Wyoming EDA - Addiontally review EDA section for draft comprehensive plan

**NEW BUSINESS:**

**UPDATES**

**5.** Sunrise River Bank Development/Hallberg Bingham Property/Hallberg RV Storage/Development

**ADJOURN**

# UNAPPROVED MINUTES
# ECONOMIC DEVELOPMENT AUTHORITY
# REGULAR MEETING
# CITY OF WYOMING, MINNESOTA
# MARCH 14, 2022
# 6:00 PM

**CALL TO ORDER:**

**CALL OF ROLL:**
*On a Call of the Roll the following members of the Wyoming EDA were present:*
*EDA Members: Mayor Iverson, Council Member Schilling, Mike Soule, Andrew Buccanero, Eddie Prigge and Alex Bulmer*
*Also Present: Robb Linwood - City Administrator*
*ABSENT: None*
**DETERMINATION OF A QUORUM:**

**PLEDGE OF ALLEGIANCE:**

**OPEN FORUM:**
*"An opportunity for members of the public to address the EDA on items not on the current Agenda. Items requiring EDA action maybe deferred to staff for research and future EDA Agendas if appropriate."*

1. Consider approving the minutes of the "Regular Meeting" of the Wyoming, Minnesota City EDA for January 10, 2022

**A MOTION WAS MADE BY EDA MEMBER SOULE SECONDED BY EDA MEMBER SCHILLING TO APPROVE THE "REGULAR MEETING" MINUTES OF THE WYOMING, MINNESOTA ECONOMIC DEVELOPMENT AUTHORITY FOR JANUARY 10, 2022**

*Voting Aye: Iverson, Schilling, Bulmer, Buccanero, Soule, and Prigge*
*Voting Nay:*
*Abstain:*

**SCHEDULED BID LETTINGS: NONE.**

**SCHEDULED PUBLIC HEARINGS: NONE**

**CONSENT AGENDA:**
*Items under the "Consent Agenda" will be adopted with one motion; however, council members may request individual items to be pulled from the consent agenda for discussion and action if they choose.*

**ACKNOWLEDGE RECEIPT OF REPORTS OF OFFICERS, BOARDS, COMMISSIONS AND DEPARTMENT HEADS:**

**COMMUNICATIONS**: NONE

**NEW BUSINESS:**

2. To consider a $250.00 contribution from the Wyoming EDA to the Initiative Foundation

**A MOTION WAS MADE BY MEMBER SOULE, SECONDED BY MEMBER SCHILLING TO**

**APPROVE A DONATION TO THE INTIATIVE FOUNDATION FOR $350.00**

*Voting Aye: Iverson, Bulmer, Schilling, Prigge, Buccanero, and Soule*
*Voting Nay:*
*Abstain:*

3. To consider a contribution of $5,000 to a Hwy 8 Strategic Framework study to be completed by HGKI

**A MOTION WAS MADE BY MEMBER SOULE, SECONDED BY MEMBER BUCCANERO TO APPROVE A CONTRIBUTION OF $5,000.00 TO THE HWY 8 STRATEGIC FRAMEWORK BY HGKI**

*Voting Aye: Iverson, Bulmer, Schilling, Prigge, Buccanero and Soule*
*Voting Nay:*
*Abstain:*

4. Chisago County Labor Assessment Review

Group Tabled for April EDA Meeting when Ms. Hoffman would be present to discuss.

5. To discuss a 2022 Work Plan - Goals and Marketing for the Wyoming EDA

**STRENGTHS**
Hwy 8 and I35
Proximity to city for business and residential
Labor Force
Police and Fire
Schools
Parks
Better value for land – commercial and residential

**WEAKNESSES**
Lack of commercial office space
No real definitive downtown
Hwy 8 – Lack of infrastructure water/sewer
People don't want change of a developing city
Lack of Food options/restaurants
Workforce Housing/Starter Homes
Lack of Industrial Land

**OPPORTUNITIES**
Hospital Land
School
Housing improvements Chisago
Empty lot in downtown across from Bank
Land Near Lakes Gas
Expansion of Local Manufacturers

**THREATS**
Economy – cost of building
Construction Period of Hwy 8
Housing Legislation
People working from home
Fiber Quality

The EDA agreed to continue discussion and work on this plan at their next regular meeting in April.

## ADJOURN

**A MOTION WAS MADE BY EDA PRESIDENT IVERSON ADJOURNED THE MARCH 14, 2022 "REGULAR MEETING" OF THE WYOMING, MINNESOTA ECONOMIC DEVELOPMENT AUTHORITY MEETING AT 7:03PM**

*Voting Aye: Iverson, Bulmer, Schilling, Buccanero and Soule*
*Voting Nay:*
*Abstain:*

(320) 632-9255
405 First Street SE
Little Falls, MN 56345

ifound.org

March 25, 2022

Robb Linwood, City Administrator
City of Wyoming
26885 Forest Blvd
PO Box 188
Wyoming, MN 55092

Dear Robb,

We have received the City of Wyoming's 2022 funding to support the work of the Initiative Foundation. Please extend our appreciation to your city council and mayor. **Thank you!**

Together, we work to build strong local economies and vibrant communities. Your investment supports economic development through business financing activities designed to create living-wage jobs, diversify economies and leverage private sector investment. Communities are strengthened through signature leadership training and capacity building programs, grants to local units of government and nonprofit organizations, early childhood initiatives, and scholarships. This year, we will continue to help our communities with needs related to the COVID-19 crisis. This work will provide lasting impact on the health of the region and the future of rural Minnesota.

We realize the past two years have been difficult, and we encourage you to reach out to us if we can be of any additional assistance.

We truly value your partnership and your support.

Sincerely,

Matt

Matt Varilek
President

Carl

Carl Newbanks
Grants and Development Manager

# *EDA Communication*

*Date*: March 11, 2022

*Presented to*: EDA Members
*Presented by*: Robb Linwood, City Administrator
*Department:* Administration
*Reference:* Hwy 8 Study Funding Request
Method: New Business

***Background Information*:**

Chisago County HRA/EDA in collaboration with Cushman and Wakefield recently complete a Labor Force Analysis for Chisago County. The purpose of the study was to develop an assessment of the County's labor force focused on supporting the County's drive to expand manufacturing, warehousing and supply chain businesses.

Target Areas included:

- Manufacturing
- Warehousing
- Supply Chain

Approach

- Identified the primary industries operating in Chisago County in the reassess of manufacturing, supply chain and warehousing
- Identified the top occupations for employment in Chisago County focused in areas of manufacturing, supply chain, warehousing
- Assessed and compared he volume, concentration, job growth and for these industries and occupations
- Developed groups of target industries and occupations for more detailed analysis
- Assessed the commuting patterns into and out of Chisago County for works within the target occupations

The assessment also will provide a labor analysis tool that will be helpful to the City of Wyoming and the entirety of the county. IF you would like to review the full presentation from Cushman and Wakefield it is available for review at the following link: https://www.youtube.com/watch?v=gkWzFAqTHxo

# CHISAGO COUNTY LABOR CAPACITY ASSESSMENT

January 2022

CUSHMAN & WAKEFIELD

## C&W's labor market capacity risk assessment identifies a 'growth cap' to categorize risk associated with future labor demand in the target industries.

- The assessment is based on historic employment data within targeted skills for manufacturing and warehousing/ supply chain to identify the point at which an employment increase causes the labor market to extend beyond a historic "normal" range.
- Capacity risk reflects the market's ability to statistically support incremental jobs based on current market dynamics and the historical labor market performance.
- This method informs whether anticipated future industrial growth will encounter a capacity limitation for identified talent, which would warrant intervention from Chisago County in additional training, incentives or recruitment programs. Increments for each occupation profile is based on sample hiring needs for industrial users in the market.

### Growth Cap (before saturation)

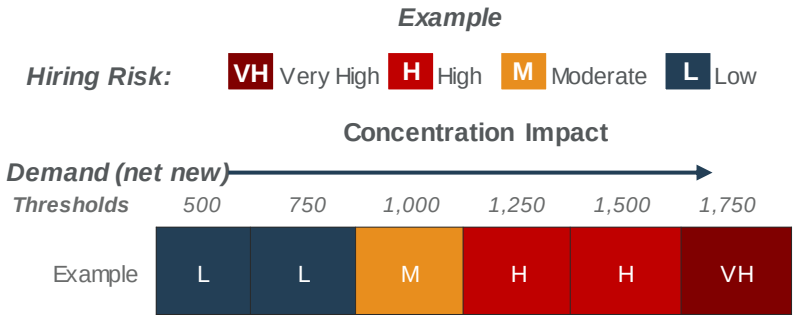
The growth cap limit is a reflection of the proportion of specific skills in an area relative to a base case (U.S.=1.0). The model tests hypothetical staffing additions against the historic performance of the market.

### Labor Category Adjustment

The baseline threshold and job demand increments are adjusted based on the size of the labor market and typical annual hiring needs.

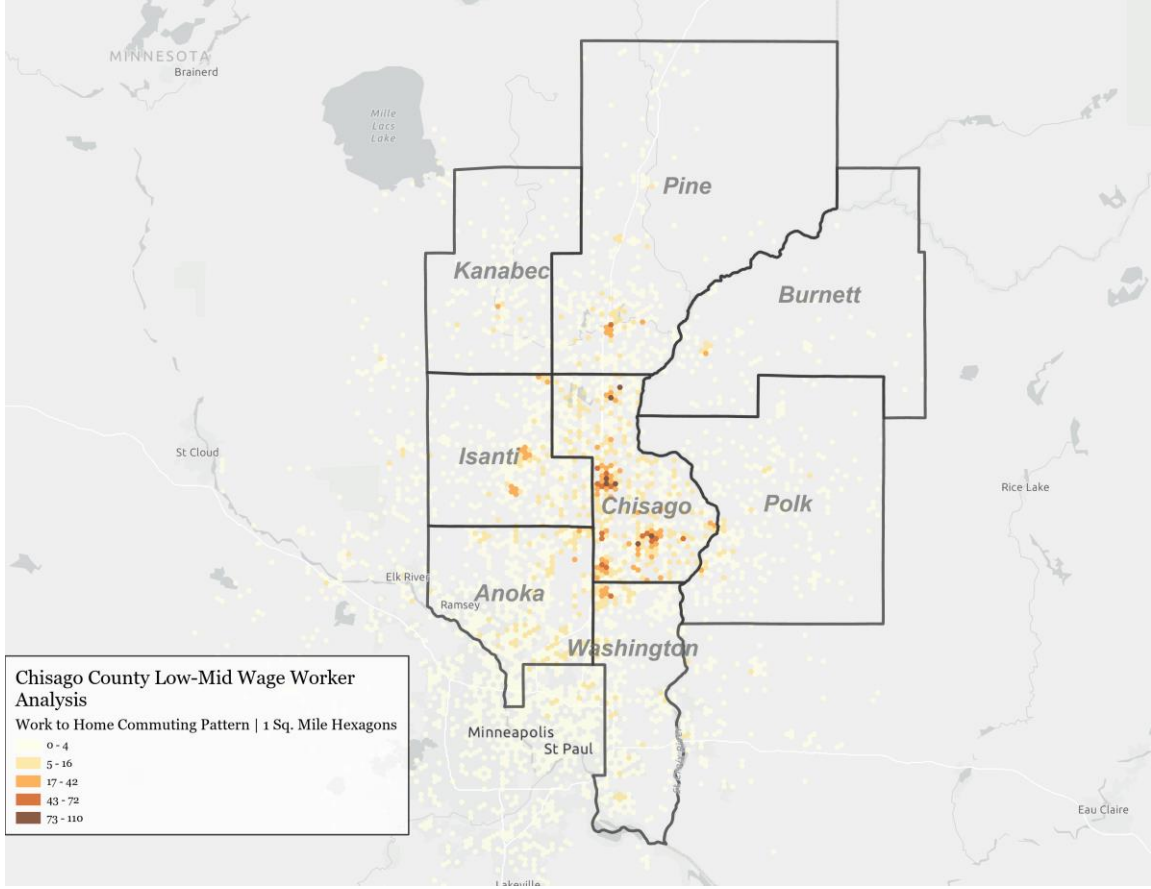
### What it means for Chisago County

If the proportion of talent exceeds modeled norms, then an organization is more likely to experience stress in the local labor market for talent, resulting in expanded recruitment efforts or potential wage pressure.



# LABOR MARKET - CAPACITY RISK ASSESSMENT METHODOLOGY

**To better capture the potential labor supply entering Chisago County to work, we ran an additional capacity analysis to consider the combined labor pool of Chisago and the bordering counties.**




- Due to a significant number of blue-collar workers entering Chisago County for work already, C&W also ran a capacity risk assessment for the bordering counties.
- These counties include Kanabec, Pine, Burnett, Isanti, Polk, Anoka, and Washington.
- Combined with Chisago, we assessed these counties as one area to determine what the greater area can support, not only just Chisago County's labor force.

## Chisago County

The labor market in Chisago County is positioned to absorb additional manufacturing jobs before seeing any risk to labor capacity.

| Net New Jobs in the Market | Risk |
|---|---|
| 100 | L |
| 250 | L |
| 400 | L |
| 550 | M |
| 700 | M |
| 850 | M |
| 1,000 | H |
| 1,150 | H |
| 1,300 | H |
| 1,450 | VH |

The chart shows up to 850 new jobs can be added in Chisago County before we would expect the local labor market beginning to have challenges providing workers to fill the jobs.

*Risk:* VH Very High H High M Moderate L Low

Sources: Emsi, C&W Methodology

## Expanded View with Neighboring Counties

The broader labor market which includes neighboring counties is well positioned to absorb additional manufacturing-oriented industrial facilities before seeing any risk to labor capacity.

When considering workers from neighboring counties, we estimate that up to 2,400 new manufacturing jobs can be added in Chisago County before we expect the local labor market beginning to have challenges providing workers to fill the jobs.

*Risk:* VH Very High H High M Moderate L Low

| Net New Jobs in the Market | Risk |
|---|---|
| 200 | L |
| 400 | L |
| 600 | L |
| 800 | L |
| 1,000 | L |
| 1,200 | L |
| 1,400 | M |
| 1,600 | M |
| 1,800 | M |
| 2,000 | M |
| 2,200 | M |
| 2,400 | M |
| 2,600 | H |
| 2,800 | H |
| 3,000 | H |
| 3,200 | H |
| 3,400 | H |
| 3,600 | H |
| 3,800 | VH |

## Chisago County

The labor market in Chisago County is positioned to absorb additional warehousing and supply chain facilities before seeing any risk to labor capacity

| Net New Jobs in the Market | Risk |
|---|---|
| 100 | L |
| 250 | L |
| 400 | M |
| 550 | M |
| 700 | M |
| 850 | H |
| 1,000 | H |
| 1,150 | VH |

The chart shows up to 700 new jobs can be added in Chisago County before we would expect the local labor market beginning to have challenges providing workers to fill the jobs.

*Risk:* VH Very High H High M Moderate L Low

Sources: Emsi, C&W Methodology

## Expanded View with Neighboring Counties

The broader labor market which includes neighboring counties is well positioned to absorb additional manufacturing-oriented industrial facilities before seeing any risk to labor capacity

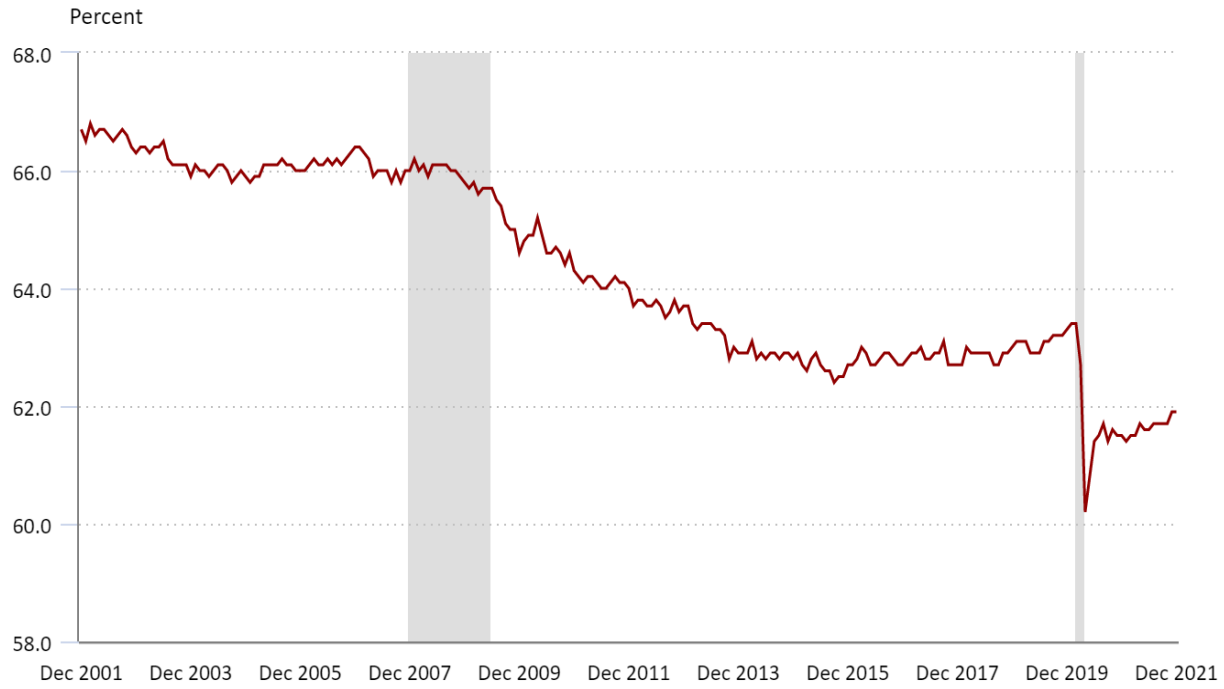
When considering workers from neighboring counties, we estimate that up to 3,300 new warehousing/ supply jobs can be added in Chisago County before we expect the local labor market beginning to have challenges providing workers to fill the jobs.

*Risk:* VH Very High H High M Moderate L Low

| Net New Jobs in the Market | Risk |
|---|---|
| 300 | L |
| 600 | L |
| 900 | L |
| 1,200 | L |
| 1,500 | L |
| 1,800 | M |
| 2,100 | M |
| 2,400 | M |
| 2,700 | M |
| 3,000 | M |
| 3,300 | M |
| 3,600 | H |
| 3,900 | H |
| 4,200 | H |
| 4,500 | H |
| 4,800 | H |
| 5,100 | VH |

# CURRENT LABOR MARKET DYNAMICS: LABOR FORCE PARTICIPATION

**Civilian labor force participation rate, seasonally adjusted**




Source: US Bureau of Labor Statistics

- **Competitive hiring market for employers**
  - According to the U.S. Bureau of Labor Statistics, there are 10.4 million total job openings as of September 2021: 333,000 in the construction industry, 897,000 in the manufacturing industry and 589,000 in transportation, warehousing, and utilities.
- **Participation rates still below pre-COVID levels**
  - The U.S. labor force participation rate plunged from 63.3%. As of October 2021, it stood at just 61.6% pre-pandemic to 60.2% in April 2020 and has been very slow to climb back.
- **Pandemic still impacting choice return to work**
  - Surveys show the primary reasons for not returning to work are largely due to the pandemic (i.e., either sick or caring for the sick, childcare, or company went out of business during the pandemic).

Source: Cushman & Wakefield, Nov 2021
*GLOBAL SUPPLY CHAIN DISRUPTIONS - IMPLICATIONS FOR INDUSTRIAL & LOGISTICS REAL ESTATE*

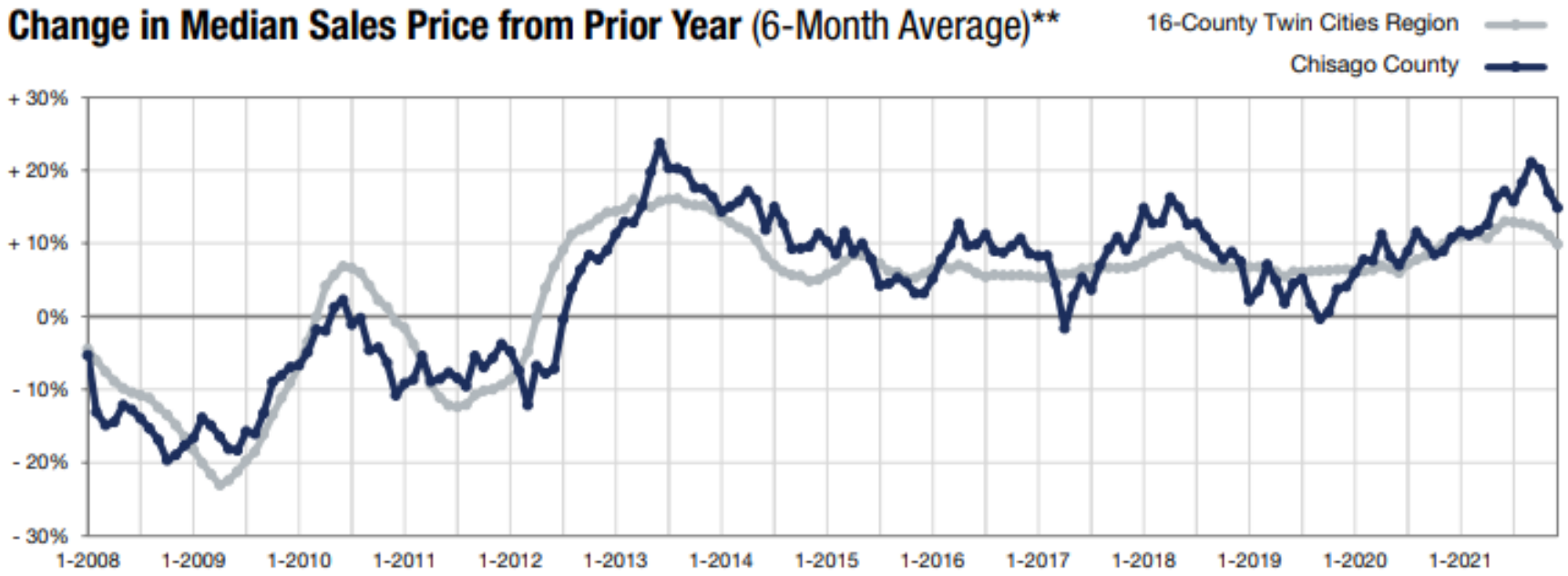
## Chisago County Housing Data – December 2021

| | December | | | Rolling 12 Months | | |
|---|---|---|---|---|---|---|
| | 2020 | 2021 | + / – | 2020 | 2021 | + / – |
| New Listings | 64 | **44** | -31.3% | 1,324 | **1,161** | -12.3% |
| Closed Sales | 89 | **82** | -7.9% | 1,134 | **1,049** | -7.5% |
| Median Sales Price* | $301,092 | **$330,000** | + 9.6% | $280,000 | **$324,000** | + 15.7% |
| Average Sales Price* | $335,869 | **$370,059** | + 10.2% | $304,510 | **$351,804** | + 15.5% |
| Price Per Square Foot* | $182 | **$194** | + 6.7% | $159 | **$188** | + 18.2% |
| Percent of Original List Price Received* | 100.0% | **101.0%** | + 1.0% | 99.7% | **102.4%** | + 2.7% |
| Days on Market Until Sale | 39 | **20** | -48.7% | 53 | **28** | -47.2% |
| Inventory of Homes for Sale | 100 | **82** | -18.0% | -- | -- | -- |
| Months Supply of Inventory | 1.0 | **1.0** | 0.0% | -- | -- | -- |

* Does not account for seller concessions. | Activity for one month can sometimes look extreme due to small sample size.

Source: MINNEAPOLIS AREA REALTORS®

## Chisago County Housing Data – December 2021




** Each dot represents the change in median sales price from the prior year using a 6-month weighted average.
This means that each of the 6 months used in a dot are proportioned according to their share of sales during that period.

Source: MINNEAPOLIS AREA REALTORS®

Current as of January 10, 2022. All data from NorthstarMLS. | Copyright ShowingTime.

Based upon the December 2021 report from MINNEAPOLIS AREA REALTORS®, over the past year:

- Chisago County home prices increased approximately 15%, compared to an 11.5% home price increase in the Greater Minneapolis Metro Area
- Chisago County inventory of for-sale listings dropped 12%, compared to a 24% drop in for-sale listings in the Greater Minneapolis Metro Area

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# CHISAGO COUNTY
# LABOR FORCE ANALYSIS

December 2021

CUSHMAN & WAKEFIELD

**Chisago County HRA-EDA engaged C&W to develop an assessment of the County's labor force focused on supporting the County's drive to expand manufacturing, warehousing and supply chain businesses.**

## Approach

- Identified the primary industries operating in Chisago County in the areas of manufacturing, supply chain and warehousing
- Identified the top occupations for employment in Chisago County focused in areas of manufacturing, supply chain and warehousing
- Assessed and compared the volume, concentration, job growth and for these industries and occupations
- Developed groups of target industries and occupations for more detailed analysis
- Assessed the commuting patterns into and out of Chisago County for workers within the target occupations

**TARGET AREAS:**

- **MANUFACTURING**
- **WAREHOUSING**
- **SUPPLY CHAIN**

## CHISAGO COUNTY PROFILE

### SELECTED TOP INDUSTRIES

- Chisago County has a critical mass of industries aligned to manufacturing, warehouse and supply chain/ distribution
- Current employers in these industries includes: Rosenbauer Minnesota, Polaris Industries, Plastech Corporation, Royal Concrete, Andersen Windows, Smith Metal Products, Branch Manufacturing and Viking Coca-Cola.
- Over the next 5 years, many of these industries are projected to experience double-digit growth within the County

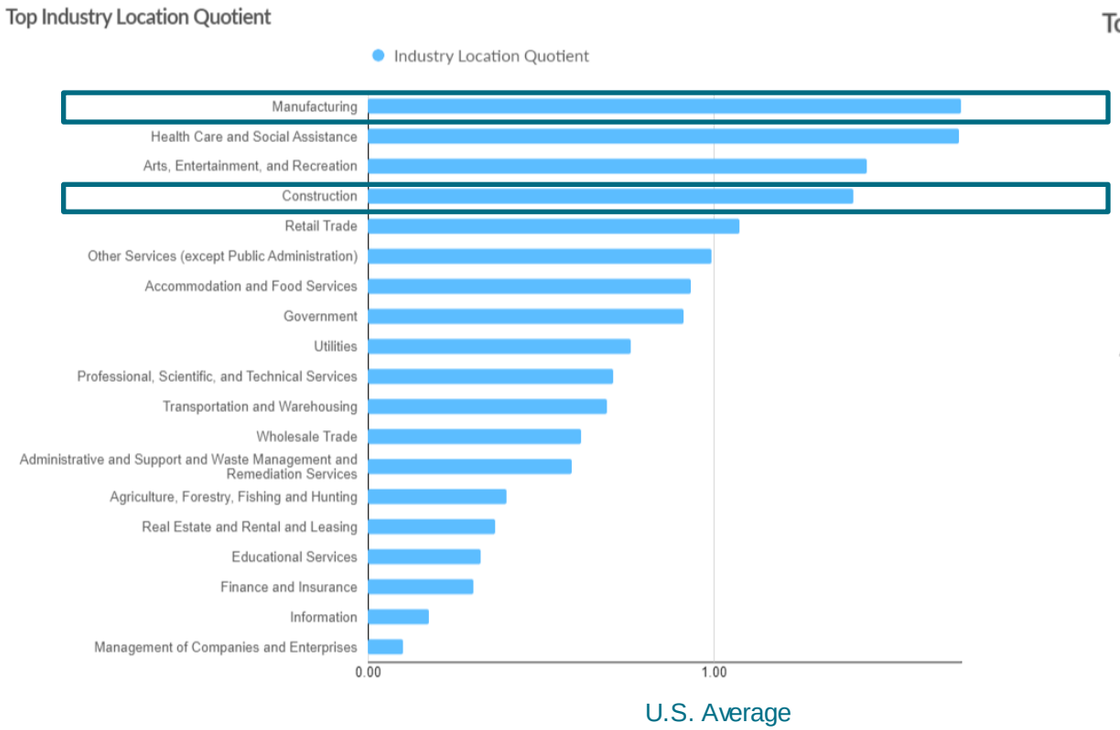
**Selected Top Industries Related to Manufacturing, Supply Chain & Warehousing (Jobs, LQ, Projected Growth)**

| Industry | Jobs | Location Quotient | 5 Yr Projected Growth |
|---|---|---|---|
| Heavy Duty Truck Manufacturing | 530 | 140.67 | 25% |
| All Other Plastics Product Manufacturing | 482 | 14.95 | (12%) |
| Engineering Services | 374 | 3.16 | 30% |
| Footwear Manufacturing | 244 | 196.83 | 12% |
| Highway, Street, and Bridge Construction | 238 | 5.88 | 21% |
| Site Preparation Contractors | 209 | 3.45 | 10% |
| Electronic Shopping and Mail-Order Houses | 206 | 3.47 | 1% |
| Machine Shops | 192 | 6.37 | 4% |
| Finish Carpentry Contractors | 177 | 5.99 | 31% |
| Residential Remodelers | 140 | 1.80 | 13% |
| Testing Laboratories | 137 | 6.98 | 25% |
| All Other Specialty Trade Contractors | 132 | 2.21 | (14%) |
| Couriers and Express Delivery Services | 121 | 1.21 | 16% |
| School and Employee Bus Transportation | 119 | 6.69 | 101% |
| Concrete Pipe Manufacturing | 115 | 122.98 | 16% |
| Plumbing, Heating, and Air-Conditioning Contractors | 101 | 0.71 | (13%) |
| Electrical Contractors and Other Wiring Installation Contractors | 92 | 0.77 | 8% |
| Showcase, Partition, Shelving, and Locker Manufacturing | 89 | 20.42 | 4% |
| Sheet Metal Work Manufacturing | 87 | 6.96 | 1% |
| Beer and Ale Merchant Wholesalers | 86 | 6.83 | 25% |

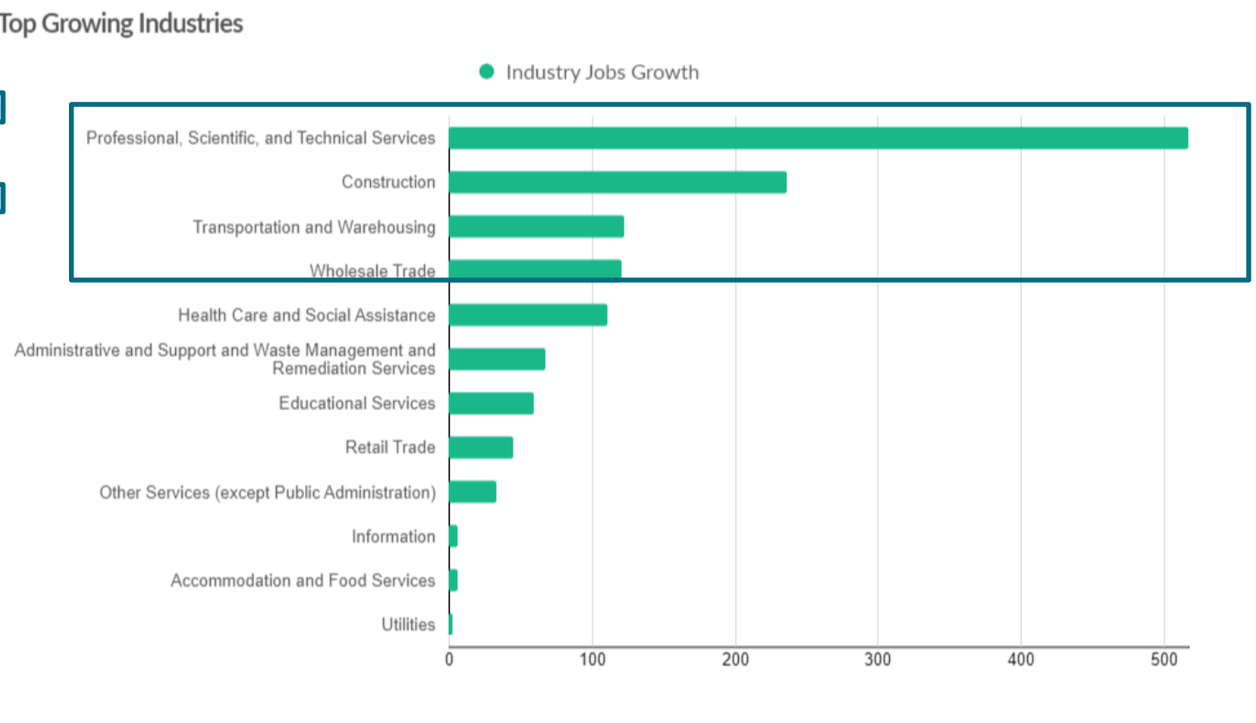
Source: EMSI

Location Quotient is the level of specialization for the targeted skillset compared to the U.S. average (1.00). Higher values indicate a greater level of specialization and competition compared to the US average.

# CHISAGO COUNTY LABOR MARKET OVERVIEW - INDUSTRIES




Source: EMSI




Source: EMSI

## Industry Specialization

- Chisago County is substantially more specialized for manufacturing and construction industries compared to the US average (LQ = 1.00 above) and to the State of Minnesota
- LQ for Manufacturing: Chisago County 1.72, State of Minnesota 1.33
- LQ for Construction: Chisago County 1.41, State of Minnesota 0.87

## Industry Growth

- Over the past five years, the top growing industry segments include:
  - Professional, scientific and technical services (+155% in Chisago County vs. 6% in State of Minnesota)
  - Construction (+20% in Chisago County vs. 7% in State of Minnesota)
  - Transportation and Warehousing (+33% in Chisago County vs. 5% in State of Minnesota)
  - Wholesale Trade (+44% in Chisago County, vs. -6% in State of Minnesota)

# CHISAGO COUNTY PROFILE

## SELECTED TOP OCCUPATIONS

- Chisago County's workforce is highly specialized for manufacturing and engineering jobs
- Over the next 5 years, occupations related to manufacturing and engineering are growing

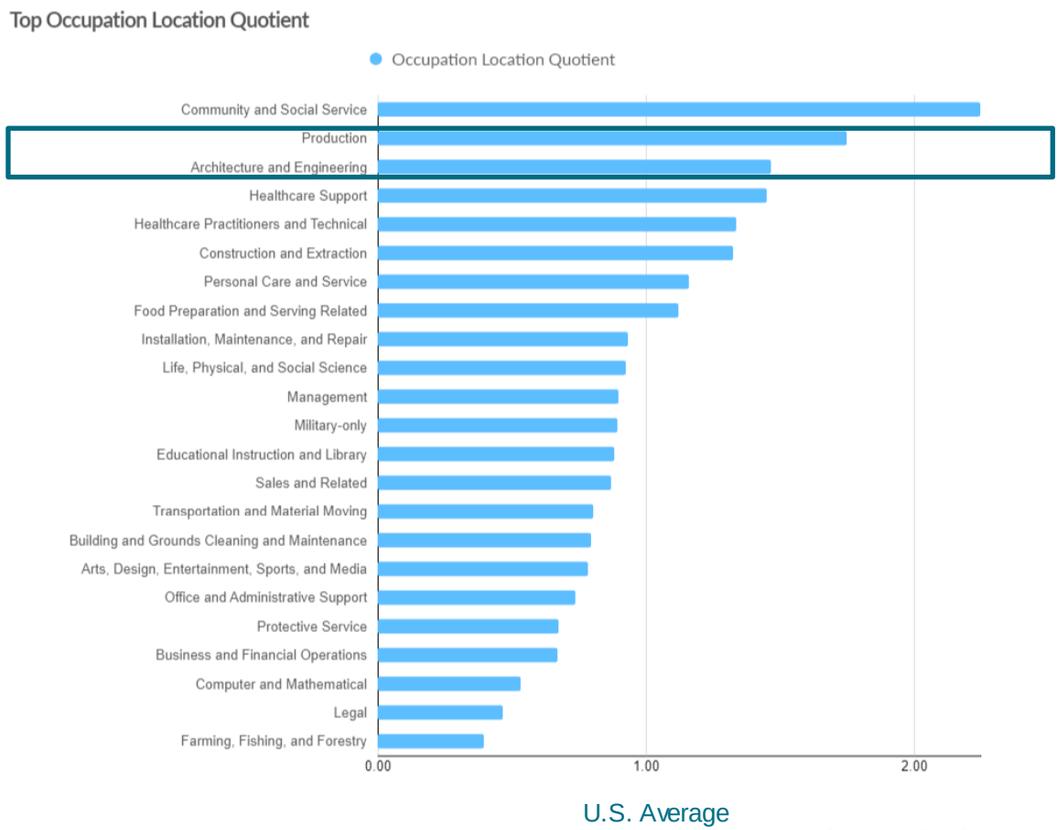
**Selected Top Occupations Related to Manufacturing, Supply Chain & Warehousing (Jobs, LQ, Projected Growth)**

| Occupation | Jobs | Location Quotient | 5 Yr Projected Growth |
|---|---|---|---|
| Miscellaneous Assemblers and Fabricators | 509 | 3.55 | 9% |
| Office Clerks, General | 255 | 0.75 | 4% |
| Customer Service Representatives | 223 | 0.68 | 6% |
| General and Operations Managers | 220 | 0.79 | 10% |
| Heavy and Tractor-Trailer Truck Drivers | 219 | 0.93 | 2% |
| Carpenters | 212 | 1.77 | 8% |
| Construction Laborers | 212 | 1.35 | 7% |
| Laborers and Freight, Stock, and Material Movers, Hand | 211 | 0.63 | 16% |
| Stockers and Order Fillers | 169 | 0.66 | 9% |
| Project Management Specialists and Business Operations Specialists, All Other | 139 | 0.78 | 10% |
| Operating Engineers and Other Construction Equipment Operators | 121 | 2.55 | 7% |
| Maintenance and Repair Workers, General | 119 | 0.71 | 5% |
| Automotive Service Technicians and Mechanics | 115 | 1.35 | 12% |
| Shoe Machine Operators and Tenders | 106 | 210.59 | 8% |
| Machinists | 104 | 2.51 | 7% |
| Light Truck Drivers | 87 | 0.75 | 13% |
| Civil Engineers | 86 | 2.36 | 26% |
| First-Line Supervisors of Production and Operating Workers | 84 | 1.23 | 6% |
| Construction Managers | 84 | 1.58 | 6% |
| Industrial Engineers | 78 | 2.34 | 14% |
| Inspectors, Testers, Sorters, Samplers, and Weighers | 76 | 1.21 | 3% |
| First-Line Supervisors of Construction Trades and Extraction Workers | 76 | 0.98 | 6% |
| Shipping, Receiving, and Inventory Clerks | 70 | 0.84 | 4% |

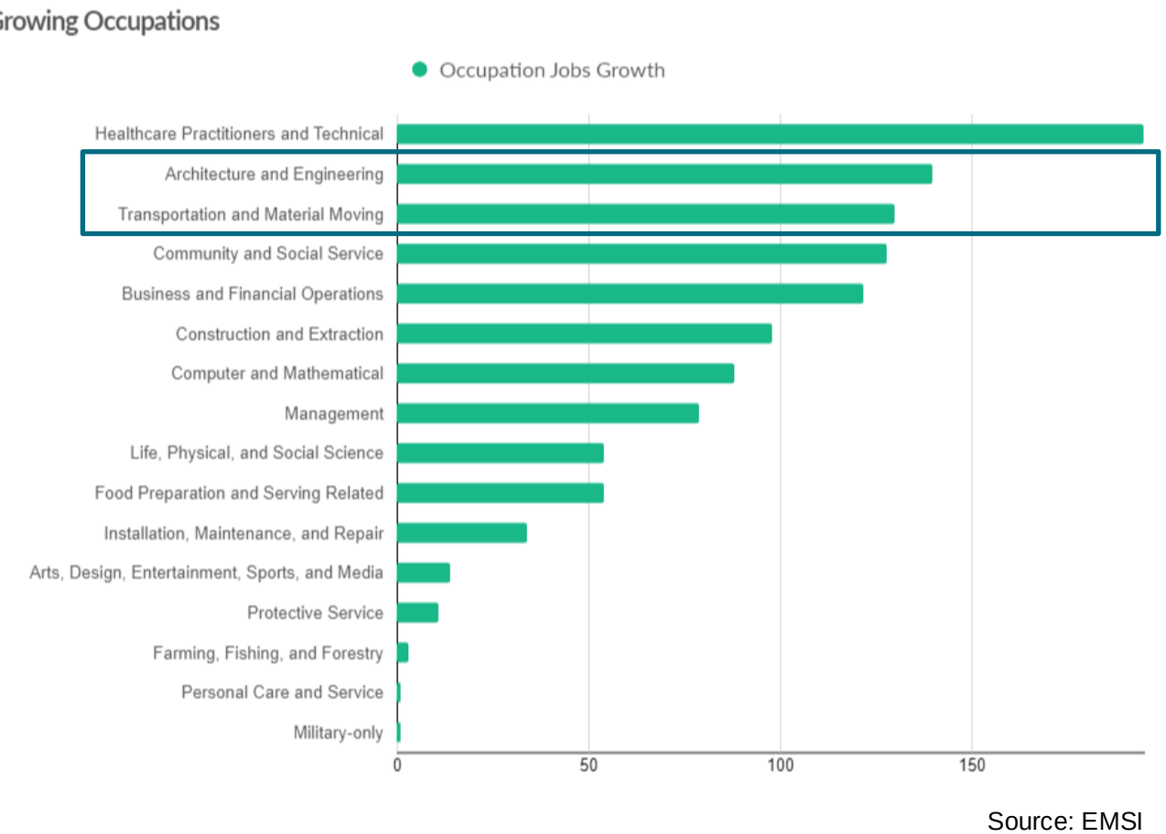
Source: EMSI

Location Quotient is the level of specialization for the targeted skillset compared to the U.S. average (1.00). Higher values indicate a greater level of specialization and competition compared to the US average.

# CHISAGO COUNTY LABOR MARKET OVERVIEW OCCUPATIONS




Source: EMSI




Source: EMSI

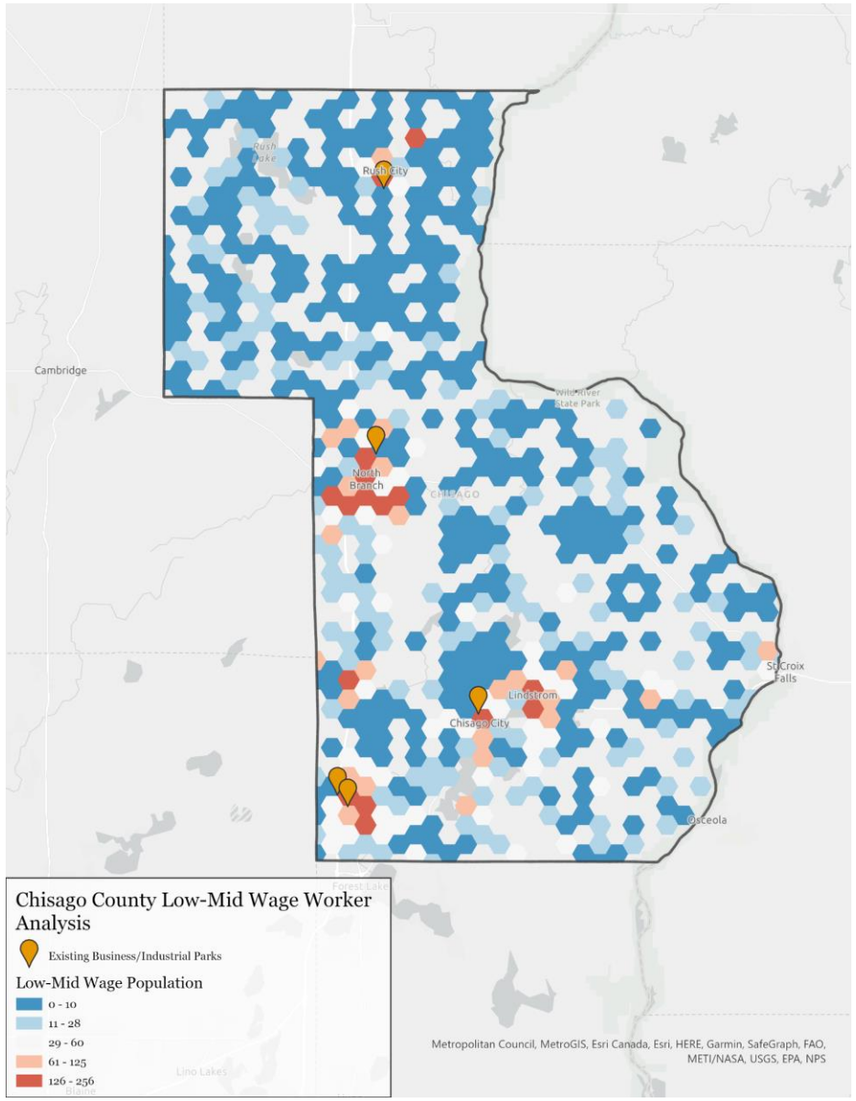
## Occupation Specialization

- Chisago County is substantially more specialized for Production and Architecture/ Engineering compared to the US average (1.00 above) and the State of Minnesota
- LQ for Production: Chisago County 1.72, State of Minnesota 1.22
- LQ for Architecture & Engineering: Chisago County 1.41, State of Minnesota 1.11

## Occupation Growth

- Over the past five years, some of the strongest growing occupations include:
  - Architectural and Engineering: 48% in Chisago County vs. 1% State of Minnesota
  - Transportation and Material Moving: 12% in Chisago County vs. 3% State of Minnesota

## Low-Mid Wage Resident Population




Source: U.S. Census Bureau

## Demographic Overview

- The primary workforce for the targeted industries and occupations in Chisago County is between the ages of 15 – 34
- Along with age, the workforce labor pool also includes residents earning less than $3,333 a month, defined as “Low-Mid wage” residents

### CHISAGO COUNTY PROFILE

#### WORKING AGE POPULATION

**14,795**

**WORKING AGE POPULATION**

Population aged 15 - 34

Total population of working age population most likely to be employed in targeted industries.

**2.18%**

**GROWTH 2021 - 2026**

U.S. Average = -0.11%

Chisago has healthy growth in working age population, greater than the U.S. average.

Source: ESRI

# TARGET INDUSTRY PROFILES

# TARGET INDUSTRY PROFILES

**To understand the strengths of Chisago County's labor pool C&W identified target industries where continued growth equating to jobs and industrial demand should be prioritized.**

## Approach

- Identified the primary industries operating in Chisago County and the surrounding areas[1] in the areas of manufacturing, supply chain and warehousing.
- Assessed and compared the volume, concentration, job growth and average earnings for these industries in Chisago County to other counties in the surrounding area.
- Categorized the industries into groups with similar process, material and skillset requirements.
- Each of these target industry groups was analyzed to develop a target job skills profile, the total volume of jobs, the concentration and the top companies hiring within the industry type.

## Job Skills

- For each targeted industry, C&W created a target job skills profile to reflect the key skillsets required for jobs in each of the target industries.
- Defining key job profiles will allow for analysis of the regional labor pool's ability to support long-term industry growth.

**TARGET INDUSTRIES:**

- **HEAVY MANUFACTURING**
- **PRODUCT MANUFACTURING**
- **SUPPLY CHAIN**

Notes:

1. For the purposes of this report, the surrounding areas were categorized into a Regional group. This Regional Group includes the 15 counties in the Minneapolis-St. Paul MSA, plus 4 additional neighboring counties to Chisago County. They are:
   - Minnesota Counties: Anoka, Carver, Chisago, Dakota, Hennepin, Isanti, Kanabec, Le Sueur, Mille Lacs, Pine County, Ramsey, Scott, Sherburne, Washington, Wright
   - Wisconsin Counties: Burnett, Pierce, Polk , St. Croix

# HEAVY MANUFACTURING

**Chisago County has a strong base of Heavy Manufacturing is which has been growing over the past five years. Heavy trucks, sheet metal, and other related manufacturing is a particular strength.**

**Industries Comprising Heavy Manufacturing (6-digit NAICS):**

- Heavy Duty Truck Manufacturing (336120)
- Machine Shops (332710)
- Motor and Generator Manufacturing (335312)
- Mechanical Power Transmission Equipment Manufacturing (333613)
- Sheet Metal Manufacturing (332322)
- Showcase, Partition, Shelving and Locker Manufacturing (337215)
- Bolt, Nut, Screw, Rivet, and Washer Manufacturing (332722)

**Target Job Skills Profile for Heavy Manufacturing**

| | |
|---|---|
| Miscellaneous Assemblers and Fabricators | 51-2098 |
| Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic | 51-4081 |
| Industrial Engineers | 17-2112 |
| First-Line Supervisors of Production and Operating Workers | 51-1011 |
| Laborers and Freight, Stock, and Material Movers, Hand | 53-7062 |
| Machinists | 51-4041 |
| Inspectors, Testers, Sorters, Samplers, and Weighers | 51-9061 |
| Coating, Painting, and Spraying Machine Setters, Operators, and Tenders | 51-9124 |
| Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic | 51-4031 |
| Computer Numerically Controlled Tool Operators | 51-9161 |

Source: C&W Methodology and Emsi

## CHISAGO COUNTY PROFILE

### JOBS IN THE HEAVY MANUFACTURING INDUSTRY

**962**
**TOTAL JOBS**
in Heavy Manufacturing (2021)

Total jobs in the industry have grown 80% over the past **5 years compared to a 2% decline nationally**

**16.80**
**CONCENTRATION**
U.S. Average = 1.00

Chisago is specialized in the heavy manufacturing industry

### TARGET SKILLS IN THE WORKFORCE

**1,262**
**TOTAL JOBS**
With Skill Profiles Aligned with Heavy Manufacturing (2021)

Total jobs with the target skills profile are projected to grow 9% over the next 5 years

**1.70**
**CONCENTRATION**
U.S. Average = 1.00

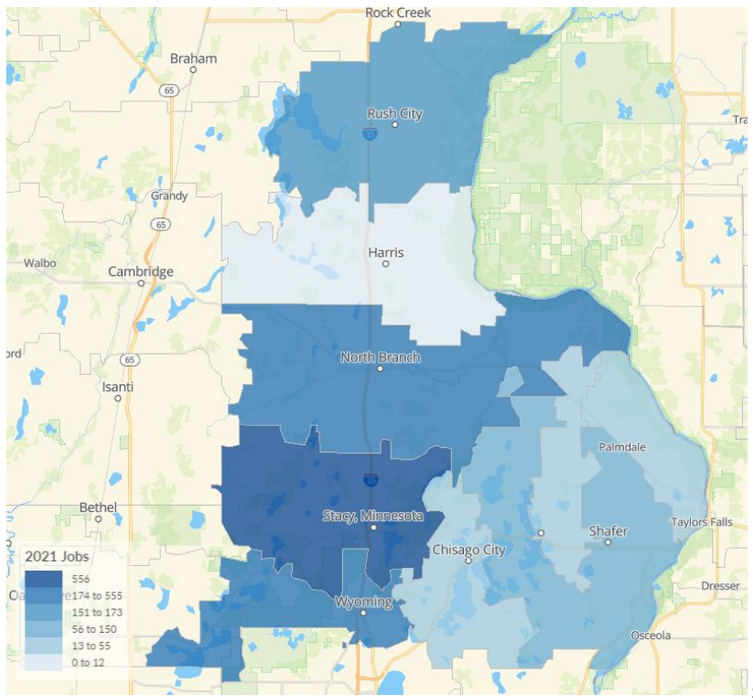
Chisago is specialized with target skills for the heavy manufacturing industry

# HEAVY MANUFACTURING – JOB SKILL PROFILES

The following represent companies actively hiring target skillsets for Heavy Manufacturing Companies, and their largest market concentrations. The list was developed based on job postings for target skillsets as well as top companies in the industry.

## CHISAGO COUNTY

**5 Year Growth Rate For Target Skill Profiles: 14%**

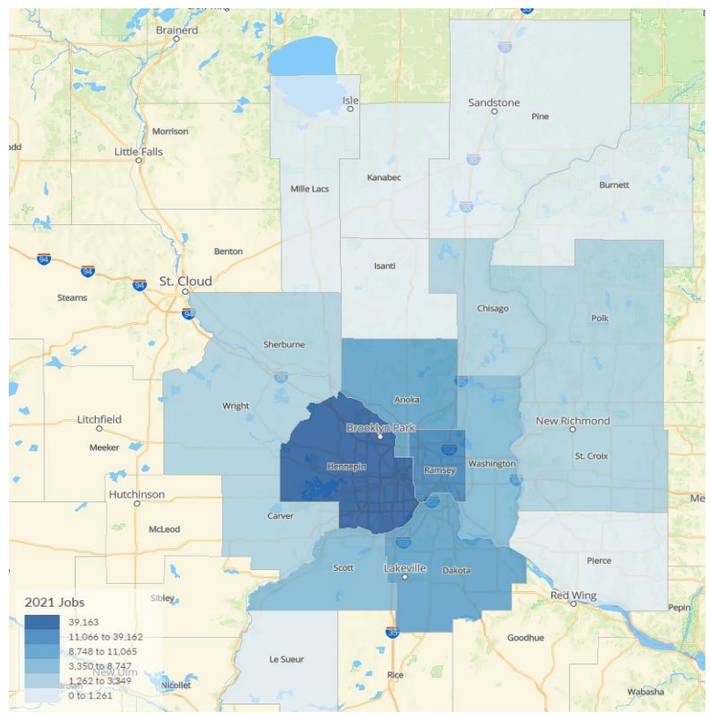



Source: Emsi

*In Chisago County, heavy manufacturing is clustered in the Stacy, Wyoming and North Branch Areas*

## REGIONAL VIEW

**5 Year Growth Rate For Target Skill Profiles: 0%**




Source: Emsi

*In region, the majority of the heavy manufacturing is found in Hennepin and Ramsey counties.*

**Target Talent Map** shows the location of target talent within the County and Region

The most active companies in the Region hiring talent with skillsets aligned for Heavy Manufacturing are Amazon, FedEx, Boston Scientific, UPS, and Medtronic.

## The Product Manufacturing Industry in Chisago County is driven by manufacturing of footwear, concrete pipes, stationary products and plastic products.

| Industries Comprising Product Manufacturing (6-digit NAICS): | |
|---|---|
| • All Other Plastics Manufacturing (326199) | • Footwear Manufacturing (316210) |
| • Concrete Pipe Manufacturing (327332) | • Other Animal Food Manufacturing (311119) |
| • Stationery Product Manufacturing (322230) | |

| Target Job Skills Profile for Product Manufacturing | |
|---|---|
| Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic | 51-4072 |
| Miscellaneous Assemblers and Fabricators | 51-2098 |
| Crushing, Grinding, and Polishing Machine Setters, Operators and Tenders | 51-9021 |
| Inspectors, Testers, Sorters, Samplers, and Weighers | 51-9061 |
| First-Line Supervisors of Production and Operating Workers | 51-1011 |
| Industrial Engineers | 17-2112 |
| Shoe Machine Operators and Tenders | 51-6042 |
| Paper Goods Machine Setters, Operators, and Tenders | 51-9196 |
| Laborers and Freight, Stock, and Material Movers, Hand | 53-7062 |
| Helpers--Production Workers | 51-9198 |

Source: C&W Methodology and Emsi

## CHISAGO COUNTY PROFILE

### JOBS IN THE PRODUCT MANUFACTURING INDUSTRY

**902**
**TOTAL JOBS**
in Product Manufacturing (2021)

Total jobs in the industry have grown 27% over the past **5 years compared to a 3% decline nationally**

**23.30**
**CONCENTRATION**
U.S. Average = 1.00

Chisago is specialized in the product manufacturing industry

### TARGET SKILLS IN THE WORKFORCE

**1,160**
**TOTAL JOBS**
With Skill Profiles Aligned with Product Manufacturing (2021)

Total jobs with the target skills profile are projected to grow 9% over the next 5 years

**1.67**
**CONCENTRATION**
U.S. Average = 1.00

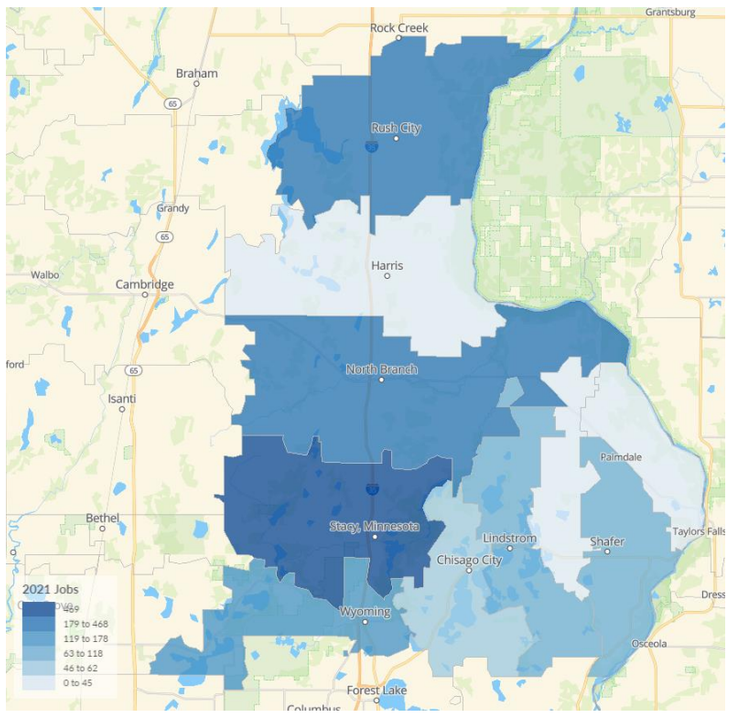
Chisago is specialized with target skills for the product manufacturing industry

# PRODUCT MANUFACTURING – JOB SKILL PROFILES

The following represent companies actively hiring target skillsets for Product Manufacturing Companies, and their largest market concentrations. The list was developed based on job postings for target skillsets as well as top companies in the industry.

## CHISAGO COUNTY

**5 Year Growth Rate For Target Skill Profiles: 9%**

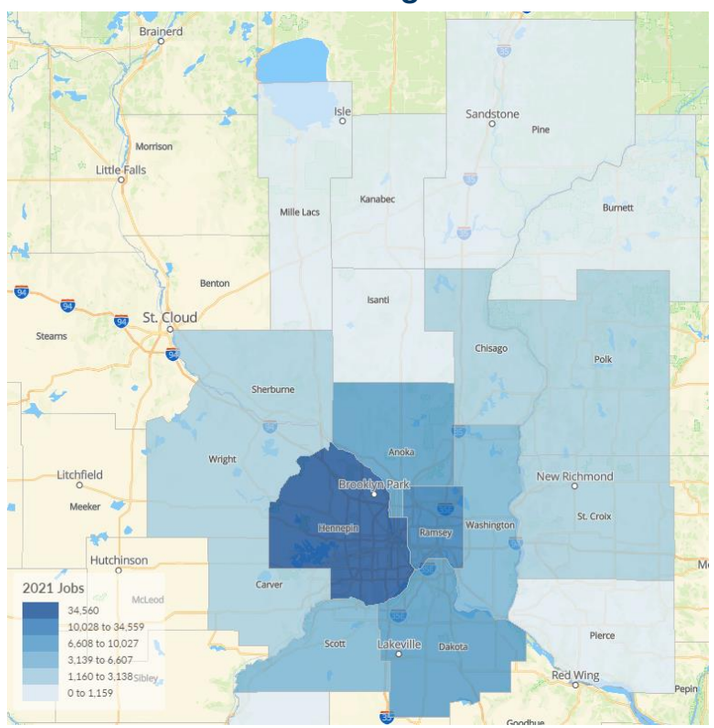



Source: Emsi

*In Chisago County, product manufacturing is clustered in the Stacy, Wyoming, Rush City, and North Branch Areas*

## REGIONAL VIEW

**5 Year Growth Rate For Target Skill Profiles: -1%**




Source: Emsi

*In region, the majority of the product manufacturing is found in Hennepin and Ramsey counties.*

**Target Talent Map** shows the location of target talent within the County and Region.

The most active companies in the Region hiring talent with skillsets aligned for Product Manufacturing are Amazon, FedEx, Boston Scientific, UPS, and Medtronic.

## Chisago County has a small, but growing, presence of supply chain industry and labor.

| Industries Comprising Supply Chain (6-digit NAICS): |
|---|
| • Rail Transportation (482110) |
| • General Freight Trucking, Long Distance, Less than Truckload (484122) |
| • General Freight Trucking, Long Distance, Truckload (484121) |
| • Couriers and Express Delivery Services (492110) |
| • Electronic Shopping and Mail Order Houses (454110) |

| Target Job Skills Profile for Supply Chain | |
|---|---|
| Laborers and Freight, Stock, and Material Movers, Hand | 53-7062 |
| Light Truck Drivers | 53-3033 |
| Heavy and Tractor-Trailer Truck Drivers | 53-3032 |
| First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors | 53-1047 |
| Shipping, Receiving, and Inventory Clerks | 43-5071 |
| Stockers and Order Fillers | 53-7065 |
| Order Clerks | 43-4151 |
| Packers and Packagers, Hand | 53-7064 |
| General and Operations Managers | 11-1021 |
| Industrial Truck and Tractor Operators | 53-7051 |

Source: C&W Methodology and Emsi

## CHISAGO COUNTY PROFILE

### JOBS IN THE SUPPLY CHAIN INDUSTRY

**460**
**TOTAL JOBS**
in Supply Chain (2021)

Total jobs in the industry have grown 45% over the past **5 years compared to 18% nationally**

**1.85**
**CONCENTRATION**
U.S. Average = 1.00

Chisago is not specialized for the supply chain industry

### TARGET SKILLS IN THE WORKFORCE

**1,118**
**TOTAL JOBS**
With Skill Profiles Aligned with Supply Chain (2021)

Total jobs with the target skills profile are projected to grow 9% over the next 5 years

**0.73**
**CONCENTRATION**
U.S. Average = 1.00

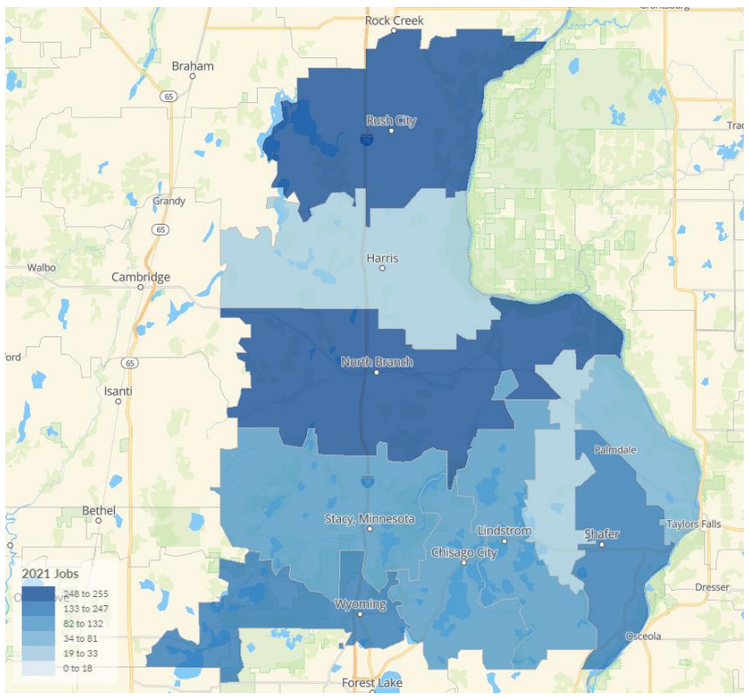
Chisago is specialized with target skills for the Supply Chain industry

# SUPPLY CHAIN – JOB SKILL PROFILES

The following represent companies actively hiring target skillsets for Supply Chain Companies, and their largest market concentrations. The list was developed based on job postings for target skillsets as well as top companies in the industry.

## CHISAGO COUNTY

**5 Year Projected Growth Rate for Target Skill Profiles : 9%**

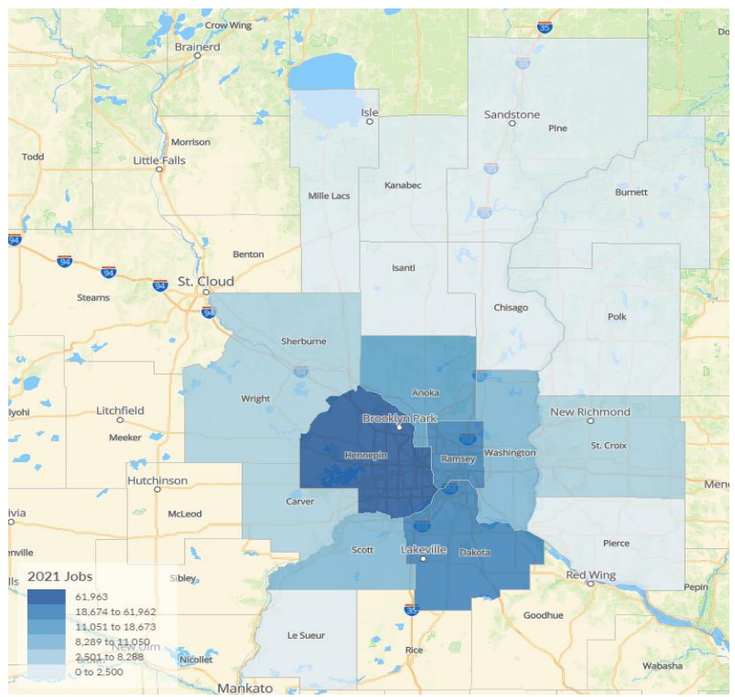



Source: Emsi

*In Chisago County, supply chain is clustered in the Rush City, Wyoming, and North Branch Areas*

## REGIONAL VIEW

**5 Year Growth Rate: 1%**




Source: Emsi

*In the region, the largest volume of supply chain is found in Hennepin, Dakota and Ramsey counties.*

**Target Talent Map** shows the location of target talent within the County and Region.

The most active companies in the Region hiring talent with skillsets aligned for Supply Chain are Roehl Transportation, Amazon, US Xpress, C.R. England and Door Dash.

## Chisago County's workforce is aligned with the target skills for the warehousing jobs. Many of the manufacturing and supply chain industry segment include warehousing-type positions.

| Target Job Skills Profile for Warehousing | |
|---|---|
| Stockers and Order Fillers | 53-7065 |
| Laborers and Freight, Stock, and Material Movers, Hand | 53-7062 |
| Industrial Truck and Tractor Operators | 53-7051 |
| Heavy and Tractor-Trailer Truck Drivers | 53-3032 |
| Packers and Packagers, Hand | 53-7064 |
| Shipping, Receiving, and Inventory Clerks | 43-5071 |
| First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors | 53-1047 |
| Maintenance and Repair Workers, General | 49-9071 |
| Transportation, Storage, and Distribution Managers | 11-3071 |
| Light Truck Drivers | 53-3033 |
| Production, Planning, and Expediting Clerks | 43-5061 |

## CHISAGO COUNTY PROFILE

### TARGET SKILLS IN THE WORKFORCE

**1,043**

**TOTAL JOBS**

With Skill Profiles Aligned with Warehousing (2021)

Total jobs with the target skills profile are projected to grow 8% over the next 5 years

**0.73**

**CONCENTRATION**

U.S. Average = 1.00

Chisago is less specialized for Warehousing jobs, but has a substantial workforce with these types of skills.

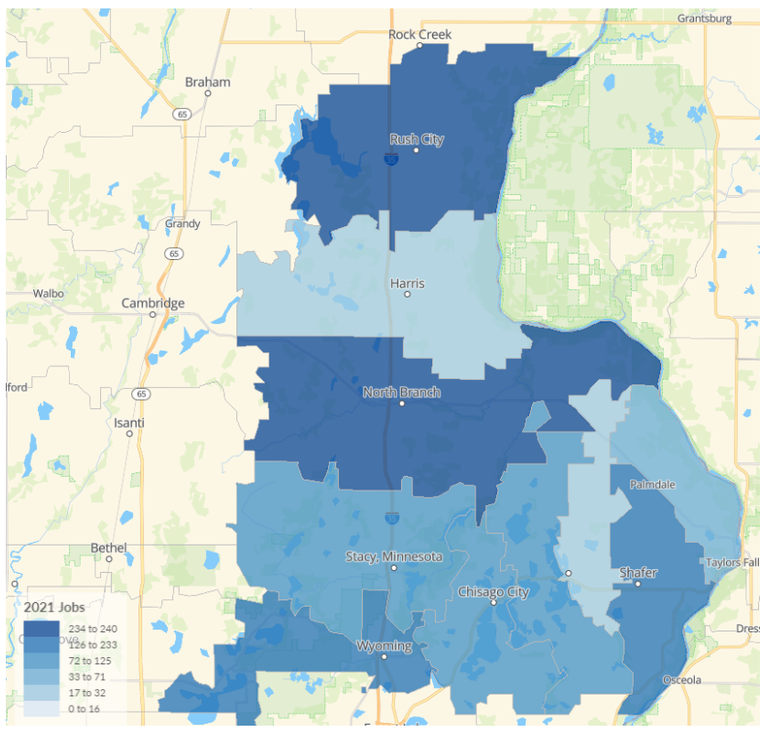
Source: C&W Methodology and Emsi

# WAREHOUSING – JOB SKILL PROFILES

The following represent companies actively hiring the target skillsets for Warehousing Companies, and their largest market concentrations. The list was developed based on job postings for target skillsets as well as top companies in the industry.

## CHISAGO COUNTY

**5 Year Growth Rate: 8%**

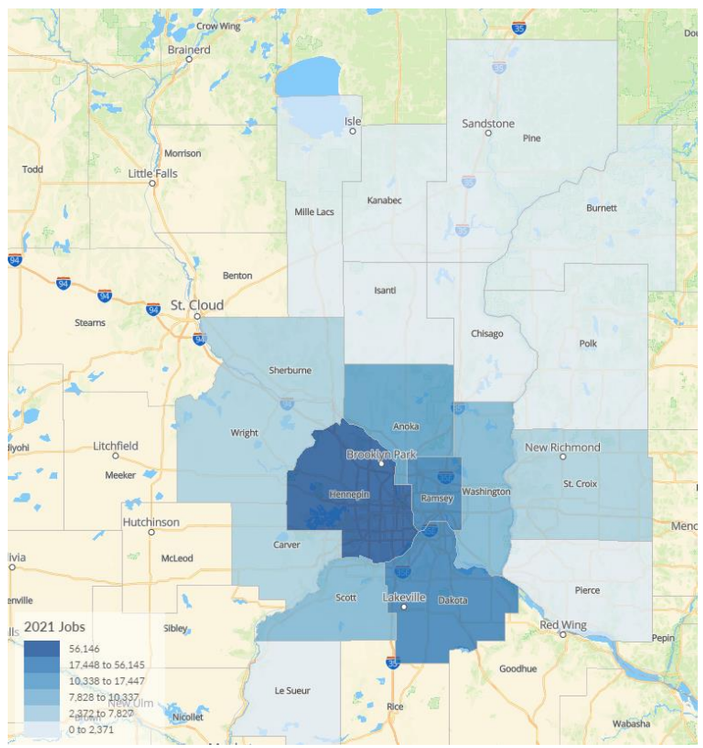



Source: Emsi

*In Chisago County, warehousing is clustered in the Rush City, Wyoming, and North Branch Areas*

## REGIONAL VIEW

**5 Year Growth Rate: 1%**




Source: Emsi

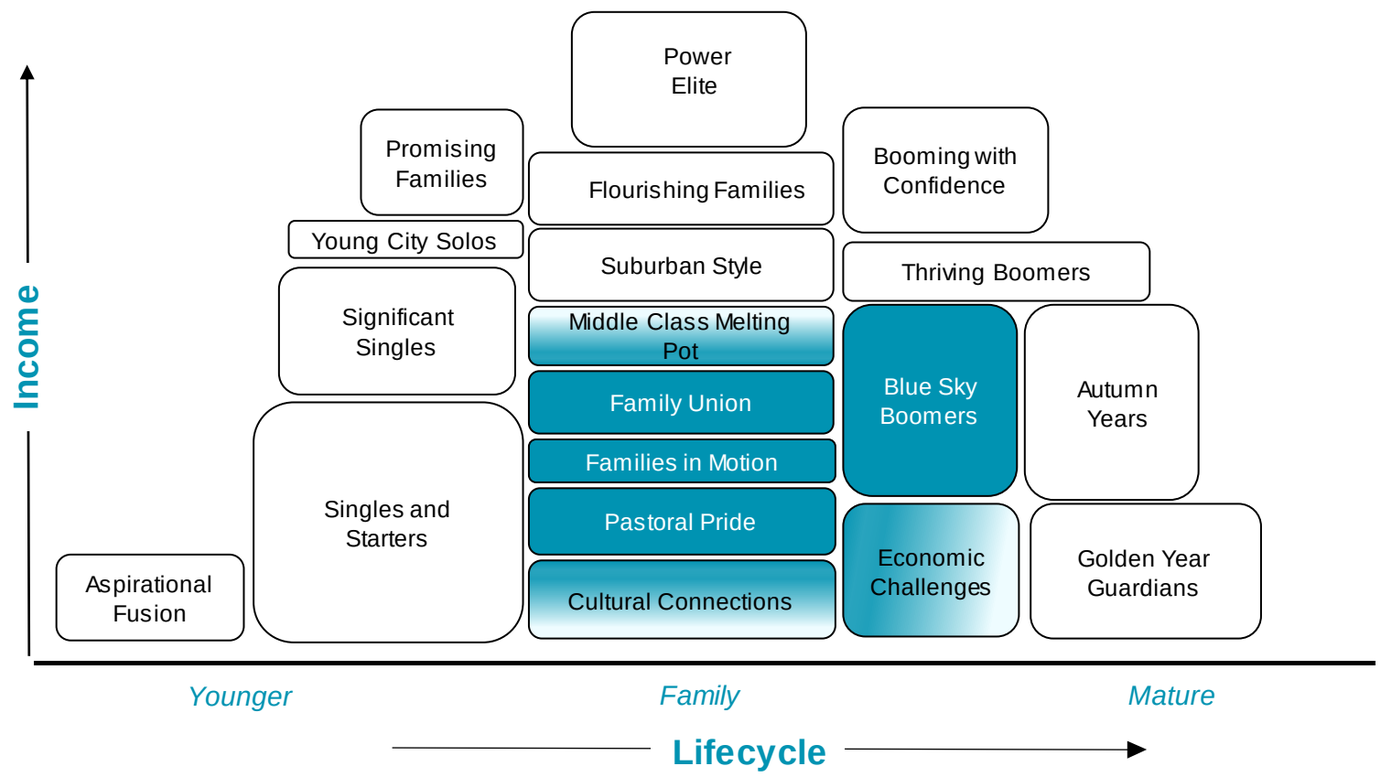
*In region, the largest volume of warehousing is found in Hennepin, Dakota and Ramsey counties.*

**Target Talent Map** shows the location of target talent within the County and Region

The most active companies in the Region hiring talent with skillsets aligned for Warehousing are Roehl Transportation, Amazon, US Xpress, C.R. England and Door Dash.

# Targeted Demographics of the Civilian Labor Force, Ages 16+

The following target segments (highlighted in teal) represent the civilian population (ages 16+) that exhibit traits of manufacturing/ warehouse/distribution center workers and are selected to quantify depth and concentration of the labor force.



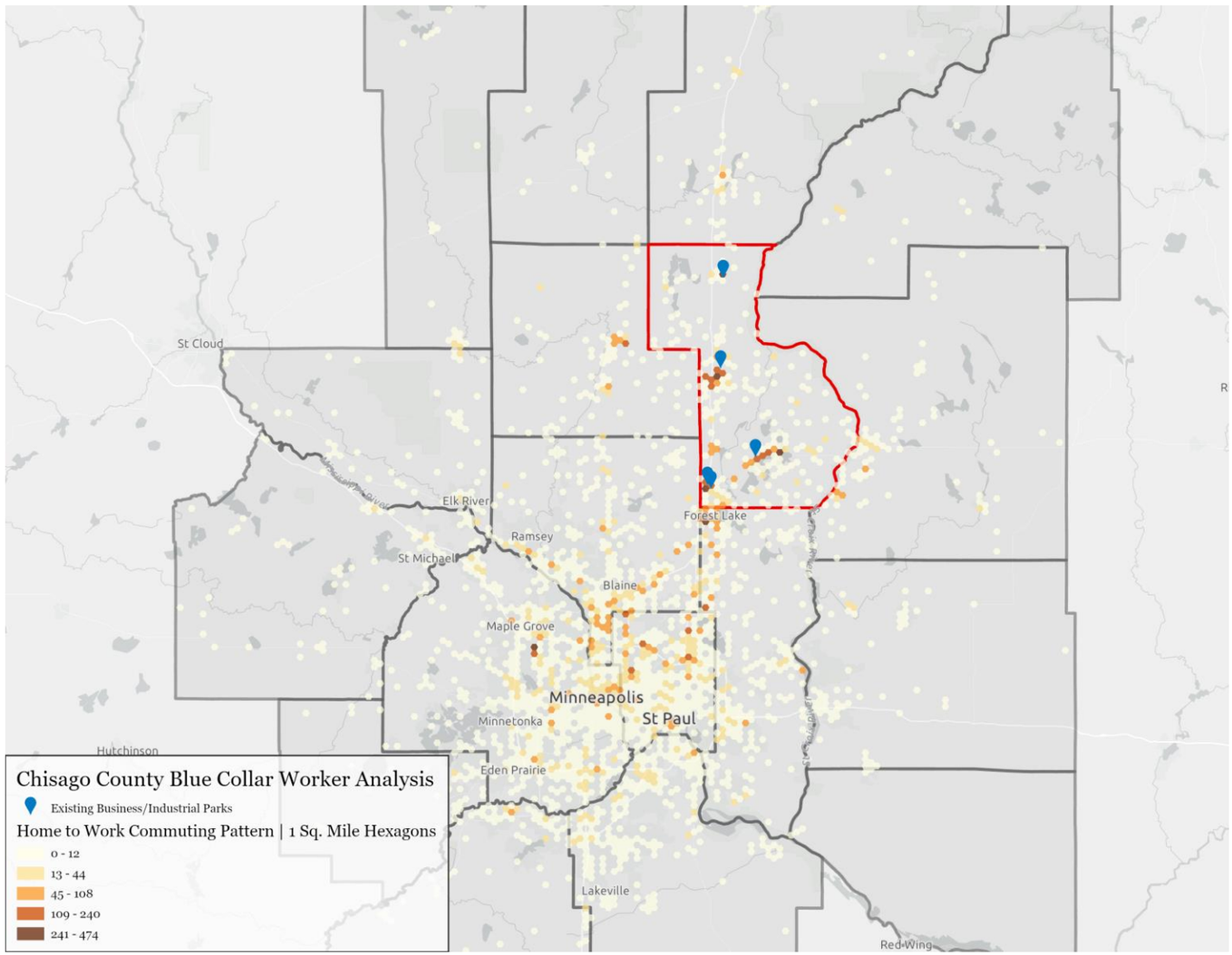

| Targeted Demographic Summary | |
|---|---|
| **Characteristic** | **Description** |
| Household Income | Lower Midscale ($25,000 - $45,000) |
| Education | High School, Some College |
| Occupation | Blue Collar, Service |
| Householder Age | 25 - 64 |

*Data Source: 2018 Experian Information Solutions, Inc.*
*Experian defines working age as those aged 16 to 64.*

## Workplace Locations of Blue Collar Workers that Reside in Chisago County

### Home to Work Commuting Pattern

- The map to the right illustrates the workplace locations of persons employed in blue-collar occupations that live in Chisago County.
- Large concentrations are found in the Chisago industrial parks
- Many residents however are commuting into the Minneapolis metro area.

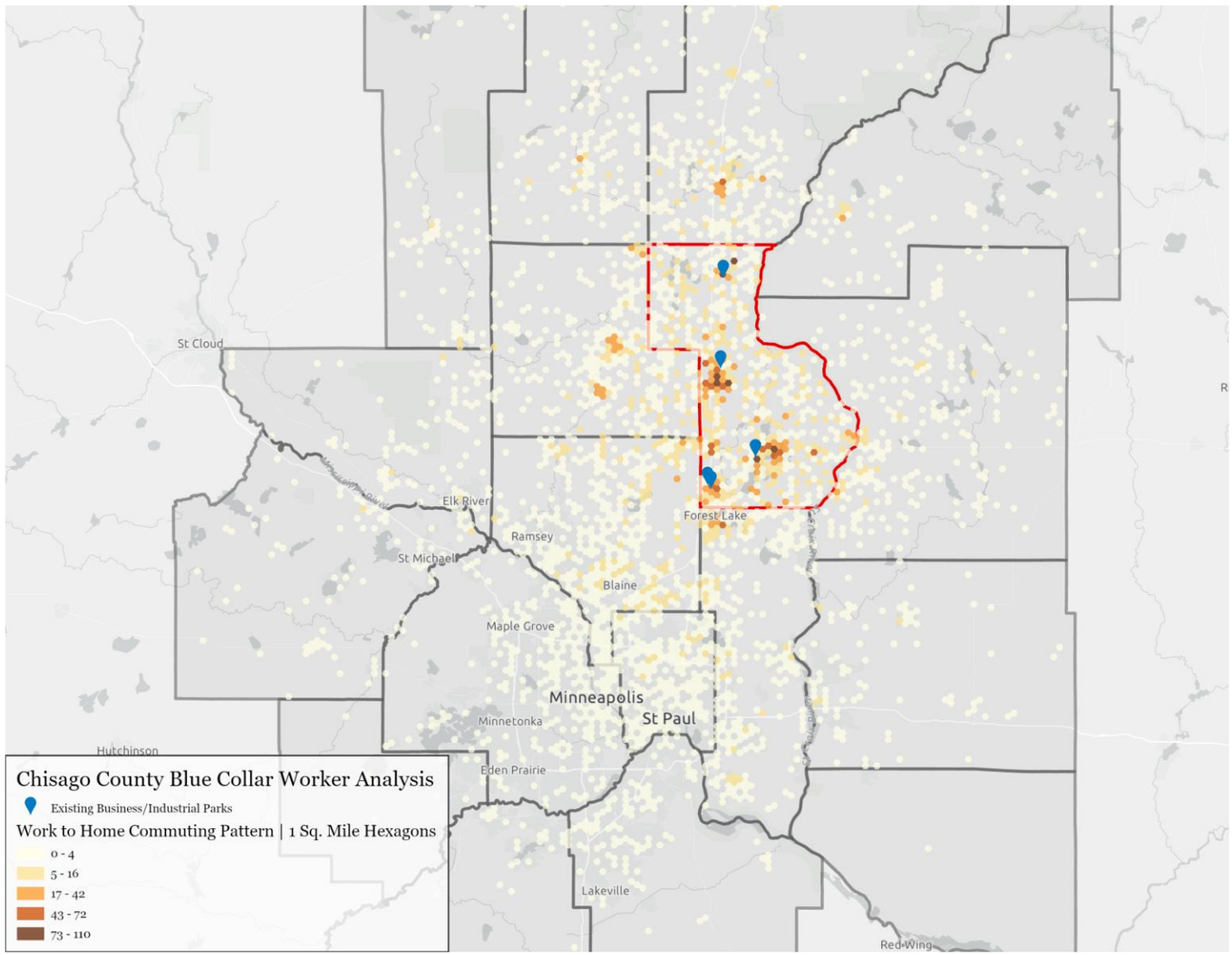



Source: U.S. Census Bureau

## Residence Locations of Blue Collar Workers that Work in Chisago County

### Work to Home Commuting Pattern

- The map to the right illustrates resident locations of persons employed in blue collar occupations who work in Chisago County
- Chisago appears to attract workers in a radius around the county to a larger extent than pulling workers from Minneapolis




Source: U.S. Census Bureau

# INDUSTRY AND TARGET LABOR DETAIL

# HEAVY MANUFACTURING PERFORMANCE BY NAICS CODE

| | | Heavy Duty Truck Manufacturing (336120) | Machine Shops (332710) | Motor and Generator Manufacturing (335312) | Mechanical Power Transmission Equipment Manufacturing (333613) | Sheet Metal Manufacturing (332322) | Showcase, Partition, Shelving and Locker Manufacturing (337215) | Bolt, Nut, Screw, Rivet, and Washer Manufacturing (332722) | | TOTAL |
|---|---|---|---|---|---|---|---|---|---|---|
| **Jobs 2021** | Chisago County, MN | 530 | 192 | 87 | 0 | 27 | 89 | 40 | | 966 |
| | Region | 587 | 8,654 | 1,857 | 293 | 4,559 | 769 | 232 | | 16,950 |
| | U.S. Average | 33,666 | 269,984 | 35,976 | 13,336 | 112,389 | 39,042 | 35,011 | | 539,409 |
| **Historical Growth Rate (17'-21')** | Chisago County, MN | 35% | (3%) | (9%) | 0% | 18% | (11%) | n/a | | 19% |
| | Region | 50% | 1% | (1%) | (9%) | (3%) | (23%) | (32%) | | (1%) |
| | U.S. Average | 14% | (4%) | 2% | 2% | 2% | (16%) | (11%) | | (3%) |
| **Projected Growth Rate (21'-26')** | Chisago County, MN | 25% | 4% | 1% | 0% | 30% | 4% | 18% | | 19% |
| | Region | 28% | 5% | (5%) | (1%) | 0% | (8%) | (30%) | | 2% |
| | U.S. Average | 14% | 3% | 3% | 5% | 2% | (2%) | (6%) | | 2% |
| **Location Quotient** | Chisago County, MN | 140.67 | 6.37 | 6.96 | 0.00 | 18.31 | 20.42 | 10.17 | | 16.80 |
| | Region | 1.37 | 2.51 | 4.04 | 1.72 | 3.18 | 1.54 | 0.52 | | 4.90 |
| | U.S. Average | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | | 1.00 |
| **Average Earnings** | Chisago County, MN | $66,631 | $70,819 | $61,461 | n/a | $55,683 | $57,816 | $68,379 | | $64,710 |
| | Region | $69,122 | $83,514 | $114,822 | $83,905 | $76,469 | $67,446 | $75,528 | | $83,786 |
| | U.S. Average | $82,352 | $68,578 | $90,951 | $80,304 | $68,316 | $61,948 | $77,976 | | $71,253 |

Source: Emsi

[1]Region includes the following countries: Anoka County, MN, Carver County, MN, Chisago County, MN, Dakota County, MN, Hennepin County, MN, Isanti County, MN, Kanabec County, MN, Le Sueur County, MN, Mille Lacs County, MN, Pine County, MN, Ramsey County, MN, Scott County, MN, Sherburne County, MN, Washington County, MN, Wright County, MN, Burnett County, WI, Pierce County, WI, Polk County, WI, St. Croix County, WI

[2]Location Quotient is the level of specialization for the targeted skillset compared to the U.S. average (1.00). Higher values indicate a greater level of specialization and competition compared to the US average.

# HEAVY MANUFACTURING – KEY POSITIONS IN THE MARKET

| | Chisago County | | | | Regional | | | | Typical Entry Level Education | Work Experience Required | Average Annual Openings |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total Jobs 2021 | 5 Yr. Project Growth (2021-2026) | Avg. Hourly Earnings | Location Quotient | Total Jobs 2021 | 5 Yr. Project Growth (2021-2026) | Avg. Hourly Earnings | Location Quotient | | | |
| **Industrial Engineers** | 78 | 14% | $44.60 | 2.34 | 8,278 | 4% | $46.62 | 2.17 | Bachelor's degree | None | 791 |
| **First-Line Supervisors of Production and Operating Workers** | 84 | 6% | $29.90 | 1.23 | 7,645 | 2% | $33.45 | 0.97 | High school diploma or equivalent to 2 yr certification | Less than 5 years | 843 |
| **Miscellaneous Assemblers and Fabricators** | 509 | 9% | $16.81 | 3.55 | 20,035 | (4%) | $18.42 | 1.22 | High school diploma or equivalent to 2 yr certification | None | 2,582 |
| **Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic** | 56 | 1% | $18.52 | 2.74 | 3,550 | (2%) | $20.50 | 1.52 | High school diploma or equivalent | None | 427 |
| **Machinists** | 104 | 7% | $23.29 | 2.51 | 7,694 | 3% | $25.72 | 1.63 | High school diploma or equivalent to 2 yr certification | None | 944 |
| **Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic** | 50 | 13% | $18.60 | 3.16 | 2,331 | 3% | $20.69 | 1.29 | High school diploma or equivalent to 2 years | None | 378 |
| **Inspectors, Testers, Sorters, Samplers, and Weighers** | 76 | 3% | $20.80 | 1.21 | 7,057 | (5%) | $22.97 | 0.98 | High school diploma or equivalent to 2 yr certification | None | 1,017 |
| **Coating, Painting, and Spraying Machine Setters, Operators, and Tenders** | 46 | 5% | $18.91 | 2.76 | 2,632 | 4% | $20.88 | 1.39 | High school diploma or equivalent to 2 yr certification | None | 354 |
| **Computer Numerically Controlled Tool Operators** | 46 | 2% | $21.38 | 2.78 | 3,651 | (1%) | $23.89 | 1.92 | High school diploma or equivalent to 2 yr certification | None | 539 |
| **Laborers and Freight, Stock, and Material Movers, Hand** | 211 | 16% | $16.98 | 0.63 | 27,706 | 1% | $18.80 | 0.73 | No formal educational credential | None | 4,420 |
| **Heavy Manufacturing Position Summary** | 1,262 | 9% | $20.61 | | 90,580 | 0% | $23.75 | | | | 12,296 |



Source: Emsi

# PRODUCT MANUFACTURING PERFORMANCE BY NAICS CODE

| | | Other Animal Food Manufacturing (311119) | Footwear Manufacturing (316210) | Stationery Product Manufacturing (322230) | All Other Plastics Product Manufacturing (326199) | Concrete Pipe Manufacturing (327332) | | TOTAL |
|---|---|---|---|---|---|---|---|---|
| **Jobs 2021** | Chisago County, MN | 61 | 244 | 0 | 482 | 115 | | 902 |
| | Region | 559 | 256 | 747 | 8,674 | 137 | | 10,413 |
| | U.S. Average | 36,600 | 11,078 | 15,038 | 288,384 | 8,371 | | 359,471 |
| **Historical Growth Rate (17'-21')** | Chisago County, MN | 41% | 73% | 0% | 1% | 128% | | 26% |
| | Region | (1%) | 63% | 16% | (2%) | (27%) | | 0% |
| | U.S. Average | 4% | (19%) | (14%) | (4%) | 8% | | (4%) |
| **Projected Growth Rate (21'-26')** | Chisago County, MN | 25% | 12% | 0% | (12%) | 16% | | 1% |
| | Region | 14% | 12% | (1%) | (7%) | 2% | | (5%) |
| | U.S. Average | 4% | (14%) | (8%) | (6%) | 6% | | (5%) |
| **Location Quotient** | Chisago County, MN | 14.88 | 196.83 | 0.00 | 14.95 | 122.98 | | 23.30 |
| | Region | 1.28 | 1.81 | 3.89 | 2.36 | 1.28 | | 5.85 |
| | U.S. Average | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | | 1.00 |
| **Average Earnings** | Chisago County, MN | $44,717 | $75,578 | $0 | $62,878 | $56,485 | | $64,217 |
| | Region | $103,874 | $72,287 | $77,192 | $69,996 | $58,809 | | $72,228 |
| | U.S. Average | $77,033 | $58,871 | $68,048 | $68,424 | $81,699 | | $69,255 |

Source: Emsi

[1]Region includes the following countries: Anoka County, MN, Carver County, MN, Chisago County, MN, Dakota County, MN, Hennepin County, MN, Isanti County, MN, Le Sueur County, MN, Mille Lacs County, MN, Pine County, MN, Ramsey County, MN, Scott County, MN, Sherburne County, MN, Washington County, MN, Wright County, MN, Pierce County, WI, Polk County, WI, St. Croix County, WI

[2]Location Quotient is the level of specialization for the targeted skillset compared to the U.S. average (1.00). Higher values indicate a greater level of specialization and competition compared to the US average.

# PRODUCT MANUFACTURING – KEY POSITIONS IN THE MARKET

| | Chisago County | | | | Regional | | | | Typical Entry Level Education | Work Experience Required | Average Annual Openings |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total Jobs 2021 | 5 Yr. Project Growth (2021-2026) | Avg. Hourly Earnings | Location Quotient | Total Jobs 2021 | 5 Yr. Project Growth (2021-2026) | Avg. Hourly Earnings | Location Quotient | | | |
| **Industrial Engineers** | 78 | 14% | $44.60 | 2.34 | 8,278 | 4% | $46.62 | 2.17 | Bachelor's degree | None | 791 |
| **First-Line Supervisors of Production and Operating Workers** | 84 | 6% | $29.90 | 1.23 | 7,645 | 2% | $33.45 | 0.97 | High school diploma or equivalent to 2 yr certification | Less than 5 years | 843 |
| **Miscellaneous Assemblers and Fabricators** | 509 | 9% | $16.81 | 3.55 | 20,035 | (4%) | $18.42 | 1.22 | High school diploma or equivalent to 2 yr certification | None | 2,582 |
| **Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic** | 57 | (10%) | $16.39 | 3.24 | 2,517 | (4%) | $17.66 | 1.26 | High school diploma or equivalent to 2 yr certification | None | 326 |
| **Shoe Machine Operators and Tenders** | 106 | 8% | $18.12 | 210.59 | 116 | 7% | $18.05 | 2.02 | High school diploma or equivalent to 2 yr certification | None | 31 |
| **Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders** | <10 | n/a | n/a | 1.84 | 400 | 1% | $21.88 | 0.94 | High school diploma or equivalent to 2 yr certification | None | 67 |
| **Inspectors, Testers, Sorters, Samplers, and Weighers** | 76 | 3% | $20.80 | 1.21 | 7,057 | (5%) | $22.97 | 0.98 | High school diploma or equivalent to 2 yr certification | None | 1,017 |
| **Paper Goods Machine Setters, Operators, and Tenders** | <10 | n/a | n/a | 0.33 | 1,305 | (7%) | $18.94 | 1.03 | High school diploma or equivalent to 2 yr certification | None | 224 |
| **Helpers--Production Workers** | 27 | 3% | $15.43 | 1.02 | 3,200 | (4%) | $17.18 | 1.04 | High school diploma or equivalent | None | 658 |
| **Laborers and Freight, Stock, and Material Movers, Hand** | 211 | 16% | $16.98 | 0.63 | 27,706 | 1% | $18.80 | 0.73 | No formal educational credential | None | 4,420 |
| **Product Manufacturing Position Summary** | 1,160 | 9% | $20.01 | | 78,259 | (1%) | $23.32 | | | | 10,959 |

# SUPPLY CHAIN PERFORMANCE BY NAICS CODE

| | | Electronic Shopping and Mail-Order Houses (454110) | Rail transportation (482110) | General Freight Trucking, Long-Distance, Truckload (484121) | General Freight Trucking, Long-Distance, Less Than Truckload (484122) | Couriers and Express Delivery Services (492110) | | TOTAL |
|---|---|---|---|---|---|---|---|---|
| **Jobs 2021** | Chisago County, MN | 206 | 103 | 71 | < 10 | 121 | | 503 |
| | Region | 6,923 | 2,118 | 6,819 | 3,170 | 10,430 | | 28,662 |
| | U.S. Average | 529,792 | 207,738 | 635,826 | 274,028 | 898,492 | | 2,545,876 |
| **Historical Growth Rate (17'-21')** | Chisago County, MN | 11% | 9% | 15% | n/a | 41% | | 17% |
| | Region | (3%) | (10%) | (10%) | 4% | 22% | | 3% |
| | U.S. Average | 11% | (7%) | 2% | 2% | 43% | | 15% |
| **Projected Growth Rate (21'-26')** | Chisago County, MN | 1% | 9% | 7% | n/a | 16% | | 7% |
| | Region | (4%) | (6%) | (4%) | 1% | 4% | | (1%) |
| | U.S. Average | 13% | (4%) | 1% | 2% | 10% | | 6% |
| **Location Quotient** | Chisago County, MN | 3.47 | 4.43 | 0.99 | 0.06 | 1.21 | | 1.85 |
| | Region | 1.02 | 0.80 | 0.84 | 0.91 | 0.91 | | 0.88 |
| | U.S. Average | 1.00 | 1.00 | 1.00 | 1.00 | 1.00 | | 1.00 |
| **Average Earnings** | Chisago County, MN | $52,027 | $99,710 | $77,433 | n/a | $67,426 | | $68,664 |
| | Region | $86,402 | $101,444 | $82,253 | $80,865 | $53,229 | | $74,459 |
| | U.S. Average | $94,224 | $101,346 | $69,462 | $80,214 | $55,230 | | $73,477 |

Source: Emsi

[1]Region includes the following countries: Anoka County, MN, Carver County, MN, Chisago County, MN, Dakota County, MN, Hennepin County, MN, Isanti County, MN, Kanabec County, MN, Le Sueur County, MN, Mille Lacs County, MN, Pine County, MN, Ramsey County, MN, Scott County, MN, Sherburne County, MN, Washington County, MN, Wright County, MN, Burnett County, WI, Pierce County, WI, Polk County, WI, St. Croix County, WI

[2]Location Quotient is the level of specialization for the targeted skillset compared to the U.S. average (1.00). Higher values indicate a greater level of specialization and competition compared to the US average.

# SUPPLY CHAIN LABOR – KEY POSITIONS IN THE MARKET

| | Chisago County | | | | Regional | | | | Typical Entry Level Education | Work Experience Required | Average Annual Openings |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total Jobs 2021 | 5 Yr. Project Growth (2021-2026) | Avg. Hourly Earnings | Location Quotient | Total Jobs 2021 | 5 Yr. Project Growth (2021-2026) | Avg. Hourly Earnings | Location Quotient | | | |
| **General and Operations Managers** | 220 | 10% | $55.48 | 0.79 | 29,913 | 2% | $63.17 | 0.95 | Bachelor's degree | 5 years or more | 2,832 |
| **Order Clerks** | 16 | (7%) | $16.66 | 1.12 | 1,803 | (10%) | $18.90 | 1.12 | Some college, no degree | None | 303 |
| **Shipping, Receiving, and Inventory Clerks** | 70 | 4% | $17.46 | 0.84 | 8,984 | (4%) | $19.86 | 0.94 | High school diploma or equivalent | None | 949 |
| **First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors** | 41 | 13% | $26.45 | 0.74 | 4,985 | 2% | $30.05 | 0.78 | High school diploma or equivalent | Less than 5 years | 743 |
| **Heavy and Tractor-Trailer Truck Drivers** | 219 | 2% | $25.40 | 0.93 | 21,798 | 2% | $27.57 | 0.81 | Postsecondary nondegree award | None | 2,847 |
| **Light Truck Drivers** | 87 | 13% | $21.72 | 0.75 | 10,954 | 4% | $22.53 | 0.83 | High school diploma or equivalent | None | 1,445 |
| **Industrial Truck and Tractor Operators** | 33 | 11% | $20.76 | 0.43 | 5,770 | 1% | $23.53 | 0.67 | No formal educational credential | None | 882 |
| **Laborers and Freight, Stock, and Material Movers, Hand** | 211 | 16% | $16.66 | 0.63 | 27,706 | 1% | $18.80 | 0.73 | No formal educational credential | None | 4,420 |
| **Packers and Packagers, Hand** | 52 | 5% | $12.71 | 0.74 | 5,655 | (2%) | $14.46 | 0.70 | No formal educational credential | None | 973 |
| **Stockers and Order Fillers** | 169 | 9% | $14.41 | 0.66 | 28,443 | 0% | $16.38 | 0.98 | High school diploma or equivalent | None | 5,185 |
| **Supply Chain Position Summary** | 1,118 | 9% | $26.25 | | 146,012 | 1% | $29.45 | | | | 20,579 |

Source: Emsi

# WAREHOUSING – KEY POSITIONS IN THE MARKET

| | Chisago County | | | | Regional | | | | Typical Entry Level Education | Work Experience Required | Average Annual Openings |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | Total Jobs 2021 | 5 Yr. Project Growth (2021-2026) | Avg. Hourly Earnings | Location Quotient | Total Jobs 2021 | 5 Yr. Project Growth (2021-2026) | Avg. Hourly Earnings | Location Quotient | | | |
| **Transportation, Storage, and Distribution Managers** | 13 | 8% | $49.63 | 0.81 | 2,048 | 2% | $54.79 | 1.11 | High school diploma or equivalent | 5 years or more | 247 |
| **Production, Planning, and Expediting Clerks** | 28 | 6% | $24.18 | 0.66 | 4,135 | 2% | $26.74 | 0.86 | High school diploma or equivalent | None | 477 |
| **Shipping, Receiving, and Inventory Clerks** | 70 | 4% | $17.79 | 0.84 | 8,984 | (4%) | $19.86 | 0.94 | High school diploma or equivalent | None | 949 |
| **Maintenance and Repair Workers, General** | 119 | 5% | $22.27 | 0.71 | 15,217 | 2% | $24.76 | 0.79 | High school diploma or equivalent | None | 1,602 |
| **First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors** | 41 | 13% | $26.95 | 0.74 | 4,985 | 2% | $30.05 | 0.78 | High school diploma or equivalent | Less than 5 years | 743 |
| **Heavy and Tractor-Trailer Truck Drivers** | 219 | 2% | $25.88 | 0.93 | 21,798 | 2% | $27.57 | 0.81 | Postsecondary nondegree award | None | 2,847 |
| **Light Truck Drivers** | 87 | 13% | $22.13 | 0.75 | 10,954 | 4% | $22.53 | 0.83 | High school diploma or equivalent | None | 1,445 |
| **Industrial Truck and Tractor Operators** | 33 | 11% | $21.16 | 0.43 | 5,770 | 1% | $23.53 | 0.67 | No formal educational credential | None | 882 |
| **Laborers and Freight, Stock, and Material Movers, Hand** | 211 | 16% | $16.98 | 0.63 | 27,706 | 1% | $18.80 | 0.73 | No formal educational credential | None | 4,420 |
| **Packers and Packagers, Hand** | 52 | 5% | $12.95 | 0.74 | 5,655 | (2%) | $14.46 | 0.70 | No formal educational credential | None | 973 |
| **Stockers and Order Fillers** | 169 | 9% | $14.68 | 0.66 | 28,443 | 0% | $16.38 | 0.98 | High school diploma or equivalent | None | 5,185 |
| **Warehousing Position Summary** | 1,043 | 8% | $20.53 | | 135,696 | 1% | | | | | 19,769 |

Source: Emsi

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# *Request for EDA Action*

*Date*: April 7, 2022

*Presented to*: EDA Members
*Presented by*: Robb Linwood, City Administrator
*Department:* Administration
*Reference:* 2022 Work Plan Discussion/Goals/Marketing – Comprehensive Plan Review
Method: New Business

***Background Information*:**
As part of the continuing work for the EDA's 2022 Work Plan/Goals and Marketing effort we wanted to discuss with the group about the focus of our efforts in 2022. As part of this a SWOT (strengths, weaknesses, opportunities and threats) could be reviewed about the city and its economic development. Secondly I have some suggested areas of focus for the group to review and receive feedback. These don't need to be the focus of the work plan or marketing efforts, but a good place to start and build off of. I have filled in this part based on the EDA's work at the March 14, 2022 Meeting for the SWOT analysis. Secondly, I have attached a draft version of the 2022 Comprehensive Plan, the planning commission is looking for feedback from the EDA about the economic development section. This is similar to the last draft the EDA reviewed and mostly comes from our strategic plan. I think the conversation of both of these item will build good feedback the planning commission and brainstorming for the overall work plan.

| STRENGTHS – Advantages Wyoming has (in no particular order). |
|---|
| Hwy 8 and I35 |
| Proximity to city for business and residential |
| Labor Force |
| Police and Fire |
| Schools |
| Parks |
| Better value for land – commercial and residential |
| 8. |
| 9. |
| 10. |

| WEAKNESSES – disadvantages Wyoming has that we may or may not be able to remedy. |
| --- |
| Lack of commercial office space |
| No real definitive downtown |
| Hwy 8 – Lack of infrastructure water/sewer |
| People don't want change of a developing city |
| Lack of Food options/restaurants |
| Workforce Housing/Starter Homes |
| Lack of Industrial Land |
| 8. |
| 9. |
| 10. |
| OPPORTUNITIES are defined as being potential areas for economic Development that have not yet been taken advantage of. |
| Hospital Land |
| School |
| Housing improvements Chisago |
| Empty lot in downtown across from Bank |
| Land Near Lakes Gas |
| Expansion of Local Manufacturers |
| 7. |
| 8. |
| 9. |
| 10. |

| THREATS are events that could seriously impair Wyoming's economy, tax base or job base if they were to occur |
|---|
| Economy – cost of building |
| Construction Period of Hwy 8 |
| Housing Legislation |
| People working from home |
| Fiber Quality |
| 6. |
| 7. |
| 8. |
| 9. |
| 10. |

The Second Component of the discussion can talk about areas of focus and how we want to work on these or potential marketing efforts depending on the topic.

- **Business Retention and Expansion –** Maintaining a systematic visitation program with Wyoming's existing businesses, providing outstanding customer service and doing everything within our power to help our local companies succeed and grow.
    - BR&E is the number one source for economic activity and growth in a community
    - Up to 90% of community growth comes from existing companies
    - Very inexpensive
    - Most effective activity in creating new jobs
    - Excellent marketing opportunity when owners and manager of businesses share what a great community they reside in.

  **Strategies and Actions????**

- **Skilled Workforce –** What can we do to grow our own skilled workforce locally by engaging high school students and educating them about opportunities provided at local tech colleges for training and education. Chisago HRA/EDA is working to complete a Labor study that will be shared with this group.

    - Businesses and especially manufacturers indicate a server shortage of skilled workers
    - Available skilled workforce is driving factor of a business's looking to expand or relocate

**Strategies and Actions???**

- **Business Attraction –** How do we gain a competitive advantage vs other communities of having our businesses expand here and new businesses locate hear.

  Key Factors:

  - Skilled workforce
  - Available land
  - Gap financing
  - Attractive community
  - Collaborative – (County, City, ECRDC, County HRA/EDA, business community)
  - What type of businesses do we want to attract and where can we locate them

**Strategies and Actions??**

- **Downtown Redevelopment –** maintaining an attractive area as a part of community that reinforces that it is a great place to live
  - Downtowns can be a reflection of how the community sees itself
  - Typically independently owned businesses that keep profits in town
  - Do we have areas of priority or opportunities?

- **Workforce Housing – How we develop and look for new opportunities**
  - According to the Urban Land Institute (ULI), Workforce Housing is defined as housing affordable to households earning between 60 and 120 percent of area median income (AMI). Workforce housing targets middle-income workers which includes professions such as police officers, firefighters, teachers, health care workers, retail clerks, and the like. Households who need workforce housing may not always qualify for housing subsidized by the Low-Income Housing Tax Credit (LIHTC)
  - Chisago County has developed a housing trust fund
  - Affordable housing is essential to a flourishing business base, especially manufacturing

**Strategies and Actions?**

**Marketing Efforts**

- Work on updating EDA website to ensure good information
- More Social media presences and the continued use of constant contact
- Site selectors are utilizing city's web pages for information
- Community image and reputation matter
- Branding is important to set us apart

**Strategies and Actions?**

# Economic Development

***Pursue a Thriving Local Economy:***

- *Plan for and allow the creation of additional stores, offices and industries consistent with this comprehensive plan and regulated by zoning ordinance amendments including, but not limited to, encouraging mixed use opportunities.*
- *Diversify the range of local employment opportunities.*
- *Attract well-paying jobs plus goods and services that are needed locally.*
- *Realize increasing property tax revenues for city, school district, county and state governments.*

The Wyoming Economic Development Authority, with the assistance of the City Council, completed a process in early 2017 to develop a strategic plan to help guide the community as it reinvigorates the activities for continued development (Ref. 2). The Economic Vision Statement in the plan is:

***"Regionally located Business friendly and family-oriented community"***

Through a series of meetings, the City developed a list of economic development goals for the City. The plan includes five goals that reflect the Economic Development Authority's vision for the community.

1. Enhance Sense of Destination, Identity and Community.
2. Enhance Wyoming Partnerships and Communications.
3. Develop Financial Support and Plans for Development Needs.
4. Develop Population and Workforce Development Plan.
5. Strategic Allocation and Innovative Marketing of Land.

## Economic Development Goals

1. Enhance Sense of Destination, Identity, and Community:
   - Develop and implement zoning districts to foster a centralized business district.
   - Develop a comprehensive plan that supports the development of a centralized business district.
   - Identify and promote the development of business areas that complement the existing businesses and currently occurring development patterns.
   - Develop a plan to create an identity of a business-friendly community.

2. Enhance Wyoming Partnerships & Communications:
   - Develop a clear and comprehensive communication plan with other advisory groups in the community (i.e., Planning Commission, Wyoming Business Association, etc.).
   - Scheduling of regular meetings between groups to discuss the issues and plans for future development in the community. Many communities encourage this by placing signs on properties that are currently being considered for development or a land use change. Look to other organizations to develop partnerships

(County EDA, Initiative Foundations, etc.) to assist with the promotion and development of the community.
- Develop or enhance relationships while working with other organizations to provide for long-term infrastructure improvement projects.

3. Develop Financial Support & Plans for Development Needs:
   - Develop a strategy and policy to assist new development projects.
   - Review and update development process to remain competitive with surrounding communities.
   - Identify the process and areas that city infrastructure will be extended to promote development.
   - Develop and implement a plan for the control of funding for proposed infrastructure improvements.
   - Develop a process for how proposed projects are handled that is inviting and inclusive for developers. Develop complete list of tasks to be completed to facilitate permitting and approvals.

4. Develop Population & Workforce Development Plan:
   - Revisit Chisago Housing Study and update implementation priorities.
   - Work with local businesses to understand and determine their long-term workforce needs.
   - Collaborate with the local school district to improve outcomes for students and enhance employment opportunities in the community.

5. Strategic Allocation & Innovative Marketing of Land:
   - Identify partners to help assist the community in marketing possible new industrial park land.
   - Identify available properties that meet the development strategies for the City both residential and commercial/industrial.
   - Identify the barriers to the successful marketing of the City and work to remove those barriers.
   - Maintain an effective and responsive website to allow for developers and residents to get accurate and up to date information about the community.

## Comprehensive Planning and Economic Development

The Comprehensive Plan serves as a blueprint for future commercial and residential land uses, housing, public, and conservation amenities. An important component of the plan is identifying new infrastructure and growth demands needed to support economic development. An economic plan adopted into the Comprehensive Plan creates a supportive and complementary strategy to meet the community overall goals to become a place where families want to live, where companies will want to do business, and where people can thrive.

### Cost of Services Study

Neither the Comprehensive Plan nor the Economic Development Plan can succeed without the other. There is a clear symbiotic relationship. Together, the City can plan for land use change while considering the financial impacts of implementation. One example tool is the “cost of community services” (COCS) study of COCS. COCSs help to understand the financial contribution of various land use types leading to future land use development strategies that are physically and financially implementable. COCS studies can help communities make informed decisions about their futures within the constraints of available budgets and other private and public funding scenarios (Ref. 13).

For communities to respond to development trends and proposed economic development, the Comprehensive Plan considers where to extend public utilities (sewer, water, roads, etc.). Ultimately, there is a cost to implement a comprehensive plan, and often there is a cost to respond to a proposed development that can ultimately become a road block to success. By understanding the upfront costs, cities can develop financial plans that will respond to and not stand in the way of future economic and community development.

## Small Area Plans

Small Area Plans are City-led plans that address the issues of a focused portion of the City. Small area plans can cover three different geographic scales -- neighborhood, corridor, and district, regardless of the size of the area. Small area plans cover a specific geography that often has a cohesive set of characteristics.

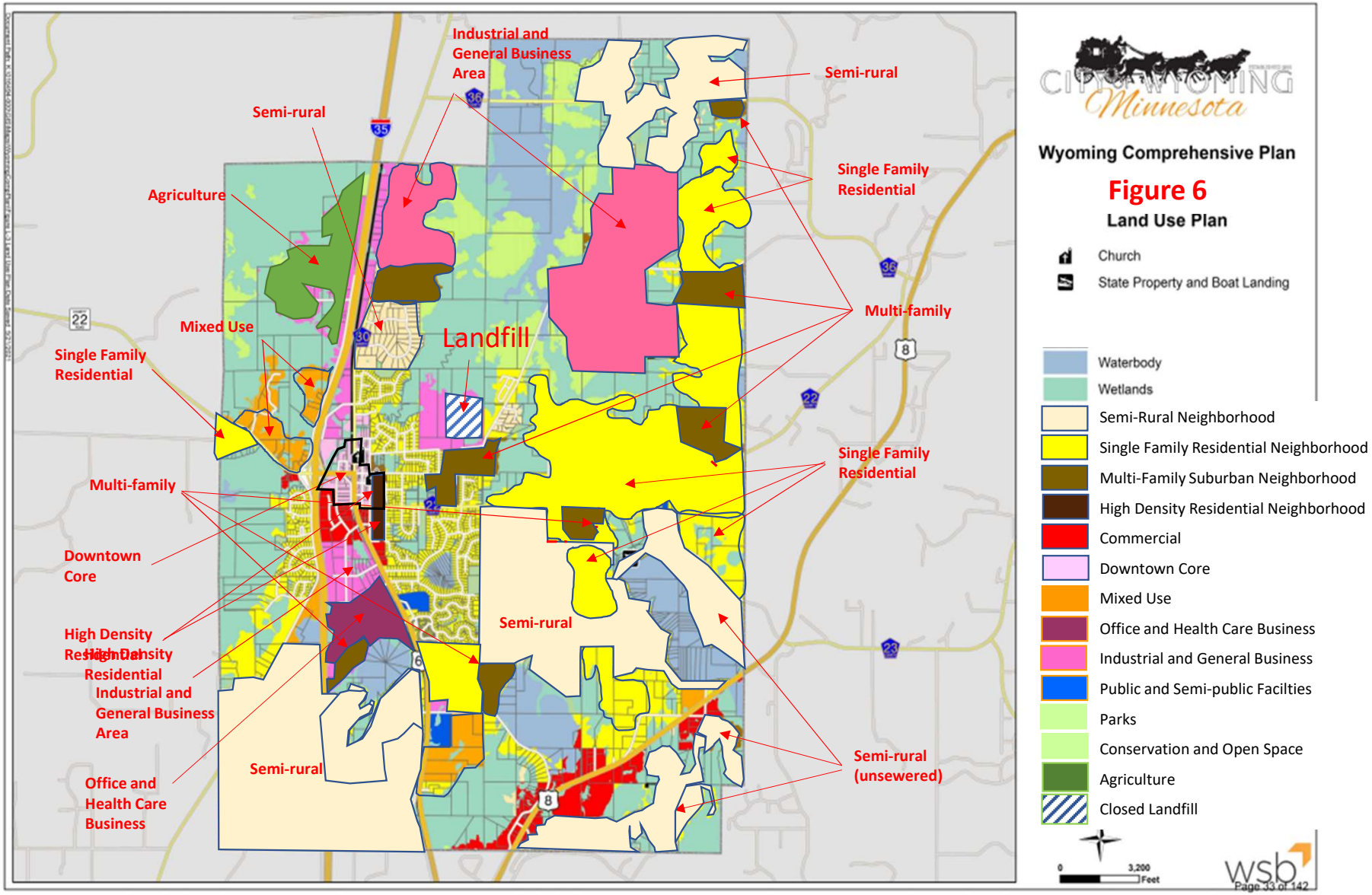
Small Area Plans are an effective tool for addressing areas where significant change is occurring or anticipated, public facilities and/or physical improvements need to be addressed, opportunities for substantial infill or redevelopment are present, and opportunities arise to influence site selection, development or major expansion of a single large activity generator. Small Area Plans can define in detail the types of development, architectural standards, pedestrian facilities, shared parking, lighting etc.

One area that would benefit from Small Area Plan and associated analysis is the Downtown Core area on the Land Use. The purpose of the plan would be to encourage a stronger "Downtown Wyoming" that would include shops, offices, high-density housing and public facilities. The City may need to make zoning amendments that allow for the area to develop with greater intensity than other portions of Wyoming while maintaining the same values. The study area would be centered around the intersection of US Highway 61 and East Viking Boulevard. The Plan would describe retail opportunities, other Commercial and residential development and pedestrian-friendly amenities. The completed plan would be the catalyst for establishing visual standards or styles that identifies the area as the downtown core. Redevelopment of the area will have many challenging elements.

## Land Assembly

Land assembly is a process of forming a single site from a number of properties, typically for economic development purposes. In some communities, an individual site may not be conducive to the type of development or redevelopment desired by the community. Working with property owners and other stakeholders to combine contiguous properties can create larger parcels of land more favorable for development projects. From a developer's perspective, development projects are all about time to market (Ref. 14).

Assembling properties one piece at a time is typically a very lengthy process; especially when the subject properties have environmental or legal challenges associated with prior use. This is a very costly process for a developer to undertake on their own and, as a result, they are typically attracted to larger tracts of undeveloped land on the fringes of developed areas. Through strategic land assembly, communities can position properties in their urban core to appeal to the development community and be able to attract a wide range of development.


Industrial and General Business Area
Semi-rural
Semi-rural
Agriculture
Single Family Residential
Multi-family
Mixed Use
Landfill
Single Family Residential
Multi-family
Single Family Residential
Downtown Core
Semi-rural
High Density Residential
Industrial and General Business Area
Office and Health Care Business
Semi-rural
Semi-rural (unsewered)
CITY OF WYOMING
Minnesota
Wyoming Comprehensive Plan
Figure 6
Land Use Plan
Church
State Property and Boat Landing
Waterbody
Wetlands
Semi-Rural Neighborhood
Single Family Residential Neighborhood
Multi-Family Suburban Neighborhood
High Density Residential Neighborhood
Commercial
Downtown Core
Mixed Use
Office and Health Care Business
Industrial and General Business
Public and Semi-public Facilties
Parks
Conservation and Open Space
Agriculture
Closed Landfill
0
3,200
Feet
wsb
Page 33 of 142

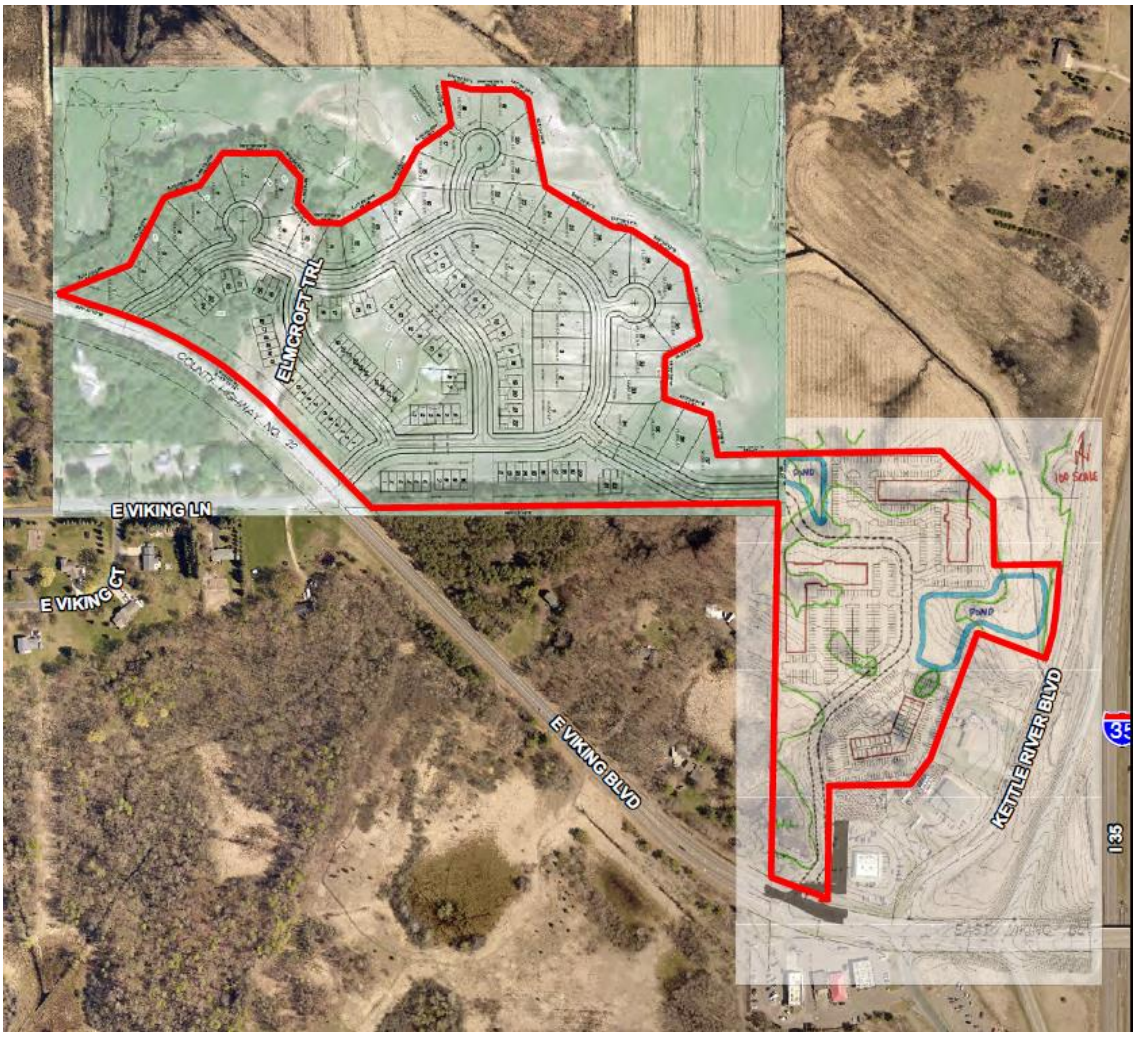
# *Communication*

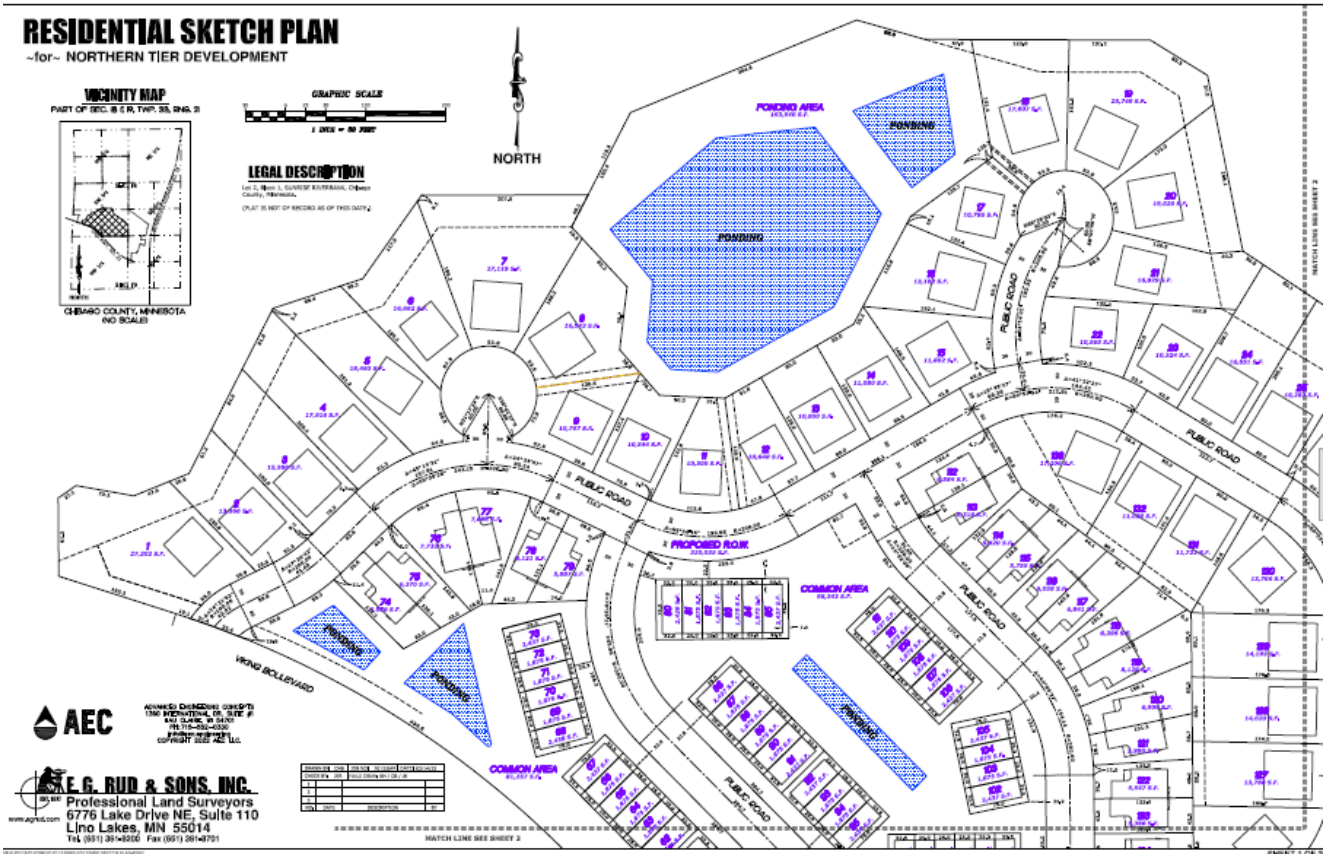
*Date*: April 8, 2022

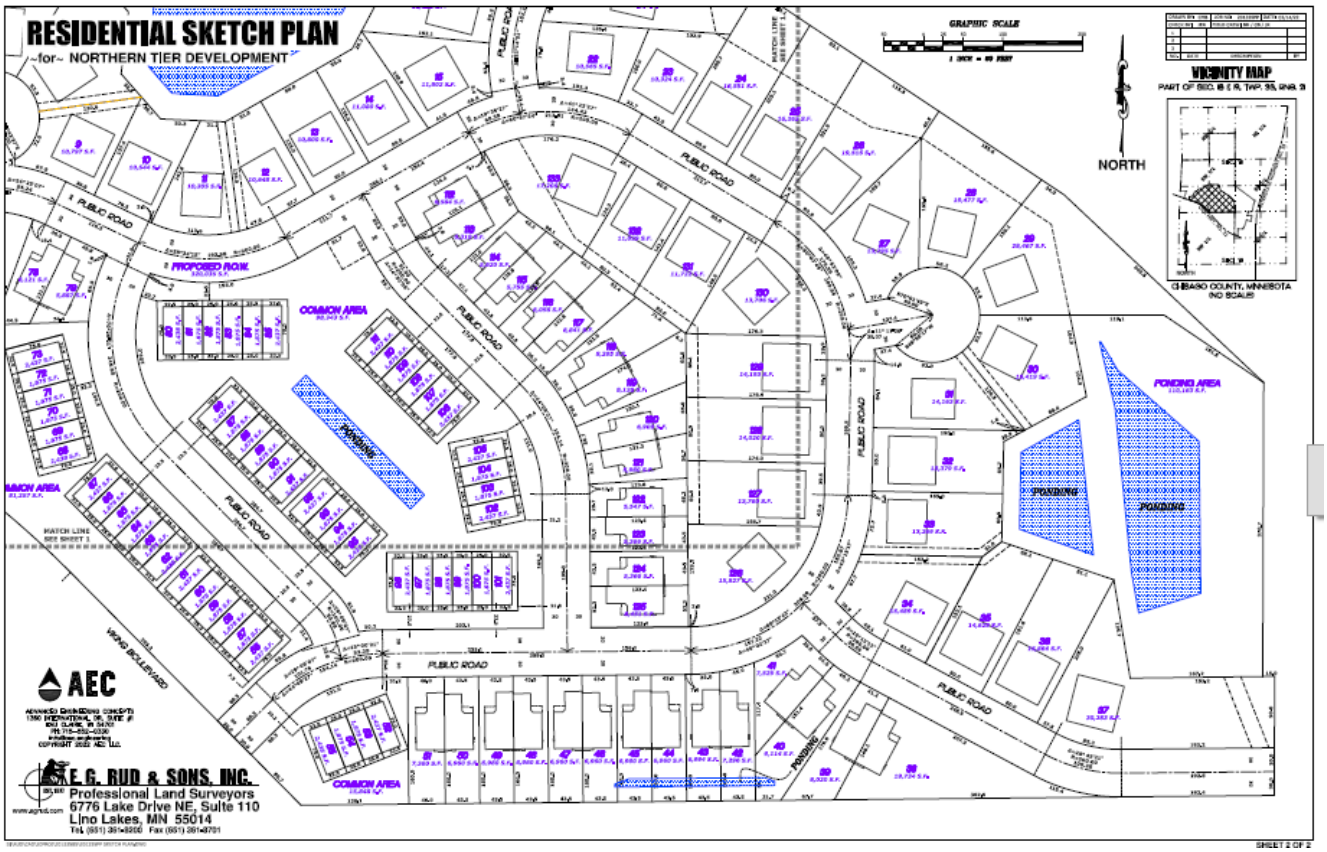
*Presented to*: EDA Members
*Presented by*: Robb Linwood, City Administrator
*Department:* Administration
*Reference:* Sunrise River Bank Development/Hallberg Bingham Property/Hallberg RV Storage/Development
Method: Updates

***Background Information*:** We would like to keep the EDA up to date on progress of existing commercial and residential development in the city.

**Sunrise River Bank Development -** Northern Tier Development, LLC is proposing a mixed residential and commercial development, Sunrise Riverbank Development, on approximately 53 acres in the City of Wyoming. The project includes a housing development (45 single family homes, 34 twin homes, 54 townhomes, and two 85-unit apartment buildings) and commercial development (one 85-unit hotel).




RESIDENTIAL SKETCH PLAN
~for~ NORTHERN TIER DEVELOPMENT
VICINITY MAP
PART OF SEC. 8 & 9, TWP. 35, RNG. 2
CHISAGO COUNTY, MINNESOTA
NO SCALE
GRAPHIC SCALE
1 INCH = 80 FEET
LEGAL DESCRIPTION
NORTH
PONDING AREA
PONDING
PUBLIC ROAD
PROPOSED R.O.W.
COMMON AREA
VIKING BOULEVARD
MATCH LINE SEE SHEET 2
AEC
E. G. RUD & SONS, INC.
Professional Land Surveyors
6776 Lake Drive NE, Suite 110
Lino Lakes, MN 55014
Tel (651) 361-8000 Fax (651) 361-8701


RESIDENTIAL SKETCH PLAN
~for~ NORTHERN TIER DEVELOPMENT
GRAPHIC SCALE
1 INCH = 80 FEET
VICINITY MAP
PART OF SEC. 8 & 9, TWP. 35, RNG. 2
CHISAGO COUNTY, MINNESOTA
NO SCALE
NORTH
PUBLIC ROAD
PROPOSED R.O.W.
COMMON AREA
PONDING
PONDING AREA
VIKING BOULEVARD
MATCH LINE SEE SHEET 1
AEC
E. G. RUD & SONS, INC.
Professional Land Surveyors
6776 Lake Drive NE, Suite 110
Lino Lakes, MN 55014
Tel (651) 361-8000 Fax (651) 361-8701
SHEET 2 OF 2

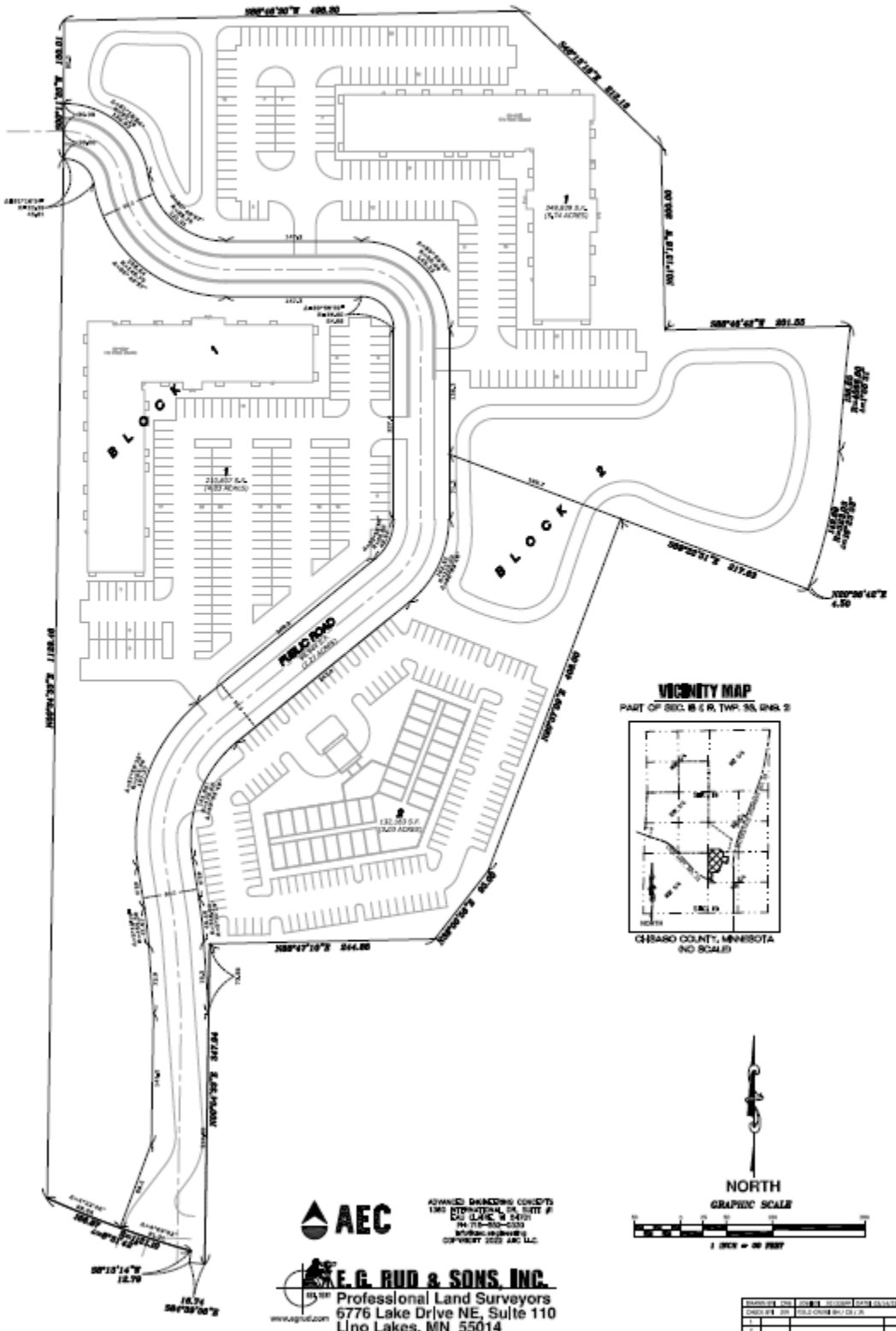
# COMMERCIAL SKETCH PLAN

~for~ NORTHERN TIER DEVELOPMENT

**LEGAL DESCRIPTION**

Outlot A, Sunrise Riverbend, Chisago County, Minnesota.

(PLAT IS NOT OF RECORD AS OF THIS DATE)




**VICINITY MAP**

PART OF SEC. 18 & 19, TWP. 35, RNG. 21



CHISAGO COUNTY, MINNESOTA
(NO SCALE)

NORTH

GRAPHIC SCALE

1 INCH = 60 FEET

AEC

ADVANCED ENGINEERING CONCEPTS
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LINO LAKES, MN 55014
PH: 715-552-5333
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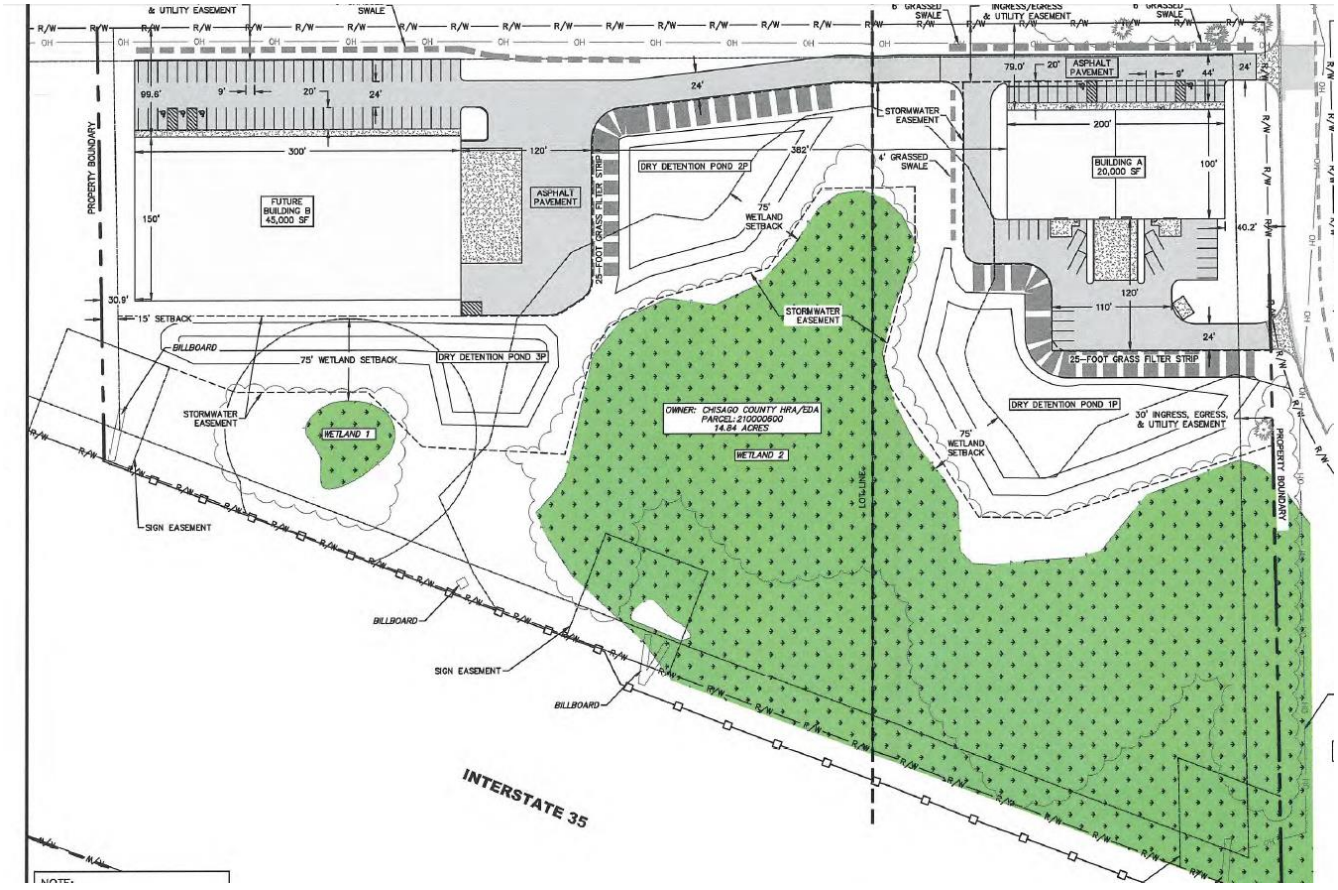
Professional Land Surveyors
6776 Lake Drive NE, Suite 110
Lino Lakes, MN 55014
Tel (651) 361-8200 Fax (651) 361-8701
www.egrud.com

| REVISION # | DATE | DESIGN | SCALE | DATE |
|---|---|---|---|---|
| CHECKED | BY | FIELD CREW | BY / CK / JK | |
| 1 | | | | |
| 2 | | | | |
| 3 | | | | |
| NO. | DATE | DESCRIPTION | | BY |

201335PP

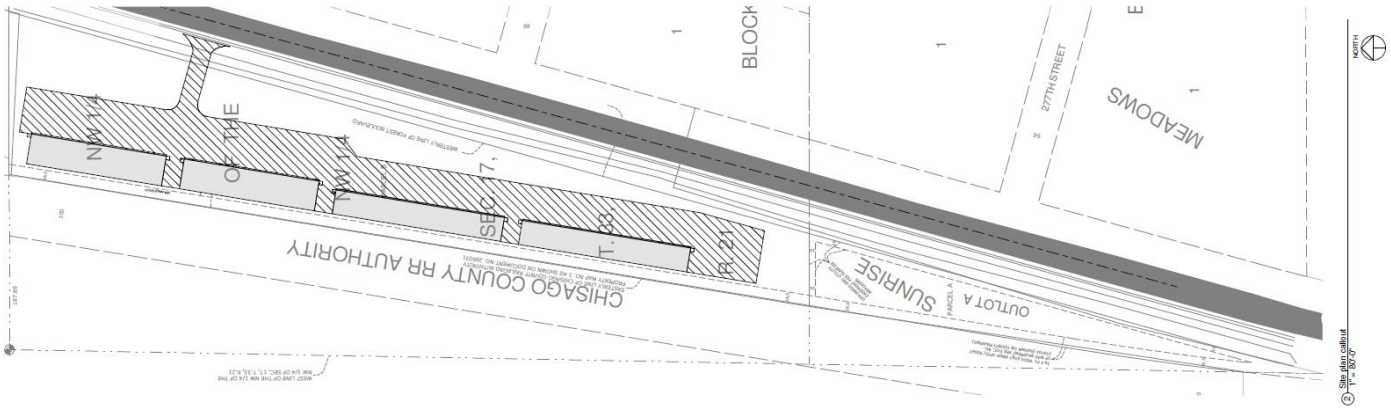
**Hallberg Development (former Bingham Property) –** Grading and site work have begun. The connection of water and sewer services began Friday and will be completed on Monday. The 20,000 square foot building will be first followed by a second building when a user has been identified.



split
DEAD END

**Hallberg Development RV Storage –**

The four units are all under construction and is moving forward quickly.




TOTAL SQFT OF BUILDINGS=45,160 SQFT
TOTAL OF UNITS (32) 50' DEEP UNITS (40) 40' DEEP UNITS

**Residential Homes –** 15 new home permits have been issued so far in 2022.